

KAUT, KFOR
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 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
Account Executive	1, 3, 5-8, 10-24	7
Multi Media Journalist/Reporter	1, 3, 5-24	7
Photojournalist	1, 4-8, 10-19, 21-24	4
9PM Anchor/Reporter	1, 5-19, 21-24	7
Multi Media Journalist/Reporter	1, 5-8, 10-19, 21-24	11
News Producer	1, 4-19, 21-24	9
Part Time Writer	1, 5-8, 10-19, 21-24	7
PT ENG Editor	1, 4-8, 10-19, 21-24	7
News Producer	1, 4-19, 21-24	7
Part Time Writer	1, 5-8, 10-19, 21-24	7
Account Executive	1, 5-8, 10-19, 21-24	7
ENG Editor	1, 4-18, 21-24	7
Assignment Editor	1, 4-18, 21-24	7
PT ENG Editor	1, 4-8, 10-19, 21-24	4
Photojournalist	1-2, 4-8, 10-18, 21-24	4
Production Technician	1, 5-8, 10-19, 21-24	11
National Sales Assistant	1, 4-8, 10-19, 21-24	7
Local Sales Assistant	1, 5-8, 10-18, 21-24	7
Graphic Artist	1, 4-19, 21-24	9
Multi Media Journalist/Reporter	1, 5-8, 10-19, 21-24	11
Part Time Writer	1, 4-8, 10-19, 21-24	16
PT Photojournalist	1, 4-8, 10-19, 21-24	7
PT ENG Editor	1, 5-8, 10-19, 21-24	7
Anchor/Reporter	1, 4-8, 10-19, 21-24	7

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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	b-roll.net 243 17th St, SE Washington, District of Columbia 20003 Phone : 202-486-8842 Url : http://b-roll.net Email : kev@b-roll.net Kevin Johnson	N	0
2	CareerBuilder.com	N	1
3	EbayClassifieds.com Oklahoma Url : http://ebayclassifieds.com Career Services Manual Posting	N	0
4	Indeed.com	N	27
5	John Derr, The LornaDave Agency PO BOX 368 Fogelsville, Pennsylvania 18051 Phone : 610-248-1317 Email : john@lornadave.com John Derr	N	0
6	KAUT/KFOR 444 E. Britton Road Oklahoma City, Oklahoma 73114 Phone : 405-424-4444 Email : jobs@kfor.com Josette Mouton	N	0
7	KFOR.com 444 E. Britton Rd Oklahoma City, Oklahoma 73114 Phone : 405-424-4444 Url : http://kfor.com Email : kari.king@kfor.com Kari King	N	59
8	Langston University 701 Sammy Davis Jr Dr Langston, Oklahoma 73050 Phone : 405-466-2231 Email : leonelle.thompson@langston.edu Fax : 1-405-466-2976 Leonelle Thompson	N	0
9	Linked In	N	9

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	8
12	Oklahoma Association of Broadcasters 6520 N. Western Suite 104 Oklahoma City, Oklahoma 73116 Phone : 405-848-0771 Url : http://oab.org Email : struby@oabok.org Nancy Struby	N	0
13	Oklahoma Baptist University 500 W University St Shawnee, Oklahoma 74804 Phone : 405-585-5262 Email : Career.development@okbu.edu Lori Hagans	N	0
14	Oklahoma Christian University 2501 E Memorial Rd Edmond, Oklahoma 73013 Phone : 405-425-5000 Url : http://okcu.edu/careers Email : info@oc.edu Career Services	N	0
15	Oklahoma State University 900 N Portland Ave Oklahoma City, Oklahoma 73107 Phone : 405-744-1137 Logan Wren Manual Posting	N	0

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16	Oklahoma University 660 Parrington Oval Norman, Oklahoma 73019 Phone : 405-325-1974 Email : oucs@ou.edu Justin Morris	N	1
17	Oklahoma Works 3813 N Santa Fe Avenue Suite 135 Oklahoma City, Oklahoma 73118 Phone : 405-622-2026 X303 Url : www.cowib.org Goldie Jackson Manual Posting	N	0
18	PRSA-OKC PO Box 18702 Oklahoma City, Oklahoma 73154-0702 Phone : 405-749-1105 Email : careers@prsaokc.com Sam Sims	N	0
19	Rose State College 6420 SE 15th St Midwest City, Oklahoma 73110 Phone : 405-739-5774 ext 6244 Email : career-services@raider.rose.edu Misty Engelbrecht	N	0
20	THE NWT Group 2110 Elmwood Bryan, Texas 77802 Phone : 817-987-3600 Nancy Shaffran Manual Posting	N	0
21	tvandradijobs.com Oklahoma Url : tvandradijobs.com Career Services Manual Posting	N	0
22	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Broadcast Employment Services Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	University of Central Oklahoma 100 N University Dr Edmond, Oklahoma 73034 Phone : 405-974-2792 Email : Dhill33@uco.edu Desiree Hill	N	0
24	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			105

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	The SEU regularly disseminates job vacancy notices, including upper-level positions to Oklahoma Works, an Oklahoma Workforce organization with a broad - based membership including the participation of women and minorities.	4	News Director General Sales Manager Creative Services Director Technology Director
2	2/24/2021	Participation in Job Fairs	The station participated in the Oklahoma State University Virtual All Majors Career Fair. SEU personnel were able to meet with students and discuss vacancies at the station and in the broadcast industry.	3	Executive Producer Digital News Manager Creative Services Director
3	4/7/2021	Provision of training to management	The SEU conducted a mandatory training session for all hiring managers with the focus on EEO recruiting process, including discussions regarding proper dissemination of job vacancy information document retention and hiring procedures.	4	General Manager News Director General Sales Manager Creative Services Director
4	6/18/2021	Co Sponsoring Job Fair	The SEU co-sponsored a job fair with the Central Oklahoma Hospitality Industry. The station provided financial, administrative and advertising resources. SEU personnel were able to meet with individuals from the community and discuss vacancies at the station and in the broadcast industry.	2	News Director Creative Services Director
5	9/30/2021	Participation in Job Fairs	The SEU participated in Oklahoma State University Virtual Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	4	Executive Producer News Director Promotions Manager Creative Services Director