

KLST
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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Weekend Meteorologist/Reporter	1-23, 25-30	7
Reporter, Multimedia Journalist	1, 4-5, 7-10, 12-13, 15-16, 18, 20, 23, 26-27, 29-30	4
Weekend Sports Anchor, Multimedia Journalist	1-30	7
Weekend Sports Anchor/Reporter	1-23, 25-30	15
Sports Director	1-23, 25-30	7
Digital Producer	1-23, 25-30	7
Creative Services Director	1-16, 18-23, 25-30	15
Creative Services Producer	1-16, 18-23, 25-30	10
Weekend Meteorologist/Reporter	1-21, 23, 25-30	7

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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	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	Black Broadcasters Alliance 711 West 40th St. Suite 330 Baltimore, Maryland 21211 Phone : (410) 662-4536 Url : www.thebba.org Email : e-mail@thebba.org Fax : (410) 662-0816 Director of Placement	N	0
3	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Email : seucareer@stedwards.edu Fax : 1-512-448-8549 Kathy Amber	N	0
4	careerbuilder.com 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 325-949-8800 Url : hiring.careerbuilder.com Sherri Scott Manual Posting	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 Email : info@dbcc.org Fax : 1-214-421-5510 Reginal Gates	N	0

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7	Employee Referral 2800 Armstrong San Angelo, Texas 76901 Sherri Scott Manual Posting	N	9
8	Hardin-Simmons University 2200 Hickory Abilene, Texas 79698 Phone : 325-670-1251 Email : careersv@hsutx.edu Wendy Smith	N	0
9	Howard College 3501 N. US Highway 67 San Angelo, Texas 76905 Phone : 325-481-8300 Email : lhubbard@howardcollege.edu Lanna Hubbard	N	0
10	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 1-800-475-4361 Paul Forster Manual Posting	N	2
11	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
12	KAMC/KLBK 7403 S. University Lubbock, Texas 79423 Phone : 806-776-3828 Email : creagan@kamc.tv Crystal Reagan	N	0
13	KTAB/KRBC 4510 S. 14th Abilene, Texas 79602 Phone : 325-692-2209 Email : mzett@krbc.tv Marian Zett	N	0

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14	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
15	LinkIn 2029 Stierlin Ct Ste 200 Mountain View , California 94043 Phone : 650.687.3555 Jeff Weiner Manual Posting	N	7
16	Media Line 1209 wood Valley Rd Augusta , Georgia 30909 Phone : 913-217-0685 Email : info@reelmediagroup.com Vicki Bastianen	N	0
17	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
19	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
20	Texas Association of Broadcasters 502 E. 11th Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	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
21	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
22	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
23	Texas Tech University 2500 Broadway Lubbock, Texas 79409 Phone : 806-834-7568 Email : careercenter@ttu.edu Ashley Penner	N	0
24	Texas Veterans Commission 202 Henry O. Flipper St. San Angelo, Texas 76903 Phone : 325-653-2321 Ex 1207 Url : www.tvc.texas.gov Email : Jerry.Jacoba@tvc.texas.gov Fax : 1-325-655-4649 Jerry Jacoba	N	0
25	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
26	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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27	University of North Texas 1155 Union Circle #305358 Denton, Texas 76203 Phone : 940-369-7838 Email : career.center@unt.edu Alan Albarran	N	0
28	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
29	Work Force Solution of the Concho Valley 202 Henry O. Flipper Street San Angelo, Texas 76903 Phone : 325-653-2321 Ex 1207 Email : Jeremiah.johnson@tvc.texas.gov Fax : 1-325-655-4649 Jeremiah Johnson	N	0
30	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:			20

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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	Ongoing Event	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 the Texas Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and minorities.	5	General Manager
2	9/14/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before a Angelo State University journalism class. She spoke about job qualifications and careers available in the broadcast industry.	1	Assistant News Director
3	11/9/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated in a community discussion panel present by Angelo State University's Communications and Mass Media Department. Station personnel spoke about job qualifications and careers in the broadcast industry.	2	Assistant News Director News Anchor
4	2/9/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before an Angelo State University journalism class, She spoke about job qualifications and careers in the broadcast industry.	1	Assistant News Director
5	3/9/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Rochelle ISD Career Day. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Chief Meteorologist
6	3/20/2023	Provision of training to management	The Station conducted a mandatory training session for hiring mangers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	7	General Manager News Director CS Manager Chief Engineer