

**KDAF-TV**  
**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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-4, 6-7, 10-13, 16-27	13
Associate Producer, Broadcast and Digital Content	1-2, 4, 6, 10-13, 16-27	13
Creative Services Producer	1-2, 4, 6-7, 11-13, 16-23, 25-27	7
Producer Broadcast and Digital Content	1-2, 4, 6-7, 11-13, 16-23, 25-27	13
Technical Director	2, 4, 6-7, 11-13, 15-23, 25-27	7
Technical Director	2, 4, 6-7, 11-13, 15-23, 25-27	15
Digital Sales Manager	2, 4, 6, 10-13, 16-23, 25-27	10
Local Sales Coordinator	2, 4, 6, 10-13, 16-23, 25-27	13
HR Business Administrator	2, 4, 6-8, 11-13, 16-23, 25-27	8
Sales Account Executive	2, 4, 6, 10-13, 16-23, 25-27	10
Digital Sales Coordinator	2, 4-6, 10-13, 16-23, 25-27	5
Sales Account Executive	2, 4-6, 10-13, 16-23, 25-27	5
Creative Services Director	2, 4-6, 9-10, 13, 16-23, 25-27	9
Sales Account Executive	2, 4-6, 13, 16-23, 25-27	5
Sales Account Executive	2, 4-6, 11, 13, 16-23, 25-27	5
Multimedia Journalist	4, 6, 13-14, 16-23, 25-27	14

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

Recruiting Source #24 was removed on January 25, 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	602 Communications 6839 Charter Hill Road Charlotte, North Carolina 82877 Phone : (704) 543-1426 Email : slizik@602communications.com Sandy Lizik	N	0
2	American Broadcasting School 712 North Watson Road Arlington, Texas 76011 Phone : (816) 695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
3	CareerBuilder.com	N	1
4	Dallas Community College 801 N. Main Street Dallas, Texas 75201 Phone : (972) 860-1317 Email : jobs@dcccd.edu Sue Greenwood	N	0
5	Employee Referral	N	8
6	Greater Dallas Hispanic Chamber of Commerce 4622 Maple Avenue, Suite 207 Dallas, Texas 75219 Phone : 214-521-6007 Email : gdhcc@gdhcc.com Rosie Aguilar	N	0
7	Indeed.com	N	9
8	Intracompany Transfer	N	1
9	Job/Bulletin Board	N	3
10	Linked In	N	24
11	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	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
12	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
13	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	18
14	Nexstar's Facebook Page	N	1
15	Re-hire	N	1
16	Rick Gevers & Associates P.O. Box 577 Zionsville, Indiana 46077 Email : rick@rickgevers.com Rick Gevers	N	0
17	Society of Broadcast Engineers, Inc. 9247 North Meridian Street Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Email : kjones@sbe.org Scott Jones	N	0
18	South Asian Journalists Association Columbia University Graduate School New York, New York 10020 Phone : 214-854-5973 Email : sree@sree.net Sree Sreeivasan	N	0
19	Southern Methodist University 502 E. 11th Street, Suite 200 Dallas, Texas 78701 Phone : 214-7682266 Email : janetl@mail.smu.edu Janet Lewis	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
20	Texas Association of Broadcasters 502 E. 11th Street, Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
21	Texas Womens University P.O. B 425619 Denton, Texas 75241 Phone : 940-896-2950 Email : careers@twu.edu Cindy Sansom	N	0
22	Texas Workforce Commission 2520 W. Irving Blvd. STE 100 Irving, Texas 75061 Phone : 972-573-3514 Url : www.workintexas.com Email : gladys.amos@twc.state.tx.us Gladys Amos	Y	0
23	TV Jobs P. O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	N	0
24	University of Dallas 1845 East Northgate Drive Irving, Texas 75063 Phone : 972-721-4127 Email : career@udallas.edu Richard Paterik	N	0
25	University of North Texas Student Employment and Career Services 1155 Union Circle Denton, Texas 76203 Phone : 940-369-8656 Url : www.unt.edu/careercenter Email : tammy.vanderleest@unt.edu Tammy van der Leest	Y	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
26	University of Texas at Arlington Box 19619 Arlington, Texas 76019 Phone : 817-272-2895 Email : careers@uta.edu Recruiting Office	N	0
27	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>66</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	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 University of North Texas during the 2021 Fall semester.</p>	3	Director Sales Director Marketing Director Research
2	6/24/2021	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.	9	General Manager Sales Director Creative Services Director Managing Editor
3	2/24/2022	Participation in Job Fairs	The Station participated in the spring 2022 Hispanic-Serving Institutions (HSI) Virtual Internship and Career Summit & Fair. Station personnel met with potential job applicants.	3	HR Business Administrator Creative Services Director Local Sales Manager
4	2/24/2022	Participation in Job Fairs	The Station participated in the University of Texas Moody College of Communication Career Expo Virtual Internship and Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	3	HR Business Administrator Local Sales Manager Creative Service Director