

KWKT, KYLE

EEO PUBLIC FILE REPORT

April 1, 2019 - March 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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer	1, 3-11, 13, 15-16, 18, 20-23, 28-32, 34-38, 40-58	23
Creative Services Assistant	1, 4-18, 20-23, 25, 27-32, 34-35, 37, 40, 42-52, 55-59	23
Commission Sales Account Executive	1-2, 4-16, 18, 20-25, 27, 29-38, 40, 42-52, 55-59	38
Multimedia Journalist	1, 4-15, 17-18, 20-23, 28-32, 34-40, 42-43, 46, 48-52, 54-58	54
Multimedia Journalist	1, 4-15, 17-18, 20-23, 28-32, 34-40, 42-43, 46, 48-52, 54-58	28
Weekend Meteorologist	1, 4-15, 18, 20-23, 26-27, 29-32, 34-37, 40, 42-43, 46, 48-52, 55-58	52
News Anchor	1-2, 5-9, 11, 13, 15, 19-21, 23, 27, 30-31, 34, 37, 42-43, 49-52, 57	37
Producer I, Assignment and Web	1, 6-9, 11, 13, 15-16, 21, 23, 25, 27, 30, 34-35, 41-42, 46, 49-52, 55, 57	25
Producer I, Assignment and Web	1, 6-9, 11, 13, 15-16, 21, 23, 25, 27, 30, 34-35, 41-42, 46, 49-52, 55, 57	25
Producer I, Assignment and Web	1, 6-9, 11, 13, 15-16, 21, 23, 25, 27, 30, 34-35, 41-42, 46, 49-52, 55, 57	41
Commission Sales Account Executive	1, 6-9, 11, 13, 15, 19, 21, 23, 27, 29-30, 34, 37-38, 42, 49-52, 57	37
Lifestyle Reporter Anchor III	1, 8-9, 11, 13, 15, 19, 21, 23, 27, 29-30, 34-35, 42, 45, 49-52, 57	19

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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	ACS Employment Readiness Program Bldg 284 Battalion Ave & 37th St. Fort Hood, Texas 76544 Phone : 254-553-2216 Url : https://hood.armymwr.com/us/hood/programs/employeme Email : hood.dmwr.acs.erb.distro@conus.army.mil Fax : 1-254-618-7480 Job Listing Prong 2 Ended Date: 11/24/2019	N	0
2	Advertisement-Print	N	2
3	Advertisement-TV	N	1
4	American Broadcasting School 712 N Watson Rd, Ste 200 Career Svc/Job Placement Arlington, Texas 76011 Phone : 817-695-2474 Url : http://www.radioschool.com/ Email : michelle@radioschool.com Job Listing	N	0
5	American Business Women's Assn 9820 Metcalf Ave Ste 110 Overland Park, Kansas 66212 Phone : 800-228-0007 Url : http://careers.abwa.org/ Email : webmail@abwa.org Cynthia Bell	N	0
6	Assoc of Women in Communications 1717 E Republic Rd Ste A Springfield, Missouri 65804 Phone : 417-886-8606 Url : http://awc.careerwebsite.com Email : chair@womcom.org Fax : 1-417-886-3685 Job Listing	N	0

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7	Austin Area Urban League, Inc 8011-A Cameron Road Ste A-100 Austin, Texas 78754 Phone : 512-478-7176 Url : http://aaul.org/ Email : communications@aaul.org Fax : 1-512-478-1239 William Teddy McDaniel	N	0
8	Baylor University Dept of Journalism Career Services One Bear Pl # 97353 Waco, Texas 76798-7353 Phone : 254-710-7204 Url : http://www.baylor.edu/journalism/ Email : kevin_tankersley@baylor.edu Fax : 1-254-710-3363 Kevin Tankersley	Y	0
9	Baylor University Dt of Career and Professional Dev. 1 Bear Place #97036 Waco, Texas 76798 Phone : 254-710-3771 Url : http://www.baylor.edu Kevin Nall Manual Posting	N	1
10	Blinn College Career Services PO Box 6030 Bryan, Texas 77805 Phone : 979-209-7250 Url : http://www.blinn.edu Sylvia McMullen Manual Posting	N	0
11	Brazos Valley Workforce 3991 E 29th St PO Drwr 4128 Bryan, Texas 77805 Phone : 979-595-2800 Url : http://bvjobs.org Leonard Rivera Manual Posting Prong 2 Ended Date: 11/30/2019	N	0

