

**KWKT, KYLE**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 - March 31, 2023**

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
Sales Assistant	1-5, 7-12, 14-19, 23-24, 26-31, 33-47	23
Producer I News	1-5, 7-12, 14-19, 21, 23-31, 33-45, 47	21
Director of Sales	1, 3-5, 7-12, 14, 17-19, 23-24, 26-31, 33-45, 47	31
Multi Media Journalist	1-5, 7-12, 14, 16-20, 22-24, 26-31, 33- 45, 47	22
Multi Media Journalist	1-5, 7-12, 14, 16-20, 22-24, 26-31, 33- 45, 47	20
Weekend Sports Anchor/Reporter	1-3, 7-12, 14, 17-20, 23-24, 27-45, 47	31
Creative Services Assistant	1-3, 7-10, 12, 14, 16-20, 23-31, 33-47	16
Sales Account Executive (WacoTX)	1-3, 5, 7-10, 12, 14, 16-20, 23-31, 33- 47	16
Production Manager/IT Engineer	1-3, 5, 7-12, 14, 17-19, 23-24, 26-31, 33-47	31
Multi Media Journalist	1-3, 5-15, 17-19, 23-29, 31, 33-47	31

**KWKT, KYLE**  
**EEO PUBLIC FILE REPORT**

April 1, 2022 - March 31, 2023

**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 Journalism and Mass Communication Dpt ACU Box 27892 Abilene, Texas 79699-7892 Phone : 325-674-2296 Don Morris Manual Posting	N	0
2	American Broadcasting School 712 N Watson Rd, Ste 200 Career Svc/Job Placement Arlington, Texas 76011 Phone : 817-695-2474 Url : <a href="http://www.radioschool.com/">http://www.radioschool.com/</a> Email : <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a> Job Listing	N	0
3	Angelina College P.O. Box 1768 3500 South First Street Lufkin, Texas 75902 Phone : 936-639-1301 Url : <a href="http://www.angelina.edu">http://www.angelina.edu</a> Fax : 1-936-633-5247 Career Center Coordinator	N	0
4	Assoc of Women in Communications 1717 E Republic Rd Ste A Springfield, Missouri 65804 Phone : 417-886-8606 Url : <a href="http://awc.careerwebsite.com">http://awc.careerwebsite.com</a> Job Listing Manual Posting	N	0
5	Austin Area Urban League, Inc 8011-A Cameron Road Ste A-100 Austin, Texas 78754 Phone : 512-478-7176 Url : <a href="http://aaul.org/">http://aaul.org/</a> Email : <a href="mailto:communications@aaul.org">communications@aaul.org</a> Fax : 1-512-478-1239 William Teddy McDaniel	N	0
6	Austin Asian American Chamber of Commerce 8001 Centre Park Drive, Suite 160 Austin, Texas 78754 Phone : 512-407-8240 Url : <a href="http://www.austinasianchamber.org">www.austinasianchamber.org</a> Email : <a href="mailto:info@austinasianchamber.org">info@austinasianchamber.org</a> Public Resources	N	0

**KWKT, KYLE**  
**EEO PUBLIC FILE REPORT**

April 1, 2022 - March 31, 2023

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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 Public Relations & New Media One Bear Pl # 97353 Waco, Texas 76798-7353 Phone : 254-710-7247 Url : http://www.baylor.edu/journalism/ Dr. Mia Moody-Ramirez Manual Posting	N	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	0
10	Baylor University-College of Arts & Sciences Mr. Bruce Gietzen One Bear Place #97068 Waco, Texas 76758 Phone : 254-710-4693 Url : https://www.baylor.edu/ Email : Bruce_Gietzen@baylor.edu Bruce Gietzen	N	0
11	Blinn College Career Services PO Box 6030 Bryan, Texas 77805 Phone : 979-209-7260 Url : https://www.blinn.edu/career-services/ Email : bryansla@blinn.edu Student Leadership Activities	N	0

