

**KOZL-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2017 - September 30, 2018**

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
Account Executive	1-8, 10, 13-16, 18-23, 28-32	5
Account Executive	1-8, 10, 13-16, 18-23, 28-32	5
News Anchor	1, 3-4, 6, 8-10, 12-16, 18-23, 28-32	9
Multimedia Journalist-Branson Bureau	1, 3-4, 6-8, 10-16, 18-25, 27-28, 30-32	24
News Producer	1, 3-4, 6-8, 10-11, 13-16, 18-23, 26-28, 30-32	7
News Producer	1, 3-4, 6-8, 10-11, 13-16, 18-23, 26-28, 30-32	26
Morning News Anchor	1, 3-4, 6, 8-10, 12-16, 18-23, 28	9
Creative Services	1, 3-4, 6, 8-11, 13-16, 18-23, 27-28, 30- 31	9
News Photographer	1, 3-8, 10-11, 13-16, 18-23, 27-28, 31- 32	7
News Photographer	1, 3-8, 10-11, 13-16, 18-23, 27-28, 31- 32	5
Promotions Assistant	1, 3-6, 8, 10-11, 13-16, 18-23, 27-28, 30-32	5
Multimedia Journalist	1, 3-4, 6, 8, 10-16, 18-23, 27-28, 30-32	1
Account Executive	1-6, 8, 10-11, 13-16, 18-23, 27-28, 30- 33	5
Executive Producer	1, 3-4, 6, 8-11, 13-16, 18-23, 27-28, 30- 33	9
Weekend Meteorologist/Web Producer	1, 3-6, 8, 10-16, 18-23, 27-28, 30-33	5
Audio Operator	1, 3-4, 6-11, 13-23, 27-28, 30-33	17
Weekend Sports Anchor/Reporter	1, 3-6, 8, 10-16, 18-23, 27-28, 30-33	5
Receptionist	1-4, 6-8, 10-11, 13-16, 18-23, 27-28, 31 -33	7

**KOZL-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2017 - September 30, 2018**

**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	Broadcast Employment Services (TVjobs.com) PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://tvjobs.com">http://tvjobs.com</a> Mark Holloway Manual Posting	Y	2
2	Bryan University 4255 Nature Ctr Way Springfield, Missouri 65804 Phone : 417-862-5700 Url : <a href="http://bryanu.edu">http://bryanu.edu</a> Email : <a href="mailto:bcoomer@bryanu.edu">bcoomer@bryanu.edu</a> Bryan Coomer	Y	0
3	College of the Ozarks 1 Opportunity Avenue PO Box 17 Point Lookout, Missouri 65726 Phone : 417-690-3248 Url : <a href="https://www.collegecentral.com/cofo/">https://www.collegecentral.com/cofo/</a> Terri Burton Manual Posting	Y	0
4	Drury University Career Center 900 N. Benton Springfield, Missouri 65802 Phone : 417-873-7284 Url : <a href="https://www.collegecentral.com/drury/employer.cfm">https://www.collegecentral.com/drury/employer.cfm</a> Emily Buckmaster Manual Posting	Y	0
5	Employee Referral	N	9
6	Evangel Career Development 1111 N. Glenstone Springfield, Missouri 65802 Phone : 417-865-2815 Url : <a href="https://www.collegecentral.com/evangel/">https://www.collegecentral.com/evangel/</a> Shannon McClure Manual Posting	Y	0
7	Indeed.com	N	6

**KOZL-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2017 - September 30, 2018**

**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
8	Internal Bulletin Board 2650 E. Division St. Springfield, Missouri 65803 Phone : 417-862-2727 Nancy Bingaman Manual Posting	N	0
9	Internal Promotion	N	6
10	Lincoln University (Center for Career Services) 820 Chestnut Street Jefferson City, Missouri 65101 Phone : 573-6815166 Email : careerservices@lincolnu.edu Ruth Canada	N	0
11	Lindenwood University 209 S.Kingshighway St. St. Charles, Missouri 63301 Phone : (636) 949-2000 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Shannon Wright Manual Posting	N	0
12	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Rich Everitt Manual Posting	N	0
13	Missouri Broadcasters Association 1025 Northeast Dr Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : <a href="http://www.mbaweb.org">http://www.mbaweb.org</a> Terry Harper Manual Posting	N	0

**KOZL-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2017 - September 30, 2018**

**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 Career Center 2900 E. Sunshine Springfield, Missouri 65804 Phone : 417-887-4343 Url : <a href="https://jobs.mo.gov/employer">https://jobs.mo.gov/employer</a> Shelly Sprague Manual Posting	Y	0
15	Missouri Southern State University Career Services 3950 E. Newman Road Joplin, Missouri 64801 Phone : 417-625-9343 Url : <a href="https://www.myinterfase.com/mssu/employer/">https://www.myinterfase.com/mssu/employer/</a> Alex Gandy Manual Posting	N	0
16	Missouri State University Career Center 901 S. National Ave Springfield, Missouri 65804 Phone : 417-836-5636 Url : <a href="http://careercenter.missouristate.edu/jobtrackslog">http://careercenter.missouristate.edu/jobtrackslog</a> Vicki Elders Manual Posting	Y	0
17	Monster	N	1
18	NAACP of Springfield POB 8983 Springfield, Missouri 65801 Phone : 417-873-6386 Url : <a href="http://www.naacpspringfieldmo.org/">http://www.naacpspringfieldmo.org/</a> Email : <a href="mailto:info@naacpspringfieldmo.org">info@naacpspringfieldmo.org</a> Cheryl Clay	N	0
19	National Alliance of State Broadcasters (careerpage.org) 2333 Wisconsin St. NE Albuquerque, New Mexico 87110 Phone : 573-636-6692 Url : <a href="http://careerpage.org">http://careerpage.org</a> Mark Gordon Manual Posting	N	0

