

KWKT, KYLE

EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

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
Chief Meteorologist	5-7, 10, 13-16, 22, 25-28, 32, 35, 39-40, 42-43, 45-47	15
Meteorologist_Weekend	5-7, 10, 13-14, 16, 22, 25-28, 32, 39-40, 42-43, 47	26
Sports Director	5-7, 10, 13-16, 20, 22, 25-28, 32, 39-40, 42-43, 45, 47	20
Web Producer_News	5-6, 9-10, 13-16, 22, 24-25, 27-28, 32-33, 38-40, 42-43, 45, 47	15
Weekend Director	6, 9-10, 13-14, 16, 21-22, 25, 27-28, 32, 38-40, 42-43, 47	28
News Photographer	5-7, 10, 13-16, 22, 25, 27-28, 32, 39-40, 42-43, 47	15
News Producer	5-7, 10, 13-16, 18, 22, 25, 27-28, 32-33, 35, 39-40, 42-43, 45-47	18
News Producer	5-7, 10, 13-16, 18, 22, 25, 27-28, 32-33, 35, 39-40, 42-43, 45-47	28
News Anchor	4-7, 10, 13-16, 20, 22, 25, 27-28, 32, 35, 39-40, 42-43, 45, 47	20
News Anchor	4-7, 10, 13-16, 20, 22, 25, 27-28, 32, 35, 39-40, 42-43, 45, 47	15
Master Control Operator	2, 5-6, 10, 13-16, 18-19, 21-22, 25, 27-28, 32, 37, 39-40, 42-43, 47	19
Master Control Operator	2, 5-6, 10, 13-16, 18-19, 21-22, 25, 27-28, 32, 37, 39-40, 42-43, 47	15
Commission Sales Account Executive	5-6, 8, 10, 13-16, 21-22, 25-28, 30, 32, 35, 39-40, 42-43, 45, 47	15
Commission Sales Account Executive	5-6, 8, 10, 13-16, 21-22, 25-28, 30, 32, 35, 39-40, 42-43, 45, 47	30
Commission Sales Account Executive	5-6, 8, 10, 13-16, 21-22, 25-28, 30, 32, 35, 39-40, 42-43, 45, 47	21
Commission Sales Account Executive	5-6, 8, 10, 13-16, 21-22, 25-28, 30, 32, 35, 39-40, 42-43, 45, 47	21
Weekend Sports Anchor_Reporter	3, 5-7, 10, 13-16, 22, 24-25, 27-28, 32, 35, 39-40, 42-45, 47	44
Weekend Anchor_Reporter	5-7, 10, 13-14, 16, 22, 25, 27-28, 32, 35, 39-40, 42-43, 45, 47	28

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Technical Director	5-6, 10, 13-14, 16, 21-22, 25, 27-28, 32, 39-40, 42-43, 47	21
Multimedia Journalist	5-7, 10, 12-14, 16, 22, 25-28, 32, 35, 39 -40, 43-44, 47	44
Commission Sales Account Executive	5-6, 8, 10, 13-14, 16, 19, 22-25, 27-29, 32, 39-40, 42-43, 45, 47	19
eMedia Sales Assistant	1, 4-11, 13-14, 16-19, 22, 24-28, 31-37, 39-43, 45, 47-49	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 : 254-288-2089 Url : https://hood.armymwr.com/us/hood/programs/employeme Job Listing Manual Posting	N	0
2	Advertisement-TV	N	1
3	American Broadcasting School 4511 SE 29th St Career Svc/Job Placement Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Url : http://www.radioschool.com/ Job Listing Manual Posting	N	0
4	American Business Women's Assn 9820 Metcalf Ave Ste 110 Overland Park, Kansas 66212 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 Job Listing Manual Posting	Y	0
6	Austin Area Urban League, Inc 8011-A Cameron Road Ste 100 Austin, Texas 78754 Phone : 512-478-7176 Url : http://aaul.org/ William Teddy McDaniel Manual Posting	Y	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	Baylor University Dept of Journalism Career Services PO Box 97353 Waco, Texas 76798 Phone : 254-710-3261 Url : http://www.baylor.edu/journalism/ Margaret Kramer Manual Posting	N	0
8	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
9	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
10	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	Y	0
11	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Central TX Hispanic Chamber of Commerce 915 LaSalle Ave Waco, Texas 76706 Phone : 254-754-7111 Url : http://www.wacohispanicchamber.com/ Email : christina@wacohispanicchamber.com Christina Swanson	Y	0
14	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	Y	0
15	Employee Referral	N	19
16	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	Y	0
17	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
18	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	2
19	Internal Promotion	N	3
20	Intracompany Transfer	N	2
21	Job Fair	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	KWKT-TV 8803 Woodway Dr Waco, Texas 76712 Phone : 254-776-3844 Url : http://www.mycentx.com Job Listing Manual Posting	N	1
23	Linked In	N	1
24	Mclennan Community College Career Services 1300 College Dr Waco, Texas 76708 Phone : 254-299-8614 Url : http://www.mclennan.edu Tina Lyles Manual Posting	N	0
25	medialine.com 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Rich Everitt Manual Posting	Y	0
26	monster.com 133 Boston Post Rd Weston, Massachusetts 02493 Phone : 978-461-8000 Url : http://www.monster.com Job Listing Manual Posting	N	1
27	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 Job Listing	Y	0
28	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	12

