

**KSNF**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021 - September 30, 2022**

Nexstar is an equal opportunity employer and considers applicants for all positions without regard to race, color, gender, national origin, age, religious creed, disability, marital status, pregnancy, sexual orientation, veteran status, citizenship or any other characteristic protected by law.

## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
General Assignment Reporter	5-6, 9, 11-12, 14-16, 18, 20-22	6
Weekend Meteorologist/Reporter	5-6, 9-12, 14-16, 18, 20-22	15
KODE Morning Photographer	5, 7-9, 11-16, 18, 20-22	7
Digital Reporter	4-6, 9, 11-16, 18, 20-22	4
KSNF Weekend Director	5-7, 9-16, 18, 20-22	7
General Assignment Reporter	5, 9, 11-16, 18, 20-22	14
News Photographer	5-6, 8-9, 11-16, 18, 20-22	8
News Reporter	5, 9, 11-16, 18, 20-22	15
Digital Reporter	5, 9, 11-12, 14-16, 18, 20-22	15
Master Control Operator	2, 4-5, 9, 11-12, 14-16, 18, 20-22	2
Account Executive	1-2, 5, 9, 11-12, 14-16, 18, 20-22	1
Account Executive	1-2, 5, 9, 11-12, 14-16, 18, 20-22	2
News Director	2, 5, 8-9, 11, 14-16, 18, 20-22	2
Sports Reporter/Anchor	5, 9, 11, 14-16, 18-22	19
Technical Director	5-7, 9, 11, 14-16, 18, 20-22	7
Morning News Anchor/Reporter	5, 9, 11, 14-18, 20-22	17
General Assignment Reporter	3, 5-6, 9-11, 14-18, 20-22	10
General Assignment Reporter	3, 5-6, 9-11, 14-18, 20-22	17
General Assignment Reporter	3, 5-6, 9-11, 14-18, 20-22	6
Morning News Technical Director	5, 7, 9, 11, 14-16, 18, 20-22	7
Sports Reporter	5, 7, 9-12, 14-16, 18, 20-22	7
Digital Content Coordinator	2, 5, 9, 11-12, 14-16, 18, 20-22	15

Nexstar did not actively distribute job vacancy notices to CareerBuilders.com, Indeed .com and Linked-In. However, said sources reposted some but not all of the station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

Due to technical issues with with the source between April 7-May 12, 2022, the following job vacancies notices, News Director, Sports Reporter/Anchor, Technical Director, Morning News Anchor/Reporter, General Assignment Reporter, General Assignment Reporter, General Assignment Reporter, and Morning News Technical Director were manually posted to the MCC job bank website. Those manual deliveries are not accounted for in the vacancy list above.

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Advertisement-Print	N	1
2	Advertisement-TV	N	4
3	CareerBuilder.com	N	1
4	Employee Referral	N	3
5	Handshake P.O. Box 40770 San Francisco, California 94140 Url : www.handshake.com Garrett Lord Manual Posting	N	0
6	Indeed.com	N	12
7	Internal Promotion	N	5
8	Job/Bulletin Board	N	4
9	KSNF/KODE TV 1502 Cleveland Street Joplin, Missouri 64801 Phone : 417-781-2345 Email : jhoffmann@nexstar.tv John Hoffmann	N	1
10	Linked In	N	7
11	Missouri Broadcaster Association 1025 Northwest Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org Terry Harper Manual Posting	N	0
12	Missouri Career Center 730 S Wall St. Joplin, Missouri 64801 Phone : 417-625-3623 Email : jobs@wibswmo.com Jackie McKibben	N	0
13	Missouri Southern State University 3950 E, Newman Rd Joplin, Missouri 64801 Phone : 417-625-3183 Email : hunt-w@mssu.edu Bill Hunt	N	0

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## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Missouri Southern State University 3950 E, Newman Rd Joplin, Missouri 64801 Phone : 417-625-9343 Email : hirealio@mssu.edu NA NA	N	3
15	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	18
16	Pittsburg State University 1701 S. Broadway Pittsburg, Kansas 66761 Phone : 620-235-4140 Email : careers@pittstate.edu NA NA	N	0
17	Re-hire	N	2
18	The Joplin Globe 117 E 4th Street Joplin, Missouri 64801 Phone : 417-623-3480 Url : <a href="http://www.joplinglobe.com">http://www.joplinglobe.com</a> Paula Sill Manual Posting	N	0
19	TVJobs.com	N	1
20	University of Arkansas 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-6307 Email : lfoley@uark.edu Larry Foley	N	0
21	University of Kansas 1450 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-7630 Email : steve_rottinghaus@ku.edu Steve Rottinghaus	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
22	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>62</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices, including upper-level positions, to the Missouri Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and Minorities.	3	Vice President/General Manager News Director Director of Sales
2	Ongoing Event	Participation in scholarship programs	The Station participates in an established scholarship program that assists students interested in pursuing a career in broadcasting. During the reporting term there were eight (8) recipients from Baker University, Washburn University, Kansas State University, and Pittsburg State University.	1	Vice President/General Manager
3	9/13/2022	Provision of training to management	The Station conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	6	Vice President/General Manager News Director Director of Sales Chief Engineer