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12	careerbuilder.com 200 N LaSalle St Ste 1100 Chicago, Illinois 60601 Phone : 877-345-5256 Url : http://www.careerbuilder.com Job Listing Manual Posting	N	0
13	Central TX Hispanic Chamber of Commerce 915 LaSalle Ave Waco, Texas 76706 Phone : 254-754-7111 Url : http://www.wacohispanicchamber.com/ Email : nelissa@wacohispanicchamber.com Nelissa Davalos Prong 2 Ended Date: 11/30/2019	N	0
14	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://collectivetalent.com Michael Bille Manual Posting	N	0
15	Colorado State University Career Services Diane Kull Cntr 105 Ammons Hall Ft Collins, Colorado 80523 Phone : 970-491-1756 Url : https://career.colostate.edu Katie Flint Manual Posting Prong 2 Ended Date: 11/30/2019	N	0
16	Concordia Texas University 3400 IH 35 North Austin, Texas 78705 Phone : 512-313-5041 Url : www.concordia.edu Email : Randa.Scott@concordia.edu Randa Scott	N	0
17	Educational Institution	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Emma Bowen Foundation for Minority Interests in Media, Inc. 30 Rockefeller Plaza Campus 12 New York, New York 10112 Phone : 212-664-3486 Career Services Manual Posting	N	0
19	Employee Referral	N	4
20	glassdoor.com 100 Shoreline Hwy Bldg A Mill Valley, California Phone : 888-355-9323 Url : http://www.glassdoor.com Job Listing Manual Posting	N	0
21	Hispanic Assn of Colleges and Universities Career Services 8415 Datapoint Dr Ste 400 San Antonio, Texas 78229 Phone : 210-576-3200 Url : http://www.hacu.net Job Listing Manual Posting Prong 2 Ended Date: 11/30/2019	N	0
22	ihirebroadcasting.com 41 E All Saints St Frederick, Maryland 21701 Phone : 877-497-8283 Url : http://www.ihirebroadcasting.com Job Listing Manual Posting	N	0
23	indeed.com 7501 N Capital of Tx Hwy Bldg B Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Job Listing Manual Posting	N	5
24	Indeed.com	N	1
25	Job/Bulletin Board	N	4

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26	KETK/KFXK/KTPN 4300 Richmond Road Tyler, Texas 75703 Phone : 903-581-5656 Url : http://www.easttexasmatters.com Email : tmitchell@easttexasmatters.com Job Listing	N	0
27	KWKT-TV 8803 Woodway Dr Waco, Texas 76712 Phone : 254-776-3844 Url : http://www.mycentx.com Job Listing Manual Posting	N	3
28	Linked In	N	4
29	Mclennan Community College Career Services 1400 College Dr Waco, Texas 76708 Phone : 254-299-8614 Url : http://www.mclennan.edu Email : careers@mclennan.edu Tina Lyles	N	0
30	medialine.com 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Rich Everitt Manual Posting Prong 2 Ended Date: 11/30/2019	N	0
31	monster.com 133 Boston Post Rd Weston, Massachusetts 02493 Phone : 978-461-8000 Url : http://www.monster.com Job Listing 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
32	NAACP 1156 15th Street NW Ste 915 Washington, District of Columbia 20005 Phone : 202-463-2940 Url : http://www.naacp.org Job Listing Manual Posting	N	0
33	National Associaton of Black Sales Professionals P.O. Box 5303 River Forest, Illinois 60305 Phone : (708) 445-1010 EEO Officer Manual Posting	N	0
34	National Lesbian & Gay Journalist Assn 2120 L Street NW Ste 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : http://www.nlgja.org/ Email : info@nlgja.org Fax : 1-202-877-5633 Job Listing	Y	0
35	Natl Assn of Broadcasters 1771 N St. NW Washington, District of Columbia 20036 Phone : 202-429-5498 Url : http://www.broadcastcareerlink.com/ Nate Mann Manual Posting	N	0
36	Natl Assn of Hispanic Journalists 1050 Connecticut Ave NW Flr 10 Washington, District of Columbia 20036 Phone : 888-281-9066 Url : http://www.nahjcareercenter.com Job Listing Manual Posting	N	0
37	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	8
38	Nexstar's Facebook Page	N	4

