

**KWKT, KYLE**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

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
eMedia Sales Assistant	5-6, 8-10, 12, 14, 21, 29, 31, 34-35, 41, 46, 51, 62-63, 67-68, 70	29
Commission Sales Account Executive	5-6, 8, 10, 12, 14, 18, 21, 24, 26, 31, 33-35, 41, 46-47, 51, 62-63, 66-68, 70	24
Multimedia Journalist	3-7, 9-10, 12, 14, 18, 21, 24, 31, 34-35, 37, 41, 45-46, 51, 55, 62-63, 66-68, 70, 73	18
Producer_Reporter	1, 3-14, 17, 20-22, 24, 30, 34-35, 37, 41, 44-46, 48, 51-52, 55, 57, 59, 61-63, 66-70, 73	17
Multimedia Journalist Reporter-Producer	1, 3-14, 20-22, 24, 31, 34-35, 37-38, 41, 44-46, 48, 50-52, 57, 61-64, 66-70, 73	44
Technical Director	1, 3-14, 18, 20-22, 24, 31, 34-35, 37-38, 41, 44-46, 48, 51-52, 57, 61-64, 66-70, 73	18
Creative Services Assistant	1, 3-15, 17, 20-22, 24, 30-31, 34-35, 37-38, 41, 44, 46, 48, 51-53, 55, 57, 59, 61-64, 66-70, 73-74	24
Commission Sales Account Executive	1-15, 20-22, 24-25, 30-31, 34-35, 37-38, 40-41, 44-46, 48, 51-53, 55, 57, 59, 61-64, 66-70, 73-74	30
Commission Sales Account Executive	1-15, 20-22, 24-25, 30-31, 34-35, 37-38, 40-41, 44-46, 48, 51-53, 55, 57, 59, 61-64, 66-70, 73-74	2
Local Sales Manager	1, 3-16, 19-24, 27-28, 31-46, 48-49, 51-74	33

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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 : 254-553-2216 Url : <a href="https://hood.armymwr.com/us/hood/programs/employe">https://hood.armymwr.com/us/hood/programs/employe</a> Email : <a href="mailto:regina.e.jolly.civ@mail.mil">regina.e.jolly.civ@mail.mil</a> Fax : 1-254-618-7480 Job Listing	y	0
2	Advertisement-Print	N	1
3	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
4	American Business Women's Assn 9820 Metcalf Ave Ste 110 Overland Park, Kansas 66212 Phone : 800-228-0007 Url : <a href="http://careers.abwa.org/">http://careers.abwa.org/</a> 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 : <a href="http://awc.careerwebsite.com">http://awc.careerwebsite.com</a> 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 : <a href="http://aaul.org/">http://aaul.org/</a> William Teddy McDaniel Manual Posting	y	0

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7	Baylor University Dept of Journalism Career Services One Bear Pl # 97353 Waco, Texas 76798-7353 Phone : 254-710-3261 Url : <a href="http://www.baylor.edu/journalism/">http://www.baylor.edu/journalism/</a> Email : <a href="mailto:lanisa_tovar@baylor.edu">lanisa_tovar@baylor.edu</a> Lanisa Tovar	y	0
8	Baylor University Dt of Career and Professional Dev. 1 Bear Place #97036 Waco, Texas 76798 Phone : 254-710-3771 Url : <a href="http://www.baylor.edu">http://www.baylor.edu</a> Kevin Nall Manual Posting	N	1
9	Blinn College Career Services PO Box 6030 Bryan, Texas 77805 Phone : 979-209-7250 Url : <a href="http://www.blinn.edu">http://www.blinn.edu</a> 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 : <a href="http://bvjobs.org">http://bvjobs.org</a> Leonard Rivera Manual Posting	y	0
11	careerbuilder.com 200 N LaSalle St Ste 1100 Chicago, Illinois 60601 Phone : 877-345-5256 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Job Listing Manual Posting	N	0
12	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:Ivon@wacohispanicchamber.com">Ivon@wacohispanicchamber.com</a> Christina Swanson	y	0

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13	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://collectivetalent.com">http://collectivetalent.com</a> Michael Bille Manual Posting	N	0
14	Colorado State University Career Services Diane Kull Cntr 105 Ammons Hall Ft Collins, Colorado 80523 Phone : 970-491-1756 Url : <a href="https://career.colostate.edu">https://career.colostate.edu</a> Katie Flint Manual Posting	Y	0
15	Concordia Texas University 3400 IH 35 North Austin, Texas 78705 Phone : 512-313-5041 Url : <a href="http://www.concordia.edu">www.concordia.edu</a> Email : <a href="mailto:Randa.Scott@concordia.edu">Randa.Scott@concordia.edu</a> Randa Scott	N	0
16	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
17	Educational Institution	N	2
18	Employee Referral	N	4
19	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
20	glassdoor.com 100 Shoreline Hwy Bldg A Mill Valley, California Phone : 888-355-9323 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Job Listing	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	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> Job Listing Manual Posting	Y	0
22	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
23	Incarnate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
24	indeed.com 7501 N Capital of Tx Hwy Bldg B Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Job Listing Manual Posting	N	3
25	Indeed.com	N	1
26	Internal Promotion	N	1
27	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
28	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
29	Job Fair	N	1

