

**KLST**  
**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
News Anchor	1, 3-20	8
Weekend Meteorologist	1-10, 12-20	8
Weekend Sports Anchor/Reporter	1, 3-20	11
Photographer, Multimedia Journalist	1-7, 9-20	2
MMJ/Lifestyle Host	1, 3-7, 9-20	11

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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
1	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
2	CareerBuilder.com	N	2
3	Concho Valley Homepage 2800 Armstrong San Angelo, Texas 76903 Phone : 325-949-8800 Email : jlewis@ksan.tv Joshua Lewis	N	0
4	Employee Referral 2800 Armstrong San Angelo, Texas 76901 Sherri Scott Manual Posting	N	0
5	Hardin-Simmons University 2200 Hickory Abilene, Texas 79698 Phone : 325-670-1251 Email : careersv@hsutx.edu Wendy Smith	N	0
6	Howard College 3501 N. US Highway 67 San Angelo, Texas 76905 Phone : 325-481-8300 Email : lhubbard@howardcollege.edu Lanna Hubbard	N	0
7	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 1-800-475-4361 Paul Forster Manual Posting	N	0
8	Indeed.com	N	6

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9	KAMC/KLBK 7403 S. University Lubbock, Texas 79423 Phone : 806-776-3828 Email : creagan@kamc.tv Crystal Reagan	N	0
10	KTAB/KRBC 4510 S. 14th Abilene, Texas 79602 Phone : 325-692-2209 Email : mzett@krbc.tv Marian Zett	N	0
11	Linked In	N	7
12	LinkIn 2029 Stierlin Ct Ste 200 Mountain View , California 94043 Phone : 650.687.3555 Jeff Weiner Manual Posting	N	0
13	Media Line P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
14	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
15	Texas Association of Broadcasters 502 E. 11th Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
16	Texas Tech University 2500 Broadway Lubbock, Texas 79409 Phone : 806-834-7568 Email : careercenter@ttu.edu Ashley Penner	N	0

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17	TV Jobs.com P.O. Box 4116 Oceanside,, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	N	0
18	University of North Texas 1155 Union Circle #305358 Denton, Texas 76203 Phone : 940-369-7838 Email : career.center@unt.edu Alan Albarran	N	0
19	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
20	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>15</b>

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**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	4/1/2020	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	4	General Manager News Director General Sales Manager Chief Engineer
2	3/2/2021	Provision of training to management	The Station 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.	6	General Manager News Director CS Manager Chief Engineer