

KMID
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

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
News Anchor	1, 6, 11-12, 20	20
Sales Assistant	1, 6, 11-12	1
Reporter/MMJ	1, 11-12, 20	12
Reporter/MMJ	1, 11-12, 20	11
Account Executive, Sales	1-2, 4-8, 11-12, 14-16, 18-21, 23-24	12
Account Executive, Sales	1-2, 4-8, 11-12, 14-16, 18-21, 23-24	12
Administrator 1, IT System	1-2, 5-8, 11-12, 14-16, 18-21, 23-24	6
Production Assistant	6, 12, 16	12
News Producer	1-2, 4-8, 11-12, 14-16, 18-21, 23-24	12
Receptionist	1-2, 4-8, 11-12, 14-16, 18-21, 23-24	12
Account Executive, Sales	1-2, 4-8, 11-13, 15-16, 18-21, 23-24	6
News Director	1-2, 4-8, 11-12, 14-16, 18-21, 23-24	12
News Director	1-2, 4-8, 11-12, 14-16, 18-21, 23-24	12
Multimedia Journalist	1-2, 4-8, 11-14, 16, 18-21, 23-24	12
Photographer	1-2, 4-8, 11-12, 14-16, 18-21, 23-24	12
Engineer I, Assistant Chief	1-2, 4-8, 11-12, 14-16, 18-21, 23-24	12
Production Assistant	1-2, 4-8, 11-12, 14-16, 18-21, 23-24	12
Production Assistant	1-2, 4-8, 11-12, 14-16, 18-21, 23-24	12
Production Assistant	1-2, 4-8, 11-12, 14-16, 18-21, 23-24	12
Weekend Sports Reporter/Anchor	1, 11-12, 20	12
Weekend Sports Reporter/Anchor	1, 11-12, 20	12
Account Executive, Sales	1-2, 4-8, 11-13, 15-16, 18-24	6
Production Assistant	1-2, 4-8, 11-12, 14-16, 18-24	12
Promotions Producer	1-24	6

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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	Careerbuilders.com 200 N. LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 800-891-8880 Url : http://careerbuilders.com Job Listings Manual Posting	N	3
2	Craigslist 1381 9th Street San Francisco, California 94122 Phone : 800-664-0633 Url : http://craigslist.org Job Listings Manual Posting	N	0
3	Employee Referral	N	3
4	Facebook 1550 W I-20 Odessa, Texas 79763 Phone : 432-563-2222 Jared Wilson Manual Posting	N	1
5	Glassdoor 100 Shoreline Hwy 100a Mill Valley, California 94941 Phone : 415-339-9105 Url : http://glassdoor.com Job Listings Manual Posting	N	0
6	Indeed 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Phone : 800-475-4361 Url : http://indeed.com Job Listings Manual Posting	N	27
7	Linkedin 2029 Stierlin Ct #200 Mountainview, California 94043 Phone : 650-687-3600 Job Listings Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Midland College 3600 N. Garfield Midland, Texas 79705 Phone : 432-685-4500 Reanna Robinson Manual Posting	N	0
9	Midland Reporter Telegram 201 E. Illinois Midland, Texas 79701 Phone : 432-682-5311 Url : http://mrt.com Jobs Editor Manual Posting	N	0
10	Mightyrecruiter.com City View Plaza 11 48 Road 165, Ste 6000 Guaynabo, District of Columbia 00968 Url : mightyrecruiter.com Mike Nelson Manual Posting	N	0
11	Monster 133 Boston Post Rd Weston, Massachusetts 2493 Phone : 800-666-7837 Job Listings Manual Posting	N	3
12	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	48
13	Odessa American 222 E. 4th Odessa, Texas 79761 Phone : 432-337-4661 Url : http://oaoa.com Jobs Editor Manual Posting	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
14	Odessa Chamber of Commerce 700 N. Grant #200 Odessa, Texas 79761 Phone : 432-332-9111 Maddison Tate Manual Posting	N	0
15	Odessa College 201 W. University Odessa, Texas 79764 Phone : 432-335-6835 Lindsey Bryant Manual Posting	N	0
16	Oodle 60 E. 3rd Ste 410 San Mateo, California 94401 Phone : 650-645-6000 Url : http://oodle.com Job Listings Manual Posting	N	0
17	PostJobFreeInc 101 Marketside Ave Ste 404-206 Ponte Vedra, Florida 32081 Phone : 4326174549 Url : postjobfree.com Job Listings Manual Posting	N	0
18	Resume.com 1080 Mainland Street Vancouver, Texas Phone : 388-641-0142 Url : http://resume.com Job Listings Manual Posting	N	0
19	Texas Assoc. Broadcasting 502 E. 11th #200 Austin, Texas 78701 Phone : 512-322-9944 Jobs Listings Manual Posting	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
20	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Listings Manual Posting	N	1
21	UTPB 4901 E. University Odessa, Texas 79762 Phone : 432-552-2620 Url : http://utpb.edu Jobs Listings Manual Posting	N	0
22	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
23	yourbasin.com 1550 W I-20 Odessa, Texas 79763 Phone : 432-563-2222 Katie Weldon Manual Posting	N	2
24	Ziprecruiter 40 E. Rio Salado Pkwy Tempe, Arizona 85281 Phone : 877-252-1062 Url : http://ziprecruiter.com Job Listings Manual Posting	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			90

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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	4/3/2017	Participation in other activities designed by the station employment unit	The station has an established mentoring program designed to allow employees to gain knowledge and skills that would enable them to further their career.	4	General Manager Sales Manager News Director Production Manager
2	4/6/2017	Participation in Job Fairs	The Station participated at the Midland College Job Fair. Station personnel were able to meet students and discuss vacancies at the Station and in the broadcasting industry.	3	Sales Manager Account Executive Production Manager
3	5/26/2017	Participation in events sponsored by community groups	The Station's meteorologists spoke to students at the Santa Rita Elementary School regarding college, career goals and the qualifications necessary to become a meteorologist.	2	Chief Meteorologist Meteorologist
4	11/15/2017	Co Sponsoring Job Fair	The Station Co-sponsored a job fair with KPEJ. Other local businesses seeking to meet potential applicants, also participated in the job fair.	4	General Manager KPEJ General Manager Account Executives Account Executives
5	3/20/2018	Co Sponsoring Job Fair	The Station co-sponsored a job fair with KPEJ at the Midland County Horseshoe. Station personnel were able to meet with potential applicants and discuss opportunities available at the Station and the broadcasting industry.	4	General Manager Local Sales Manager General Sales Manager News Director