

**KAUT, KFOR**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 - January 31, 2020**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Assignment Editor	1-2, 4-6, 9-12, 14-17, 19-20, 22-28	20
Multi-Media Journalist	1-2, 4, 6, 10-12, 14-17, 19, 22-28	24
ENG Editor	1-2, 4-7, 10-17, 19, 22-28	23
Anchor/Reporter	1-4, 6, 10-12, 14-17, 19, 22-28	26
Photojournalist	1-2, 4-6, 10-19, 22-28	18
Editor, Assignment Desk (NE)	1-2, 4, 6, 10-12, 14-17, 19-20, 22-28	20
FT Photographer	1-2, 4-6, 10-12, 14-17, 19, 22-26, 28	5
Anchor/Reporter	1-6, 10-12, 14-17, 19, 22-26, 28	23
Digital Content Producer	1-2, 4-6, 10-17, 19, 22-26, 28	6
Assignment Editor	1-4, 6, 10-12, 14-17, 19, 22-26, 28	3
Reporter/MMJ	1-4, 6, 10-12, 14-17, 19, 22-26, 28	24
Producer	1-2, 4-6, 8, 10-12, 14-17, 19, 22-26, 28	8
Photojournalist	1-2, 4, 6, 10-17, 19, 22-26, 28	13
Graphics Designer	1-2, 4-6, 10-17, 19, 22-26, 28	13
Associate Producer (Overnight)	1-4, 6, 10-12, 14-17, 19, 22-26, 28	3
Photojournalist	1-2, 4-6, 10-12, 14-17, 19, 22-26, 28	5
Reporter/Anchor	1-2, 4, 6, 10-12, 14-17, 19, 21-26, 28	6

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Url : 602communications.com Sandy Lizik Manual Posting	N	0
2	b-roll.net 243 17th St, SE Washington, District of Columbia 20003 Phone : 202-486-8842 Url : http://b-roll.net Kevin Johnson Manual Posting	N	0
3	Contacted by Company Recruiter/HR	N	8
4	EbayClassifieds.com Oklahoma Url : http://ebayclassifieds.com Career Services Manual Posting	N	0
5	Employee Referral	N	12
6	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting Manual Posting	N	12
7	Indeed.com	N	1
8	Internal Hire	N	1
9	Job Fair	N	1
10	John Derr, The LornaDave Agency PO BOX 368 Fogelsville, Pennsylvania 18051 Phone : 610-248-1317 John Derr Manual Posting	N	0

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11	KAUT/KFOR 444 E. Britton Road Oklahoma City, Oklahoma 73114 Phone : 405-424-4444 Email : jobs@kfor.com Josette Mouton	N	0
12	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	0
13	Linked In	N	5
14	lostremote.com 37 W. 26 St Suite 405 New York, New York 10010 Career Services Manual Posting	N	0
15	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
16	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
17	Oklahoma City Gazette Oklahoma Url : http://okgfree.com Career Services Manual Posting	N	0
18	Other Source	N	1

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19	PRSA-OKC PO Box 18702 Oklahoma City, Oklahoma 73154-0702 Phone : 405-749-1105 Email : careers@prsaokc.com Sam Sims	N	0
20	Re-hire	N	3
21	Staffing Agency Referral	N	1
22	THE NWT Group 2110 Elmwood Bryan, Texas 77802 Phone : 817-987-3600 Nancy Shaffran Manual Posting	N	0
23	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting	N	5
24	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting	N	9
25	tvandradijobs.com Oklahoma Url : tvandradijobs.com Career Services Manual Posting	N	0
26	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://tvjobs.com">http://tvjobs.com</a> Broadcast Employment Services Manual Posting	N	2

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27	UCO 100 N. University Dr Edmond, Oklahoma 73034 Phone : 405-974-2792 Email : kswezey@uco.edu Keith Swezey	N	0
28	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING</b>			<b>61</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 Participant</b>	<b>Participant Title</b>
1	2/27/2019	Participation in Job Fairs	Oklahoma State University Career and Job Fair	2	News Director Creative Services Director
2	4/4/2019	Participation in events or programs sponsored by educational institutions	Oklahoma Association of Broadcasters Education Foundation	2	News Director General Manager
3	6/26/2019	Participation in other activities designed by the station employment unit	Station Tour and Job Shadowing for the Day - University of Central Oklahoma	8	News Director various
4	7/17/2019	Participation in other activities designed by the station employment unit	Tour and Career Shadowing for the day- University of Oklahoma	4	Executive Producer Digital Content Producer Pilot/reporter News Director
5	1/22/2020	Participation in other activities designed by the station employment unit	Tour and Career Shadowing with Marlow High School	1	News Director