**KWKT, KYLE**  
**EEO PUBLIC FILE REPORT**

April 1, 2022 - March 31, 2023

**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
12	Brazos Valley Workforce 3991 E 29th St PO Drwr 4128 Bryan, Texas 77805 Phone : 979-595-2800 Url : <a href="http://bvjobs.org">http://bvjobs.org</a> Fax : 1-979-595-2810 Career Counselor	N	0
13	Career Resources Center Veterans Employer Liaison Box 12277 Austin, Texas 78711-2277 Phone : (512) 463-2333 Url : <a href="https://www.tvc.texas.gov/employment/employers/">https://www.tvc.texas.gov/employment/employers/</a> Email : <a href="mailto:tvcemployment@tvc.texas.gov">tvcemployment@tvc.texas.gov</a> Employment Contact	N	0
14	Central Texas College 6200 W. Central Texas Expressway Killeen, Texas 76549 Phone : 254-526-1106 Url : <a href="https://www.ctcd.edu">https://www.ctcd.edu</a> Career Center Manual Posting	N	0
15	Central TX Hispanic Chamber of Commerce 915 LaSalle Ave Waco, Texas 76706 Phone : 254-754-7111 Url : <a href="http://www.wacohispanicchamber.com/">http://www.wacohispanicchamber.com/</a> Email : <a href="mailto:info@wacohispanicchamber.com">info@wacohispanicchamber.com</a> Job Board Liaison	N	0
16	Employee Referral	N	8
17	Heart of Texas Workforce Commission 140 WF SOL HOT WACO 1416 S New Road Waco, Texas 76711-1335 Phone : (254) 296-5209 Url : <a href="http://www.hotworkforce.com">www.hotworkforce.com</a> Email : <a href="mailto:William.Gleason@HOTWorkforce.com">William.Gleason@HOTWorkforce.com</a> Fax : 1-254-753-3647 Job Listing	N	0

**KWKT, KYLE**  
**EEO PUBLIC FILE REPORT**

April 1, 2022 - March 31, 2023

**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
18	Hispanic Assn of Colleges and Universities Career Services 8415 Datapoint Dr Ste 400 San Antonio, Texas 78229 Phone : 210-576-3200 Url : <a href="http://www.hacu.net">http://www.hacu.net</a> Email : <a href="mailto:hacu@hacu.net">hacu@hacu.net</a> Fax : 1-210-692-0823 Career Opportunity Listing	N	0
19	ihirebroadcasting.com 41 E All Saints St Frederick, Maryland 21701 Phone : 877-497-8283 Url : <a href="http://www.ihirebroadcasting.com">http://www.ihirebroadcasting.com</a> Job Listing Manual Posting	N	0
20	Indeed.com	N	6
21	Intracompany Transfer	N	1
22	Job/Bulletin Board	N	2
23	KWKT-TV 8803 Woodway Dr Waco, Texas 76712 Phone : 254-776-3844 Url : <a href="http://www.fox44news.com">http://www.fox44news.com</a> Email : <a href="mailto:info@kwkt.com">info@kwkt.com</a> Fax : 1-254-776-8032 Job Listing	N	4
24	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
25	Linked In	N	8
26	Lulac 1133 19th St NW Ste 1000 Washington, District of Columbia 20036 Phone : 202-833-6130 Url : <a href="http://lulac.org">http://lulac.org</a> Fax : 1-202-833-6135 Job Listing	N	0

**KWKT, KYLE**  
**EEO PUBLIC FILE REPORT**

April 1, 2022 - March 31, 2023

**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
27	McLennan Community College Career Services 1400 College Dr Waco, Texas 76708 Phone : 254-299-8570 Url : <a href="http://www.mclennan.edu">http://www.mclennan.edu</a> Michele Anderson Manual Posting	N	0
28	National Lesbian & Gay Journalist Assn 2120 L Street NW Ste 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : <a href="http://www.nlgja.org/">http://www.nlgja.org/</a> Email : <a href="mailto:info@nlgja.org">info@nlgja.org</a> Fax : 1-202-877-5633 Kimmy Baggelaar	Y	0
29	Natl Assn of Broadcasters 1771 N St. NW Washington, District of Columbia 20036 Phone : 202-429-5498 Url : <a href="http://www.broadcastcareerlink.com/">http://www.broadcastcareerlink.com/</a> Nate Mann Manual Posting	N	0
30	Natl Assn of Hispanic Journalists 1050 Connecticut Ave NW Flr 10 Washington, District of Columbia 20036 Phone : 888-281-9066 Url : <a href="http://www.nahjcareercenter.com">http://www.nahjcareercenter.com</a> Email : <a href="mailto:jobbank@nhj.org">jobbank@nhj.org</a> Fax : 1-202-662-7144 Job Listing	N	0
31	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	21
32	Nexstar's Facebook Page	N	1

