

KETK & KTPN-LD EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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
MMJ Reporter	2, 4-5, 7-12	5
Sales Account Executive	1-5, 7-12	4
Newscast Technical Director	2-5, 7-12	4
National Sales Manager	2-8, 11-12	3
News Anchor - KETK/FOX51 Tyler,TX	2, 4, 7-8, 11-12	4
News Anchor/Reporter - Tyler, TX	2, 4-5, 7-8, 11-12	7
Multimedia Journalist Reporter	2-5, 7-8, 11-12	5
Multimedia Journalist Reporter	2-5, 7-8, 11-12	3
Meteorologist	2-4, 7-8, 11-12	3
Digital Content Producer	2, 4-5, 7-8, 11-12	5
News Photographer - KETK/FOX51	2-5, 7-8, 11-12	5
Associate Producer	2, 4-5, 7-8, 11-12	5
Mulimedia Marketing Consultant	2, 4, 7-8, 11-12	4

Nexstar did not actively distribute job vacancy notices to Career Builder, Indeed or LinkedIn. However said sources re-posted some but not all of the SEU's www.Nexstar.tv job vacancy notices without Nexstar's knowledge.

Recruiting Sources #9 and #10, both educational institutions, are secondary sources and both institutions receive Nexstar job vacancy notices through Recruiting Source #2/Handshake as May 27,2021.

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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	CareerBuilder.com	N	2
2	Handshake P.O. Box 40770 San Francisco, California 94140 Phone : 903-565-5862 Url : https://app.joinhandshake.com/ Pamela Rodriguez Manual Posting	N	0
3	Indeed.com	N	9
4	Ketk.com 4300 Richmond Rd Tyler, Texas 75703 Phone : 903-581-5656 Url : http://www.ketk.com Station Website Manual Posting	N	10
5	Linked In	N	18
6	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
7	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	2
8	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Holloway 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
9	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
10	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	0
11	Work in Texas 4100 TX-110 Tyler, Texas 75703 Phone : 903-561-8131 x5327 Kim Stacy Manual Posting	N	0
12	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:			41

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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	9/1/2021	Participation in Job Fairs	Station personnel participated at the Stephen F. Austin State University Part-time Job, Volunteer and Internship 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
2	9/16/2021	Participation in Job Fairs	Station personnel participated in the KETK/FOX51 and Workforce Solutions East Texas job fair. The station personnel were able to meet with individuals from the community and discuss vacancies at the Station(s) and in the broadcasting industry.	2	HR/Business Office Manager Local Sales Manager
3	9/28/2021	Participation in Job Fairs	Station personnel participated in the University of Texas at Tyler Arts & Sciences, Nursing & Health Professions 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 News Director
4	9/29/2021	Participation in Job Fairs	The Station participated in the Letourneau University Fall 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	2/8/2022	Participation in Job Fairs	Station personnel participated in the University of Texas at Tyler Soules College of Business, Arts and Sciences 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 Local Sales Manager
6	2/15/2022	Participation in Job Fairs	The Station participated at the Tyler Junior College Job 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 Local Sales Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	3/3/2022	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.	8	HR/Business Office Manager General Manager Creative Services Director Local Sales Manager