

KWKT, KYLE
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

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
Multimedia Journalist	3-5, 8-10, 14, 16, 19-21, 26, 28-30, 32-38, 40-41, 45-47, 49, 51	46
Multimedia Journalist	3-5, 8-10, 14, 16, 19-21, 26, 28-30, 32-38, 40-41, 45-47, 49, 51	8
Sales Account Executive II Bryan/College Station	3-5, 8-11, 14-16, 18-22, 24, 26, 28-40, 42, 44-45, 47-49, 51	16
Sales Account Executive II Bryan/College Station	3-5, 8-11, 14-16, 18-22, 24, 26, 28-40, 42, 44-45, 47-49, 51	16
Web Producer_News	1, 3-6, 8-14, 17-20, 22-28, 32-43, 45, 47-51	23
Sales Account Executive III	1-6, 8-14, 16-20, 24-29, 32-43, 45, 47-51	2
Sales Account Executive III	1-6, 8-14, 16-20, 24-29, 32-43, 45, 47-51	16
Sales Account Executive III	1-6, 8-14, 16-20, 24-29, 32-43, 45, 47-51	24
Sales Account Executive III	1-6, 8-14, 16-20, 24-29, 32-43, 45, 47-51	16
Sales Account Executive III	1-6, 8-14, 16-20, 24-29, 32-43, 45, 47-51	18
Creative Services Assistant	1, 3-10, 12-14, 17-20, 23-28, 32-43, 45, 47-51	23

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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	Abilene Christian University ACU Box 27914 Abilene, Texas 79699 Phone : 325-674-6540 Human Resources Manual Posting	N	0
2	Advertisement-TV	N	1
3	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
4	American Business Women's Assn PO Box 4757 Overland Park, Kansas 66204-0757 Phone : 800-228-0007 Url : http://careers.abwa.org/ Cynthia Bell Manual Posting	N	0
5	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
6	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Austin Hispanic Chamber of Commerce 2800 S. IH-35, Suite 260 Austin, Texas 78704 Phone : 512-476-7502 Url : www.gahcc.org Email : pmackin@gahcc.org Fax : 1-512-476-6417 Luis Rodriguez	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/ Kevin Tankersley Manual Posting	Y	1
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	0
10	Blinn College Career Services PO Box 6030 Bryan, Texas 77805 Phone : 979-209-7251 Url : http://www.blinn.edu Email : bryan.counseling@blinn.edu Elaine Abshire	N	0
11	Brazos Valley Workforce 3991 E 29th St PO Drwr 4128 Bryan, Texas 77805 Phone : 979-595-2800 Url : http://bvjobs.org Fax : 1-979-595-2810 Career Counselor	N	0

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12	Career Resources Center Soldier For Life-Transition Assist Program 18010 TJ Mills Blvd Fort Hood, Texas 76544 Phone : 254-288-2227 Url : https://recruitmilitary.com/army Email : paul.julio@tvc.texas.go Paul Julio	N	0
13	Central Texas College 6200 W. Central Texas Expressway Killeen, Texas 76549 Phone : 254-526-1106 Url : https://www.ctcd.edu Career Center Manual Posting	N	0
14	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	N	0
15	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
16	Employee Referral	N	8
17	Experience Works 900 Austin Ave Ste 303/304 Waco, Texas 76701 Phone : 254-400-2770 Url : http://www.experienceworks.org Email : jcobb@experienceworks.org Fax : 1-254-400-2799 J Cobb	N	0

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April 1, 2020 - March 31, 2021

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18	Heart of Texas Workforce Commission 1416 S New Road Waco, Texas 76711-1335 Phone : 254-754-5421 Url : http://www.twc.state.tx.us Email : Berenice.Gonzalez@hotworkforce.com Job Listing	N	2
19	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 Email : hacu@hacu.net Fax : 1-210-692-0823 Career Opportunity Listing	N	0
20	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
21	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	0
22	Indeed.com	N	2
23	Internal Promotion	N	2
24	KWKT-TV 8803 Woodway Dr Waco, Texas 76712 Phone : 254-776-3844 Url : http://www.fox44news.com Email : info@kwkt.com Fax : 1-254-776-8032 Job Listing	N	3

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EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

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25	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
26	Linked In	N	6
27	Lulac 1133 19th St NW Ste 1000 Washington, District of Columbia 20036 Phone : 202-833-6130 Url : http://lulac.org Fax : 1-202-833-6135 Job Listing	N	0
28	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
29	monster.com 133 Boston Post Rd Weston, Massachusetts 02493 Phone : 978-461-8000 Url : http://www.monster.com Job Listing Manual Posting	N	1
30	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
31	National Association of Black Sales Professionals P.O. Box 5303 River Forest, Illinois 60305 Phone : (708) 445-1010 EEO Officer Manual Posting	N	0

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April 1, 2020 - March 31, 2021

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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	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
33	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
34	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 Email : jobbank@nhj.org Fax : 1-202-662-7144 Job Listing	N	0
35	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	1
36	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
37	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	N	0

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38	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
39	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
40	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
41	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
42	Texas State University 601 Univeristy Drive San Marcos, Texas 78666 Phone : 5122452538 Email : sbgresumes@sbgvtv.com Fax : 1 - - - Casey Menn	N	0
43	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 David Kraus Manual Posting	N	0

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44	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	N	0
45	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	N	0
46	TVJobs.com	N	3
47	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
48	University of North Texas Dept of Radio/TV/Film PO 310589 Denton, Texas 76203 Phone : 940-565-2705 Url : http://studentaffairs.unt.edu/career-center Job Listing Manual Posting	N	0
49	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
50	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0

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51	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:			30

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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	8/5/2020	Establishment of a mentoring program	The Station has an established mentoring program designed to allow employees to gain knowledge and skills that would enable them to further their career. During the current reporting term, there were 4 participants.	4	Director of Creative Services (Coordinator) Creative Services Assistant Creative Services Assistant Production Assistant
2	Ongoing Event	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 the National Lesbian & Gay Journalist Association and to the Texas Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	Office Business Manager /HR Contact