

KETK
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
Chief Engineer	1, 5, 7, 9, 11-12, 14-16	5
News Anchor	5-6, 9, 13, 16	9
Digital Producer	3, 5-6, 9, 11-17	6
Digital Producer	3, 5-6, 9, 11-17	6
Digital Producer	3, 5-6, 9, 11-17	6
Digital Producer	3, 5-6, 9, 11-17	6
Sales Account Executive	1-3, 5-9, 11-17	5
Sales Account Executive	1-3, 5-9, 11-17	5
Sales Account Executive	1-3, 5-9, 11-17	6
Sales Account Executive	1-3, 5-9, 11-17	6
Sales Account Executive	1-3, 5-9, 11-17	3
Sales Account Executive	1-3, 5-9, 11-17	5
News Producer F/T	1, 3, 5-6, 9-17	3
News Producer F/T	1, 3, 5-6, 9-17	6
Weekend Meteorologist	5-6, 9, 11-17	9
MMJ Reporter	5-6, 9, 11-17	9
MMJ Reporter	5-6, 9, 11-17	17
MMJ Reporter	5-6, 9, 11-17	9
Master Control Operator	3-6, 9, 11-17	6
Associate Producer	3, 5, 9, 11-17	9
Commercial Producer - Tyler, TX	5, 9, 11, 13-17	5
Video Editor	3, 5, 9, 15, 17	3

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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	East Texas Workforce 2430 South High St. Suite A-1 Longview, Texas 75606 Phone : 903-758-1783 Url : http://www.twc.state.tx.us Email : larry.hamilton@twc.state.tx.us Larry Hamilton	N	0
2	Educational Institution	N	2
3	Indeed.com	N	17
4	Job/Bulletin Board	N	1
5	Ketk.com 4300 Richmond Rd Tyler, Texas 75703 Phone : 903-581-5656 Url : http://www.ketk.com Station Website Manual Posting	N	19
6	Linked In	N	21
7	Mediarecruiter.com 9457 So. University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Art Scott Manual Posting	N	0
8	Monster	N	1
9	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	16
10	Station's Facebook Page	N	1
11	Stephen F Austin State University PO Box 13032 Nacogdoches, Texas 75962 Phone : 936-468-3305 Url : http://www.sfasu.edu/ccpd Brandi Derouen Manual Posting	N	0

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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
12	TAB Job Bank 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Email : jobs@tab.org Anna Romero	N	0
13	Texas Workforce Solutions - Tyler 4100 TX-110 Tyler, Texas 75703 Phone : 903-561-8131 x5327 Kim Stacy Manual Posting	N	3
14	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
15	Tyler Junior College PO Box 9020 Tyler, Texas 75711 Phone : 903-510-2490 Url : http://www.tjc.edu Email : jren@tjc.edu Jennifer Renfro	N	0
16	UT Tyler Patriot Jobs 3900 University Blvd Tyler, Texas 75799 Phone : 903-565-5581 Url : http://www.uttyler.edu/careerservices Michael Cichowicz Manual Posting	N	1
17	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	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			83

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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	Establishment of an intern program designed to assist members of the community	<p>The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.</p> <p>The Station hosted one (1) intern, from the University of Texas at Tyler, during the 2020 Fall Semester and one (1) intern, from the University of Texas at Tyler, during the Spring 2021 Semester.</p>	2	News Director Assistant News Director
2	9/28/2020	Participation in Job Fairs	The Station participated in the University of Texas at Tyler Education, Arts & Sciences, Nursing & Health Sciences Virtual Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	HR/Business Office Manager Master Control Hub Manager
3	9/30/2020	Participation in Job Fairs	The Station participated in the Letourneau University Virtual Career Fair. Station personnel met with students and discussed vacancies at the station and careers in broadcast.	1	HR/Business Office Manager
4	2/8/2021	Participation in Job Fairs	Station personnel participated in the University of Texas at Tyler Arts & Sciences, Nursing & Health Sciences Virtual Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	HR/Business Office Manager
5	2/19/2021	Participation in Job Fairs	<p>Station personnel participated at the Stephen F. Austin State University Employer Connection Week All Major Virtual Career Expo.</p> <p>Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.</p>	2	HR/Business Office Manager Local Sales Manager