

KFDX
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
KFDX Sales Account Executive Open Date: 1/20/2020 Hire Date: 4/1/2020	1, 3-5, 7-17, 19	8
Sales Account Executive (REQ-1881) Open Date: 4/15/2020 Hire Date: 6/8/2020	5, 7-19	8
Morning News Producer (Req-1693) Open Date: 4/15/2020 Hire Date: 5/24/2020	5-19	8
Morning News Anchor (REQ-3645) Open Date: 4/15/2020 Hire Date: 6/8/2020	5, 7-19	5
News Producer - REQ-4253 Open Date: 5/28/2020 Hire Date: 12/7/2020	5, 7-19	8
Sales Account Executive - REQ-4479 Open Date: 6/5/2020 Hire Date: 2/15/2021	4-5, 7-19	4
Associate Producer-Morning Show REQ-4966 Open Date: 7/10/2020 Hire Date: 8/24/2020	5, 7-19	8
Evening News Producer REQ-4968 Open Date: 7/10/2020 Hire Date: 9/13/2020	5, 7-19	8
KFDX - Anchor III, News - REQ-6055 Open Date: 9/16/2020 Hire Date: 2/15/2021	5-19	8
Reporter I, MultiMedia Journalist - REQ-6050 Open Date: 9/16/2020 Hire Date: 12/7/2020	5, 7-19	8
Producer - Digital REQ-6049 Open Date: 9/16/2020 Hire Date: 12/20/2020	5, 7-19	5

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Business Manager Open Date: 11/17/2020 Hire Date: 2/15/2021	5, 7-19	8
Creative Services Assistant - 7514 Open Date: 1/11/2021 Hire Date: 2/24/2021	2, 4-5, 7-19	8

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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	Cameron University 2800 W. Gore Lawton, Oklahoma 73505 Phone : 580-581-2997 Url : http://www.cameron.edu Email : dbublitz@cameron.edu Fax : 1-580-581-2562 David Bublitz	N	0
2	CareerBuilder.com	N	1
3	Employee Referral	N	2
4	Indeed.com	N	5
5	KFDX-TV Job Board 4500 Seymour Highway Wichita Falls, Texas 76309 Phone : 940-691-0003 Email : stephanier@kjt1fox18.com Fax : 1-940-691-0330 Stephanie Reed	N	3
6	Linked In	N	2
7	Midwestern State University 3410 Taft Wichita Falls, Texas 76308 Phone : 940-397-4473 Tiffany Ramsey Manual Posting	N	0
8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	37
9	Oklahoma State University 206 Paul Miller Bldg. Stillwater, Oklahoma 74078 Phone : 405-744-5253 Email : smscmedia@okstate.edu Journalism Dept.	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
10	Texas Association of Broadcasters 502 E. 11 Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Anna Romero Manual Posting	N	1
11	Texomashomepage.com 4500 Seymour Highway Wichita Falls, Texas 76309 Phone : 940-691-0003 Vinh Truong Manual Posting	N	1
12	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Listings Manual Posting	N	1
13	University of Central Oklahoma 100 North University Dr Edmond, Oklahoma 73034 Phone : 405-974-2792 Url : http://www.uco.edu Email : dhill33@uco.edu Desiree Hill	N	0
14	University of North Texas PO Box 310589 Dept of Radio,TV Denton, Texas 76203 Phone : 940-565-2105 Email : daisy.gillam@unt.edu Daisy Gillam	N	0
15	University of Oklahoma 395 W. Lindsay Room 3000 Norman, Oklahoma 73019 Phone : 405-325-2721 Url : http://www.ou.edu Email : mikeboettcher@ou.edu Mike Boettcher	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
16	Vernon Regional Jr. College 4105 Maplewood Wichita Falls, Texas 76308 Phone : 940-696-8752 Amanda Lehman Manual Posting	N	0
17	Work Services Corp. 3401 Armory Rd. Wichita Falls, Texas 76302 Phone : 940-766-3207 Email : dhoban@workservicescorp.com Deena Hoban	N	0
18	Workforce Solutions of N. TX 4309 Jacksboro Hwy. Suite 300 Wichita Falls, Texas 76302 Phone : 940-322-1801 Url : workintexas.com Casey Parkhurst Manual Posting	N	0
19	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:			53

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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	11/5/2020	Participation in Job Fairs	The Station participated at the Hiring: Red, White & You!! Job (Career)Fair. Station personnel were able to meet virtually with veterans and discuss vacancies at the Stations and in the broadcasting industry.	2	Chief Engineer HRPOC
2	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices, including upper-level positions, to Texas Workforce Solutions the Texas Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	HRPOC
3	2/19/2021	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	VP/GM, Director of Sales, News Director, Director of Operations