

# EEO PUBLIC FILE REPORT

**Nexstar Broadcasting, Inc.**

**KSNF-TV**

October 1, 2008-September 30, 2009

## Section 1. Vacancy List

<b>Job Title</b>	<b>Recruitment Source (RS) Used to Fill Vacancy</b>	<b>RS that Referred the hiree</b>
Account Executive	Missouri Career Center, KODE-TV, Pittsburg State University, Missouri Southern State University, Internal Station Posting.	Referral
News Anchor	TV Jobs .Com, National Association of Black Journalists, National Association of Hispanic Journalists, Missouri Career center, Broadcast Center, Nexstar Broadcasting Website, MSSU, PSU, Kansas University, Arkansas University, Missouri University, Internal Station Posting.	TV Jobs.com
General Assignment Reporter	Missouri Career Center, PSU, MSSU, TV Jobs.com, Fourstateshomepage.com, University of Arkansas, Missouri University, Kansas University, Pittsburg Sun, Joplin Globe, Internal Station Posting.	TV Jobs.com
Asst. News Director	Joplin Globe, Pittsburg Sun, National Assoc. Black Journalist, National Assoc. Hispanic Journalists, Missouri Career Center, Broadcast Center, Yahoo Hot Jobs, Monster Jobs.com., TV Jobs.com, Internal Station Posting, PSU, MSSU..	Station Job Posting
Assignment Editor	TV Jobs.com, National Association of Black Journalists, National Associates of Hispanic Journalists, Missouri Career Center, Broadcast Center, MSSU, PSU, Internal Station Posting.	Station Job Posting
Account Executive	Joplin Globe, Pittsburg Sun, Missouri career Center, KODE/KSNF TV, MSSU, PSU, Broadcast Center, Internal Posting	Referral
Account Executive	Joplin Globe, Pittsburg Sun, Missouri career Center, KODE/KSNF TV, MSSU, PSU, Broadcast Center, Internal Posting	Joplin Globe
Promotions Manager	KODE/KSNF-TV, Missouri Career Center, Station Posting, Broadcast Center, National Association of	Referral

	Hispanic Journalist, National Association of Black Journalists, Arkansas University, MSSU, PSU.	
Account Executive	KODE TV, Fourstateshomepage.com, Missouri Career Center, National Association of Black Journalists, National Association of Hispanic Journalists, Broadcast Center, PSU, MSSU, Station Posting.	Referral
Weather Anchor/Reporter	TV Jobs.com, Missouri Career Center, National Association of Black Journalists, National Association of Hispanic Journalists, MSSU, PSU, Fourstateshomepage.com, Station Posting, Broadcast Center	TV Jobs.com
Weather Anchor/Reporter	TV Jobs.com, Missouri Career Center, National Association of Black Journalists, National Association of Hispanic Journalists, MSSU, PSU, Fourstateshomepage.com, Station Posting, Broadcast Center	TV Jobs.com

**Section 2. Recruitment Source List**

<b>Recruitment Source (RS) Number</b>	<b>RS Information</b>	<b>RS Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS over 12-month period</b>
1	University of Arkansas, Kimpel 116, Fayetteville, AR, 479-575-6307, Larry Foley	No	0
2	Missouri Southern State University, 3950 Newman Road, Joplin, MO, Patricia Hurley	Yes	0
3	University of Kansas, 1435 Jayhawk Blvd., Lawrence, KS 785-864-7630, Patty Noland	No	0
4	University of Missouri, 76 Gannett Hall, Columbia, MO P. Sengsavanhp	No	0
5	Pittsburg State University, 1701 S Broadway, Pittsburg, KS 620-235-4716 Troy Comeau	Yes	0

6	Missouri Career Center, 730 S Wall, Joplin, MO, 417-629-3000, Craig Calnan	Yes	1
7	Joplin Globe, 117 E 4 <sup>th</sup> Street, Joplin, MO 417- 623-3480, Paula Sill	No	2
8	Pittsburg Sun, 701 N Locust, Pittsburg, KS 620- 231-2600, Classified Department	No	0
9	TV Jobs.com, P.O. Box 4116, Oceanside, CA 760- 754-8177, Mark Holoway	No	23
10	Broadcast Center, 2360 Hampton, St. Louis, MO 314-647-8181, John Carroll	No	0
11	National Assoc. of Black Journalists, 8701-A Adelphi Road, Adelphi MD, 866-479-6225 Job Bank	No	0
12	National Assoc. Of Hispanic Journalist, 529 14 <sup>th</sup> Street, Washington, DC, 202-662-7145	No	0
13	Referral	No	6
14	Station Website	No	0
15	KSNF/KODE On Air	No	1
16	Station Job Post	No	5

**Total Number of Interviews in 12 Month Period**

**38**

### **Section 3. Recruitment Initiatives**

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
Internship Program for Area College students	This ongoing semester internship program has been in place at the station for six years. The station welcomes students from area universities and colleges who are motivated and excited about expanding their knowledge and hands-on experience in a vibrant broadcasting environment. Students must be enrolled in a program related to the broadcasting industry, and their internship must be endorsed, supported, and consistently monitored by the sponsoring university. Students are rewarded with course credit hours upon completion of the semester-long program. Internship periods include Fall, Spring and Summer each year.
Job Shadow Program for High School Students	This is an ongoing program developed in conjunction with area high schools that allow students to job shadow news and production people. This gives them the opportunity to evaluate the profession and make the determination if this is a career path they would like to follow.