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39	Professional/Industry Trade Organization	N	1
40	Southwestern University Career Services PO Box 770 Georgetown, Texas Phone : 512-863-1346 Url : http://www.southwestern.edu Email : pirate2pro@southwestern.edu Daniel Orozco	N	0
41	Station's Facebook Page	N	3
42	TAMU Central TX College Career Services 1001 Leadership Pl Killeen, Texas 76549 Phone : 254-526-1106 Url : http://www.ctcd.edu Job Listing Manual Posting Prong 2 Ended Date: 11/30/2019	N	0
43	Texas A&M Career Cntr Assist Director of Interviewing 209 Koldus Bldg 1233 TAMU College Station, Texas 77843 Phone : 979-845-5139 Url : https://careercenter.tamu.edu Katharyn Stober Manual Posting	N	0
44	Texas A&M University Corpus Christi Career Services – UC304 6300 Ocean Drive Corpus Christi, Texas 78412 Phone : 361-825-2628 Email : Kelly.Quintanilla@tamucc.edu Kelly Quintanilla	N	0
45	Texas Assn of Broadcasters 502 E 11th St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Email : jobs@tab.org Anna Romero	N	0

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46	Texas State Technical College Career Services 3801 Campus Dr Waco, Texas 76705 Phone : 254-867-3009 Url : http://www.tstc.edu Email : peter.collier@tstc.edu Kacy Darnell	N	0
47	Texas State University 601 Univeristy Drive San Marcos, Texas 78666 Phone : 5122452538 Email : sbgresumes@sbgstv.com Fax : 1- - - Casey Menn	N	0
48	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 David Kraus Manual Posting	N	0
49	Texas Veterans Commission 1700 N Congress Ave SFA Bldg Ste 800 PO Box 12277 Austin, Texas 78711-2277 Phone : 254-296-5236 Url : http://www.tvc.state.tx.us/ Job Listing Manual Posting Prong 2 Ended Date: 11/30/2019	N	0
50	Texas Workforce Commission 1416 S New Road Waco, Texas 76711 Phone : 254-754-5421 Url : http://www.twc.state.tx.us Job Listing Manual Posting Prong 2 Ended Date: 11/30/2019	N	0

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51	Transition Assistance Program Copeland Soldier Svc Ctr Bldg 18010 Rm B308 /TJ Mills Blvd & Battalion Ave Fort Hood, Texas 76544 Phone : 254-288-2227 Url : http://www.sfl-tap.army.mil Deidra Brown Manual Posting Prong 2 Ended Date: 11/24/2019	N	0
52	tvjobs.com Broadcast Employment PO Box 4116 Oceanside, California 92025 Phone : 760-754-8177 Url : http://www.tvjobs.com Email : info@tvjobs.com Job Listing Prong 2 Ended Date: 11/30/2019	N	3
53	TVJobs.com	N	1
54	Twitter	N	2
55	University of Mary Hardin Baylor Career Services UMHB Station Box 8415 Belton, Texas 76513 Phone : 254-295-8642 Url : http://hr.umhb.edu Email : dowens@umhb.edu Don Owens	N	0
56	University of North Texas Dept of Radio/TV/Film PO 310589 Denton, Texas Phone : 940-565-2705 Url : http://studentaffairs.unt.edu/career-center Job Listing Manual Posting	N	0

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57	University of Texas Moody College of Communication Career Services 300 W Dean Keeton St. Austin, Texas 78712 Phone : 512-232-7703 Url : http://recruit.utexas.edu/employers/ Chris Jones Manual Posting	Y	0
58	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
59	YWCA Houston 3220 Broadway Street Houston, Texas 77017 Phone : unknown Email : shawnb@ymcahouston.org Shawn Borzelleri	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			49

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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	9/16/2019	Establishment of an intern program designed to assist members of the community	The SEU 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 SEU hosted one (1) intern from Southern Methodist University during the 2019 Summer Semester.	1	News Director
2	10/16/2019	Participation in events sponsored by community groups	SEU attended Find Your Waco event which was held in Waco, Texas. During that event, the SEU had a booth where potential employees were able to discuss broadcasting jobs in general and at the Station and provided guidance on how and where to apply for jobs at Nexstar.	2	Sales Manager Creative Services Director
3	10/18/2019	Participation in other activities designed by the station employment unit	The SEU hosted Blast Off personal growth fair. The SEU provided administrative and advertising resources. SEU personnel were able to meet with individuals from the community and discuss vacancies at the Stations and in the broadcasting industry.	4	General Manager Sales Manager Director of Sales Operations Manager
4	12/4/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated as speakers at the Rapoport Academy Senior Class Career Day. They spoke about job requirements and careers and opportunities at the station and within the broadcast industry.	3	Chief Meteorologist Sports Director News Producer Director of News
5	3/25/2020	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions, to Central TX Hispanic Chamber of Commerce, Hispanic Association of Colleges & Universities and the National Lesbian & Gay Journalist Association.	1	Office Business Mgr/HR Contact