**KOZL-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2017 - September 30, 2018**

**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
20	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	6
21	Ozarks Technical Community College 1001 E. Chestnut Expressway Springfield, Missouri 65802 Phone : 417-447-6963 Url : <a href="https://www.collegecentral.com/otc/">https://www.collegecentral.com/otc/</a> Kathy Christy Manual Posting	Y	0
22	OzarksFirst.com (station website) 2650 E. Division St. Springfield, Missouri 65803 Phone : 417-862-2727 Karen Libby Manual Posting	N	0
23	Private Public Partnership Office for Army Reserves 24 Davis Street Jefferson Barracks St. Louis, Missouri 63125 Phone : 314-416-3000 Url : <a href="http://www.usar.army.mil/p3">http://www.usar.army.mil/p3</a> Email : <a href="mailto:fred.d.love4.ctr@mail.mil">fred.d.love4.ctr@mail.mil</a> Fred Love	Y	0
24	Professional/Industry Trade Organization	N	1
25	Radio Television Digital News Association The National Press Building 529 14th Street, NW, STE 1240 Washington, District of Columbia 20045 Phone : 212-246-0398 Dan Shelley Manual Posting	N	0
26	Re-hire	N	1

**KOZL-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2017 - September 30, 2018**

**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
27	Southern Illinois-Carbondale 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-2391 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Michelle Garrett Manual Posting	N	0
28	Springfield Area Chamber of Commerce 202 S. John Q Hammons Parkway Springfield, Missouri 65806 Phone : 417-862-5567 Url : <a href="http://www.springfieldchamber.com/">http://www.springfieldchamber.com/</a> Carol Wright Pryor Manual Posting	N	0
29	Stephens College 1200 E. Broadway #2123 Columbia, Missouri 65215 Phone : 573-876-7101 Url : <a href="https://www.myinterfase.com/stephens/employer/">https://www.myinterfase.com/stephens/employer/</a> Ellen Morris Manual Posting	N	0
30	University of Arkansas Career Development Center 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-2805 Url : <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a> Angela Williams Manual Posting	N	0
31	University of Missouri-Columbia 201 Student Success Center Columbia, Missouri 65211 Phone : 573-884-6317 Url : <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a> Laura Peiter Manual Posting	N	0

**KOZL-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2017 - September 30, 2018**

**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
32	US Military Pipeline (Futures Inc.) 4819 Emperor Blvd Ste 305 Durham, North Carolina 27703 Phone : 919-474-8500 Url : <a href="https://usmilitarypipeline.com">https://usmilitarypipeline.com</a> Futures Team Manual Posting	N	0
33	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>32</b>

**KOZL-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2017 - September 30, 2018**

**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	10/5/2017	Participation in Job Fairs	The Station participated at the College of the Ozarks Fall Career Day. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Director of Engineering Master Control Supervisor
2	10/27/2017	Participation in events or programs sponsored by educational institutions	Station personnel participated by allowing a student from Ozark High School to job shadow them from 8a to 4p for a class.	2	Engineer Sports Anchor
3	1/15/2018	Establishment of an intern program designed to assist members of the community	The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports, and weather.  The station hosted three (3) interns from Missouri State University and one (1) intern from Southwest Baptist University during the 2018 Spring Semester, and three (3) interns from Missouri State University and one (1) intern from Harding University during the 2018 Summer Semester.	14	News Director News Producer
4	1/26/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers to nine Ozark Junior High students and their teacher who came to the Station. They spoke about career decisions and job requirements.	9	News Director Assistant News Director Assignment Editor Managing Editor of Digital Media
5	3/15/2018	Participation in Job Fairs	The Station participated at the College of the Ozarks Spring Career Expo. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Director of Engineering Master Control Supervisor



**KOZL-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2017 - September 30, 2018**

**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>
6	3/21/2018	Participation in events or programs sponsored by educational institutions	Station personnel spent two days at the University of Missouri Journalism School. The first day, they participated as judges, allowing students to receive feedback on their presentations. The second day, they participated as speakers. They talked about career decisions and job requirements.	3	General Manager News Director Morning News Anchor
7	3/27/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Republic High School Annual Career Day. She spoke about career decisions and job requirements.	1	Weekend Sports Anchor
8	4/6/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers for a Broadcast Journalism class at Missouri State University. They spoke about career decisions and job requirements.	2	Assistant Producer/Multimedia Journalist Multimedia Journalist
9	4/10/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker to students from the Phelps Center for Gifted Education who came to the Station. He spoke about career decisions and job requirements.	1	Chief Meteorologist
10	4/26/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as a mock interviewer of Electronic Media Production students at Ozarks Technical Community College, allowing students to receive feedback on their interviewee skills.	1	Promotions Manager
11	4/30/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers to Southwest Baptist University students who came to the Station. They spoke about career decisions and job requirements.	8	News Director News Anchor News Anchor Chief Meteorologist
12	5/7/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers to Harrison Elementary School (Springfield, MO) fourth-grade students who came to the Station. They spoke about career decisions and job requirements.	6	Assistant Producer/Multimedia Journalist Morning News Anchor Morning Meteorologist Morning News Anchor