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30	Job/Bulletin Board	N	5
31	KWKT-TV 8803 Woodway Dr Waco, Texas 76712 Phone : 254-776-3844 Url : <a href="http://www.mycentx.com">http://www.mycentx.com</a> Job Listing Manual Posting	N	2
32	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
33	Linked In	N	2
34	McLennan Community College Career Services 1400 College Dr Waco, Texas 76708 Phone : 254-299-8614 Url : <a href="http://www.mclennan.edu">http://www.mclennan.edu</a> Email : <a href="mailto:careers@mclennan.edu">careers@mclennan.edu</a> Tina Lyles	N	0
35	medialine.com 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Rich Everitt Manual Posting	Y	0
36	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
37	monster.com 133 Boston Post Rd Weston, Massachusetts 02493 Phone : 978-461-8000 Url : <a href="http://www.monster.com">http://www.monster.com</a> Job Listing	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
38	NAACP 1156 15th Street NW Ste 915 Washington, District of Columbia 20005 Phone : 202-463-2940 Url : <a href="http://www.naacp.org">http://www.naacp.org</a> Job Listing Manual Posting	N	0
39	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	N	0
40	National Association of Black Sales Professionals P.O. Box 5303 River Forest, Illinois 60305 Phone : (708) 445-1010 EEO Officer Manual Posting	N	0
41	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> Job Listing	y	0
42	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : <a href="mailto:bsalkin@nlgja.org">bsalkin@nlgja.org</a> Brian Salkin	N	0
43	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0

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44	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	1
45	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> Job Listing Manual Posting	N	0
46	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	9
47	Nexstar's Facebook Page	N	1
48	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
49	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
50	Station's Facebook Page	N	1
51	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	y	0



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52	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
53	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
54	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
55	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
56	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
57	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

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<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>
58	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
59	Texas State University 601 Univeristy Drive San Marcos, Texas 78666 Phone : 5122452538 Email : sbgresumes@sbgstv.com Fax : 1- - - Casey Menn	N	0
60	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
61	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 David Kraus Manual Posting	N	0
62	Texas Veterans Commission 1700 N Congress Ave SFA Bldg Ste 800 PO Box 12277 Austin, Texas 78711-2277 Phone : 254-296-5236 Url : <a href="http://www.tvc.state.tx.us/">http://www.tvc.state.tx.us/</a> Job Listing Manual Posting	y	0
63	Texas Workforce Commission 1416 S New Road Waco, Texas 76711 Phone : 254-754-5421 Url : <a href="http://www.twc.state.tx.us">http://www.twc.state.tx.us</a> Job Listing Manual Posting	y	0

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64	The Foundation for Minority Interests in Media, Inc. 825 7th Ave. New York, New York 10019 Phone : (212) 456-1992 Shiemicka Richardson Manual Posting	N	0
65	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
66	Transition Assistance Program Copeland Soldier Svc Ctr Bldg 18010 Rm B308 /TJ Mills Bld & Battalion Ave Fort Hood, Texas 76544 Phone : 254-288-2227 Url : <a href="http://www.sfl-tap.army.mil">http://www.sfl-tap.army.mil</a> Deidra Brown Manual Posting	Y	0
67	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	Y	1
68	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
69	University of North Texas Dept of Radio/TV/Film PO 310589 Denton, Texas Phone : 940-565-2705 Url : <a href="http://studentaffairs.unt.edu/career-center">http://studentaffairs.unt.edu/career-center</a> Job Listing Manual Posting	N	0

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70	University of Texas College of Communication Placement Coordinator I University Station A0900 Austin, Texas 78712 Phone : 512-471-2425 Url : <a href="http://recruit.utexas.edu/employers/">http://recruit.utexas.edu/employers/</a> Job Listing Manual Posting	Y	0
71	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
72	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
73	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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
74	YWCA Houston 3220 Broadway Street Houston, Texas 77017 Phone : unknown Email : <a href="mailto:shawnb@ymcahouston.org">shawnb@ymcahouston.org</a> Shawn Borzelleri	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>36</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	4/6/2018	Participation in events sponsored by community groups	SEU personnel attended Salado Media Day on April 6, 2018. Distributed materials which provided information about the broadcast industry and careers in this industry, along with our station information including our effective marketing and advertising methods available, Station information included link to job vacancy notices on Nexstar.tv and what our station provides to the community. Resumes and applications were accepted.	3	VP and GM eMedia Manager Sales Account Executive
2	7/23/2018	Establishment of training programs for station personnel	The SEU has an established mentoring program designed to allow employees to gain knowledge and skills that would enable them to further their career. During the reporting term, there were eight (8) participants.	13	General Manager Director of Sales eMedia Manager Account Executives
3	9/8/2018	Participation in events sponsored by community groups	The SEU participated at the Harker Heights Chamber of Commerce 10th Annual FWB Festival. SEU personnel were able to meet with members of the community, discuss the broadcasting industry, including employment opportunities, station operations and community outreach. SEU personnel were also able to meet with potential applicants.	2	Station Ofc Mgr and HR POC Sales Account Executive

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4	2/4/2019	Participation in events sponsored by University	The SEU participated in a student development event hosted by Baylor University. SEU personnel discussed career options, job qualifications, personal experiences in the broadcast industry and conducted mock interviews with the students.	1	General Manager