**KWKT, KYLE**  
**EEO PUBLIC FILE REPORT**

April 1, 2022 - March 31, 2023

**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
33	Southwestern University Career Services PO Box 770 Georgetown, Texas Phone : 512-863-1346 Url : <a href="http://www.southwestern.edu">http://www.southwestern.edu</a> Email : <a href="mailto:pirate2pro@southwestern.edu">pirate2pro@southwestern.edu</a> Daniel Orozco	N	0
34	TAMU Central TX College Career Services 1001 Leadership Pl Killeen, Texas 76549 Phone : 254-526-1106 Url : <a href="http://www.ctcd.edu">http://www.ctcd.edu</a> Job Listing Manual Posting	N	0
35	Texas A&M Career Cntr Assist Director of Interviewing 209 Koldus Bldg 1233 TAMU College Station, Texas 77843 Phone : 979-845-5139 Url : <a href="https://careercenter.tamu.edu">https://careercenter.tamu.edu</a> Katharyn Stober Manual Posting	N	0
36	Texas A&M University Corpus Christi Career Services – UC304 6300 Ocean Drive Corpus Christi, Texas 78412 Phone : 361-825-2628 Email : <a href="mailto:Kelly.Quintanilla@tamucc.edu">Kelly.Quintanilla@tamucc.edu</a> Kelly Quintanilla	N	0
37	Texas Assn of Broadcasters 502 E 11th St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">http://www.tab.org</a> Email : <a href="mailto:jobs@tab.org">jobs@tab.org</a> Anna Romero	N	0
38	Texas State Technical College Career Services 3801 Campus Dr Waco, Texas 76705 Phone : 254-867-3009 Url : <a href="http://www.tstc.edu">http://www.tstc.edu</a> Email : <a href="mailto:peter.collier@tstc.edu">peter.collier@tstc.edu</a> Kacy Darnell	N	0

**KWKT, KYLE**  
**EEO PUBLIC FILE REPORT**

April 1, 2022 - March 31, 2023

**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
39	Texas State University 601 Univeristy Drive San Marcos, Texas 78666 Phone : 5122452538 Email : sbgresumes@sbgstv.com Fax : 1- - - Casey Menn	N	0
40	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 David Kraus Manual Posting	N	0
41	tvjobs.com Broadcast Employment PO Box 4116 Oceanside, California 92025 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Job Listing	N	0
42	University of Mary Hardin Baylor Career Services UMHB Station Box 8415 Belton, Texas 76513 Phone : 254-295-8642 Url : <a href="http://hr.umhb.edu">http://hr.umhb.edu</a> Email : <a href="mailto:dowens@umhb.edu">dowens@umhb.edu</a> Don Owens	N	0
43	University of North Texas Dept of Radio/TV/Film PO 310589 Denton, Texas 76203 Phone : (940) 565-2105 Url : <a href="http://studentaffairs.unt.edu/career-center">http://studentaffairs.unt.edu/career-center</a> Career Center Student Resource Manual Posting	N	0
44	University of Texas Moody College of Communication Career Services 300 W Dean Keeton St. Austin, Texas 78712 Phone : 512-232-7703 Url : <a href="http://recruit.utexas.edu/employers/">http://recruit.utexas.edu/employers/</a> Chris Jones Manual Posting	N	0



**KWKT, KYLE**  
**EEO PUBLIC FILE REPORT**

April 1, 2022 - March 31, 2023

**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
45	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
46	Waco Chamber of Commerce 101 S Third St Waco, Texas 76701 Phone : 254-757-5600 Url : <a href="https://inwaco.com/jobs/">https://inwaco.com/jobs/</a> In Waco Manual Posting	N	0
47	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>51</b>

**KWKT, KYLE**  
**EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/1/2022	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 Manager /HR Contact
2	8/24/2022	Participation in Job Fairs	The SEU participated at the Waco TX, Fall Hiring Job Fair. SEU personnel met with potential job applicants.	1	Business Mgr, HR POC
3	12/5/2022	Participation in other activities designed by the station employment unit	The SEU hosted a group of high school journalism students from Hallettsville Independent School District for a facility tour and discussion about career opportunities in local broadcasting.	1	VP/General Manager
4	Ongoing Event	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 the Texas A&M University, during the 2023 Spring Semester.	1	News Director
5	3/14/2023	Provision of training to management	The SEU conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	8	VP/General Manager Director of Sales Local Sales Manager News Director