

KAMR & KCPN 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
Digital Content Producer	1-7, 9, 11-18, 20, 23-25, 27-28, 30-32, 34	18
Digital Content Producer	1-7, 9, 11-18, 20, 23-25, 27-28, 30-32, 34	4
Morning News Anchor	1-7, 9, 11-18, 20, 22-25, 27-32, 34-35	18
Morning Show Meteorologist	1, 3-4, 7, 9, 11-16, 18, 20, 22-26, 28- 30, 32-35	18
Audio Operator	1-7, 9, 11, 13-18, 20, 22-35	5
Digital Sales Coordinator	1-7, 9, 11, 13-18, 20, 22-35	18
Digital Content Producer	1-7, 9, 11, 13, 15-18, 20, 23-25, 27-28, 30-32, 34	1
Digital Content Producer	1-7, 9, 11, 13, 15-18, 20, 23-25, 27-28, 30-32, 34	1
Chief Engineer Assistant	1-9, 11, 13, 15-18, 20, 23-25, 27-28, 30 -32, 34	8
Newscast Director	1-2, 4-5, 7, 10-11, 14-19, 21-25, 28, 30- 31, 33-34	10
Character Generator Operator	1-7, 9-10, 13-19, 21-22, 24, 26, 28, 30, 32, 34	10

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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	AMARILLO COLLEGE P.O. Box 447 Amarillo, Texas 79178 Phone : 806-371-5147 Url : http://www.collegecentral.com/amarillocollege Email : taylor.bingham@actx.edu Taylor Bingham	N	3
2	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 1-512-448-8549 Kathy Amber	N	0
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	1
4	Hispanic Chamber of Commerce 5725 W Amarillo Blvd Amarillo, Texas 79124 Url : http://www.amarillohcc.com/ Ruby Moreno Manual Posting	N	1
5	Houston-Tillotson College 900 Chicon Austin, Texas 78702 Phone : 512-505-3046 Email : cgd@htu.edu EEO Officer	N	1
6	Incarinate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0

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7	Indeed 6433 Champion Grandview Way Austin, Texas 791013517 Phone : 8063833321 Url : http://www.Indeed.com Indeed Inc Manual Posting	N	1
8	Intracompany Transfer	N	1
9	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
10	Job/Bulletin Board	N	2
11	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
12	LinkdIn WebPage Amarillo, Texas Phone : 8000000000 Linked In Manual Posting	N	0
13	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
14	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

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15	My High Plains 1015 South Fillmore Amarillo, Texas 79101 Phone : 806-383-3321 Url : http://www.myhighplains.com Shannon Stewert Manual Posting	N	0
16	NAACP P.O. Box 2433 Amarillo, Texas 79105 Phone : 806-680-2920 Fax : 1-806-367-7818 Career Listings	N	0
17	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	N	1
18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	6
19	North Harris College 2700 W. W. Thorne Dr. Houston, Texas Phone : 713-443-JOBS Fax : 713-443-LIST Luciano Salinas	N	0
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

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21	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
22	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
23	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
24	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	1
25	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
26	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
27	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0

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28	Texas Workforce Amarillo 1206 SW 7th Ave Amarillo, Texas 79105 Phone : 806-345-1341 Url : https://www.wspanhandle.com/ Email : cwilliams@wspanhandle.com Corey Williams	N	0
29	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
30	Tvjobs.com P.O. Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Job Postings Manual Posting	N	1
31	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
32	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
33	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
34	WTAMU WT Box 60728 Canyon, Texas 79016 Phone : 806-651-2397 Url : http://www.wtamu.edu/career) Kim Muller Manual Posting	N	0
35	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:			19

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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	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	The Station regularly disseminates job vacancy notices, including upper-level positions, to the Texas Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities. The Station regularly disseminates job vacancy notices, including upper-level positions, to the Hispanic Chamber of Commerce, an organization with a broad-based membership, including the participation of women and minorities.	2	General Manager Business Administrator
2	4/5/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as mock interviewers allowing students to receive feedback on their presentation (or interviewee skills).	1	News Director
3	4/20/2021	Participation in Job Fairs	The Station participated at the Texas Workforce Commission Job (Career) Fair. Station personnel were able to meet with potential job applicants and discuss vacancies at the station and in the broadcasting industry.	1	Executive Assistant
4	5/23/2021	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
5	8/20/2021	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.	1	Business Administrator
6	10/7/2021	Participation in Job Fairs	The Station participated at the Amarillo Workforce Commission. Station personnel met with potential job applicants.	2	Business Administrator Community Outreach
7	10/13/2021	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	Business Administrator Production Manager

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8	2/17/2022	Participation in Job Fairs	The Station participated at the West Texas A&m University Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Business Administrator
9	2/23/2022	Participation in Job Fairs	The Station participated at the Amarillo College Job Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Business Administrator
10	3/3/2022	Establishment of training programs for station personnel	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.	5	General Manager Operations Manager Chief Engineer HR POC