

KAMR
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Account Executive, Sales	1, 4, 6, 13-15, 19, 25, 27, 30-31	6
Photographer	1, 3-6, 8-10, 12-31	14
MMJ	1-2, 4, 6, 11, 13-15, 19, 25, 27, 30	19
Admin Assistant - Community Outreach Coor	1, 4, 6-7, 13-15, 19, 25, 27, 30	7
Weekend Meteorologist/Morning Show MMJ	1, 4, 6, 13-15, 19, 25, 27, 30-31	6
Weekend Meteorologist/Morning Show MMJ	1, 4, 6, 13-15, 19, 25, 27, 30-31	19
Automotive Specialist Account Executive	1, 4, 6-7, 13-15, 19, 25, 27, 30	7
News Anchor - Weekend	1, 4, 6-7, 15, 19	7
News Anchor - Weekend	1, 4, 6-7, 15, 19	19
Integrated Digital Specialist	1, 4, 6, 13-15, 19, 25, 27, 30	14

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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	AMARILLO COLLEGE P.O. Box 447 Amarillo, Texas 79178 Phone : 806-371-5147 Url : http://www.collegecentral.com/amarillocollege Lisa Bentley Manual Posting	Y	2
2	CareerBuilder.com	N	1
3	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 1-214-421-5510 Reginal Gates	N	0
4	Hispanic Chamber of Commerce 5725 W Amarillo Blvd Amarillo, Texas 79124 Url : http://www.amarillohcc.com/ Ruby Moreno Manual Posting	Y	0
5	Incarinate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
6	Indeed 6433 Champion Grandview Way Austin, Texas Url : http://www.Indeed.com Indeed Inc Manual Posting	N	7
7	Internal Promotion	N	3
8	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0

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9	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
10	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
11	Linked In	N	1
12	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
13	MONSTER.COM 133 Boston Post Road Weston, Massachusetts 2493 Phone : 978-461-8000 Url : http://www.monster.com Online Job Board Manual Posting	N	0
14	My High Plains 1015 South Fillmore Amarillo, Texas 79101 Phone : 806-383-3321 Url : http://www.myhighplains.com Presley Watkins Manual Posting	N	3
15	NAACP P.O. Box 2433 Amarillo, Texas 79105 Phone : 806-367-7818 Career 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
16	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	N	0
17	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nlgja.org Brian Salkin	N	0
18	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
19	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	4
20	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
21	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
22	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Anna Romero	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
23	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
24	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
25	Texas Workforce Amarillo 1206 SW 7th Ave Amarillo, Texas 79105 Phone : 806-345-1341 Url : https://www.wspanhandle.com/ Phillip Flores Manual Posting	N	0
26	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
27	Tvjobs.com P.O. Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Job Postings Manual Posting	N	0
28	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
29	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	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
30	WTAMU WT Box 60728 Canyon, Texas 79016 Phone : 806-651-2397 Url : http://www.wtamu.edu/career) Kim Muller Manual Posting	N	0
31	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:			22

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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	5/14/2019	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 eight (8) interns, from Amarillo Independent School District's and Canyon Independent School District's during the 2019 Spring Semester and six (6) interns from, WTAMU during the 2019 Spring and Fall Semester.</p>	4	Anchor Operations Manager Sports Director Director of Sales
2	9/14/2019	Participation in Job Fairs	The Station participated at the West Texas A&M University ("WTAMU") Job Fair. The Station personnel were able to meet students and discuss vacancies at the station and in the broadcast industry.	2	Executive Assistant Production Manager
3	10/21/2019	Hosting of Job Fair	The Station participated at the WTAMU Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	3	Executive Assistant Director of Sales Community Outreach
4	2/13/2020	Co Sponsoring Job Fair	The Station co-sponsored with WTAMU in Career Fair as a Gold sponsor. The Station provided administrative and advertising resources. The Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry. There were 3 Gold Sponsors and over 75 Employers at the event.	3	Production Manager Operations Manager HR-POC
5	2/23/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated at a Severe Weather Workshop hosted by The National Weather Service, which included a discussion about career decisions and job requirements.	3	Chief Meteorologist Meteorologist Meteorologist