

KLST
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 |
|--|---|-----------------------|
| Weekend Meteorologist/Digital Content Producer | 2, 5, 7, 9, 11-12, 17-19, 23, 28-30, 34, 38-39, 41-42, 45-46 | 17 |
| Sports Director | 2, 5, 9, 11-12, 14, 17-19, 21-23, 28, 30, 34, 38-39, 41-42, 45-46 | 21 |
| Reporter, News Anchor | 2, 5, 7, 9, 11-12, 14, 17-19, 22-23, 28, 34, 38-39, 41-42, 45-46 | 7 |
| Morning Anchor | 1-3, 5-7, 9-20, 22-29, 31-46 | 1 |
| MMJ /Photographer | 1-3, 5-6, 9, 11-20, 22-28, 32-46 | 17 |
| Morning Meteorologist/Anchor | 2-3, 5-6, 9, 11-14, 16-20, 22-28, 30-46 | 17 |
| Weekend Meteorologist/Digital Content Producer | 2-3, 5-6, 9, 11-14, 16-20, 22-28, 32-46 | 17 |
| Digital Multi Media Journalist | 2-3, 5-6, 9, 11-14, 16-20, 22-28, 31-46 | 31 |
| Anchor / Reporter | 2, 5, 9, 11-12, 14, 18-19, 22-23, 28, 31, 34, 38, 41-42, 45-46 | 14 |
| Weekend Anchor/Reporter | 2, 5, 9, 11-12, 14, 18-19, 22-23, 28, 34, 38, 41-42, 45-46 | 14 |
| Weekend Meteorologist/Digital Content Producer | 2, 5, 9, 8, 11-12, 14, 18-19, 22-23, 28, 34, 38, 41-42, 45-46 | 8 |
| Executive Producer | 2, 4-5, 9, 8, 11-12, 14, 18-19, 22-23, 28, 34, 38, 41-42, 45-46 | 8 |

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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 | Advertisement-Print | N | 3 |
| 2 | Angelo State University 2601 W. Ave N Room 107 University Center San Angelo, Texas 76904 Phone : 325-942-2255 Email : career.services@angelo.edu Julie Ruthenbeck | N | 0 |
| 3 | Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber | N | 0 |
| 4 | CareerBuilder.com | N | 2 |
| 5 | Concho Valley Homepage 2800 Armstrong San Angelo, Texas 76903 Phone : 325-949-8800 Email : jlewis@ksan.tv Joshua Lewis | N | 0 |
| 6 | Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 1-214-421-5510 Reginal Gates | N | 0 |
| 7 | Educational Institution | N | 3 |
| 8 | Employee Referral | N | 2 |
| 9 | Employee Referral 2800 Armstrong San Angelo, Texas 76901 Sherri Scott Manual Posting | N | 0 |
| 10 | Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 1-817-625-1405 Rosa Navejar | N | 0 |

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|-----------|---|---|--|
| 11 | Hardin-Simmons University 2200 Hickory Abilene, Texas 79698 Phone : 325-670-1251 Email : careersv@hsutx.edu Wendy Smith | N | 0 |
| 12 | Howard College 3501 N. US Highway 67 San Angelo, Texas 76905 Phone : 325-481-8300 Email : lhubbard@howardcollege.edu Lanna Hubbard | N | 0 |
| 13 | Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer | N | 0 |
| 14 | Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 1-800-475-4361 Paul Forster Manual Posting | N | 6 |
| 15 | Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671 | N | 0 |
| 16 | Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams | N | 0 |
| 17 | Job/Bulletin Board | N | 13 |
| 18 | KAMC/KLBK 7403 S. University Lubbock, Texas 79423 Phone : 806-776-3828 Email : creagan@kamc.tv Crystal Reagan | N | 0 |

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|-----------|--|---|--|
| 19 | KTAB/KRBC 4510 S. 14th Abilene, Texas 79602 Phone : 325-692-2209 Email : mzett@krbc.tv Marian Zett | N | 0 |
| 20 | Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin | N | 0 |
| 21 | Linked In | N | 2 |
| 22 | LinkIn 2029 Stierlin Ct Ste 200 Mountain View , California 94043 Phone : 650.687.3555 Jeff Weiner Manual Posting | N | 1 |
| 23 | Media Line P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone | N | 0 |
| 24 | MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden | N | 0 |
| 25 | National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer | N | 0 |
| 26 | National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nljja.org Brian Salkin | N | 0 |

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|-----------|---|---|--|
| 27 | National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume | N | 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 | 1 |
| 29 | Nexstar's Facebook Page | N | 2 |
| 30 | Professional/Industry Trade Organization | N | 3 |
| 31 | Re-hire | N | 4 |
| 32 | St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young | N | 0 |
| 33 | Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland | N | 0 |
| 34 | Texas Association of Broadcasters 502 E. 11th Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero | N | 0 |
| 35 | Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney | N | 0 |

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|----------------------|---|--|---|
| 36 | Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo | N | 0 |
| 37 | Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus | N | 0 |
| 38 | Texas Tech University 2500 Broadway Lubbock, Texas 79409 Phone : 806-834-7568 Email : careercenter@ttu.edu Ashley Penner | N | 0 |
| 39 | Texas Veterans Commission 202 Henry O. Flipper St. San Angelo, Texas 76903 Phone : 325-653-2321 Url : www.tvc.texas.gov Email : Jerry.Jacoba@tvc.texas.gov Fax : 1-325-653-5485 Jerry Jacoba | N | 0 |
| 40 | 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 |
| 41 | TV Jobs.com P.O. Box 4116 Oceanside,, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway | N | 0 |

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|--|---|--|---|
| 42 | University of North Texas 1155 Union Circle #305358 Denton, Texas 76203 Phone : 940-369-7838 Email : career.center@unt.edu Alan Albarran | N | 0 |
| 43 | 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 |
| 44 | 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 |
| 45 | Work Force Solution of the Concho Valley 202 Henry O. Flipper Street San Angelo, Texas 76903 Phone : 325-653-2321 Email : lnorth-gould@cvworkforce.org Leslie North-Gould | N | 0 |
| 46 | 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: | | | 42 |

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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 | 4/1/2019 | Listing of each upper-level category opening in a job bank or newsletter | The Station regularly disseminates job vacancy notices including upper-level positions, to Workforce Solutions of the Concho Valley. | 3 | News Director Chief Engineer General Sales Manager |
| 2 | 11/6/2019 | Participation in events or programs sponsored by educational institutions | Station personnel participated at the San Angelo Central HS/Lakeview HS College and Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the Broadcasting industry. | 2 | News Director Assistant News Director |
| 3 | 2/20/2020 | Participation in events or programs sponsored by educational institutions | Station personnel participated as a guest speaker on Ram Radio at Angelo State University. She spoke about job qualifications and careers and opportunities at the Station and within the broadcasting industry. | 1 | Digital Bureau Director |
| 4 | 2/26/2020 | Participation in events or programs sponsored by educational institutions | Station personnel participated as a speaker at Angelo State University before an Intro to Radio and TV Class. She Spoke about Job Qualifications and careers and opportunities at the station and in the broadcasting industry. | 1 | Digital Bureau Director |
| 5 | 3/6/2020 | Participation in events or programs sponsored by educational institutions | Station personnel participated as a speaker at Rochelle/Brady/Lohn Independent School Districts Career Day. She Spoke about Career Decisions and Job requirements. | 1 | Anchor/Reporter |