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Nexstar's Facebook Page	N	1
30	Professional/Industry Trade Organization	N	1
31	Southwestern University Career Services PO Box 770 Georgetown, Texas Phone : 512-863-1346 Url : http://www.southwestern.edu Email : career.services@southwestern.edu Daniel Orozco	N	0
32	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	Y	0
33	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
34	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
35	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 Craig Bean	N	0

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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
36	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Job Listings	N	0
37	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
38	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 David Kraus Manual Posting	N	0
39	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	Y	0
40	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	Y	0
41	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	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
42	Transition Assistance Program Copeland Soldier Svc Ctr Bldg 18010 Rm B308 /TJ Mills Bvld & Battalion Ave Fort Hood, Texas 76544 Phone : 254-288-2227 Url : http://www.sfl-tap.army.mil Deidra Brown Manual Posting	Y	0
43	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	Y	1
44	TVJobs.com	N	6
45	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
46	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
47	University of Texas College of Communication Placement Coordinator 1 University Station A0900 Austin, Texas 78712 Phone : 512-471-2425 Url : http://recruit.utexas.edu/employers/ Job Listing Manual Posting	Y	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
48	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
49	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			56

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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	5/19/2017	Hosting of Job Fair	Hosted KWKT FOX44 Job Fair at the Hilton , Waco, TX, on May 19, 2017. Distributed materials which provided information about career opportunities in the broadcast industry as well as current job vacancies/internships inside the station. Resumes and applications were accepted.	2	General Manager Director of Sales Operations Manager
2	9/22/2017	Participation in events sponsored by community groups	Attended Downtown Bryan Association's Texas Reds Festival at Bryan, TX, on September 22nd thru September 24th, 2017. Distributed materials which provided information about the broadcast industry and careers in this industry, as well as our station information, including the link to job vacancy notices on Nexstar.tv and what the station provides to the community. Resumes and applications were accepted.	3	General Manager Local Sales Manager Sales Account Executive
3	9/27/2017	Participation in Job Fairs	Attended Killeen Daily Heralds Annual Fall Job Fair at Killeen Civic and Conference Center, Killeen, TX, on September 27, 2017. Distributed materials which provided information about career opportunities in the broadcast industry as well as current job vacancies/internships inside the station. Resumes and applications were accepted.	1	Station HR POC and Business Manager
4	10/10/2017	Participation in events sponsored by community groups	Participated in Reach Beyond the Boundaries workshop at Hewitt Chamber of Commerce, Hewitt, TX October 10, 2017. Shared Workshop material during training with station department heads and managers.	1	General Manager
5	10/28/2017	Establishment of training programs for station personnel	News director and news producer attended workshops given at The Women in Visual Journalism Conference October 28 and 29, 2017, Austin, TX. Workshop material and subject information ranging from photojournalism to story telling and writing presentation, were brought back and provided to the News department staff during training meeting..	2	News Director News Producer

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6	1/11/2018	Participation in Job Fairs	Attended Center for Professional Selling Career Fair at Baylor University Waco, TX, on January 11, 2018 Distributed materials which provided information about career opportunities in the broadcast industry as well as current job vacancies/internships inside the station. Resumes and applications were accepted.	1	Station HR POC and Business Manager
7	1/12/2018	Hosting of Job Fair	Hosted Job Fair at Marriott Hotel, Waco, TX, on January 12, 2018. Distributed materials which provided information about career opportunities in the broadcast industry as well as current job vacancies/internships inside the station. Resumes and applications were accepted.	3	General Manager eMedia Manager Operations
8	2/5/2018	Establishment of a mentoring program	Conducted a Nexstar Waco Sales Academy Monday Wednesday and Friday evenings, beginning February 5, 2018 and ending February 16, 2018. Academy open to internal and external interested parties. Participants were exposed to sales training and systems used at Nexstar Media. Academy taught how our unique television and digital products are used to help advertisers grow business and how those tie in for a successful sales career at Nexstar Media.	2	General Manager EMedia Manager
9	2/28/2018	Provision of training to management	Harassment and Discrimination Prevention Training February 28, 2018. All station managers, department heads, supervisors, also include department employees completed mandatory training course. Training showed how to identify harassing and discriminatory behavior and how to prepare to help prevent such conduct in the workplace and foster a respectful, professional and inclusive work environment.	49	General Manager Director of Sales News Director Chief Engineer