

KLBK
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
Morning News Anchor	2, 4-6, 8, 12, 15, 17-26, 28-34, 36-41, 43-44	26
Account Executive	2, 4-6, 8-9, 12, 15, 17-41, 43-44	27
Account Executive	2, 4-6, 8-9, 12, 15, 17-41, 43-44	5
Morning Meteorologist	2, 4, 6, 8, 12, 15, 17-26, 28-34, 36-41, 43-44	26
Morning Meteorologist	2, 4, 6, 8, 12, 15, 17-26, 28-34, 36-41, 43-44	26
Integrated Digital Specialist	2, 4, 6-10, 12, 15, 17-26, 28-34, 36-41, 43-44	7
Evening Anchor	2, 4-5, 8, 13, 15-26, 28-34, 36-44	26
Digital Media Coordinator	2, 4, 6, 8, 11-13, 15-26, 28-34, 36-44	11
Digital Media Coordinator	2, 4, 6, 8, 11-13, 15-26, 28-34, 36-44	11
Digital Media Coordinator	3-5, 8, 13, 15-21, 23-26, 28-34, 36-44	15
Digital Media Coordinator	3-5, 8, 13, 15-21, 23-26, 28-34, 36-44	26
MultiMedia Journalist Reporter	1-2, 4-5, 13-26, 28-33, 36-44	26
MultiMedia Journalist Reporter	1-2, 4-5, 13-26, 28-33, 36-44	26
Sales Assistant	5, 15-18, 20-21, 26, 28, 31, 37-38, 41- 44	15
MMJ Reporter	5, 15-18, 20-21, 26, 28, 31, 37-38, 41- 44	26

KLBK
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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	Abilene Christian University ACU Box 27914 Abilene, Texas 79699 Phone : 325-674-6540 Email : careers@acu.edu Human Resources	N	0
2	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
3	Current Employee 7403 University Avenue Lubbock, Texas 79423 Crystal Reagan	N	1
4	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
5	EverythingLubbock.com 7403 University Avenue Lubbock, Texas 79423 Phone : 806-745-2345 Email : ecantu@klbk13.tv Nuno Cantu	N	2
6	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 1-817-625-1405 Rosa Navejar	N	0
7	GlassDoor	N	1
8	Incarnate 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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9	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Url : http://www.indeed.com Career Services Manual Posting	N	0
10	Indeed.com	N	5
11	Internship Participant 7403 University Avenue Lubbock, Texas 79423 Phone : 806-745-2345 Russ Poteet	N	2
12	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
13	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
14	Job Fair --- Lubbock, Texas --- ---	N	1
15	KLBK On Air 7403 University Avenue Lubbock, Texas 79423 Phone : 806-745-2345 Url : http://www.everythinglubbock.com Email : jpitner@nexstar.tv Jeff Pitner	N	4
16	KLBK Website 7403 University Avenue Lubbock, Texas 79423 Phone : 806-745-2345 Url : http://www.everythinglubbock.com Email : ecantu@nexstar.tv Nuno Cantu	N	0

KLBK
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17	KLST & KSAN San Angelo 2800 Armstrong Street San Angelo, Texas 76903 Phone : 325-949-8800 Url : http://www.nexstar.tv Email : sscott@nexstar.tv Sherri Scott	N	0
18	KRBC & KTAB Abilene 4510 South 14th Street Abilene, Texas 79605 Phone : 325-691-2209 Url : http://www.nexstar.tv Email : mzett@nexstar.tv Marian Zett	N	0
19	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
20	Lubbock Christian University 5601 19th Street Lubbock, Texas 79407 Phone : 806-796-8800 Url : http://www.lcu.edu Email : link.blevins@lcu.edu Link Blevins	N	0
21	MediaLine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Email : medialine@medialine.com Career Services	N	0
22	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0

KLBK
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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	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	N	0
24	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nljja.org Brian Salkin	N	0
25	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
26	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	21
27	Referral --- Lubbock, Texas --- ----	N	1
28	South Plains College 1401 South College Avenue Levelland, Texas 79336 Phone : 806-894-9611 Url : http://www.collegecentral.com/southplainscollege Email : bealexander@southplainscollege.edu Ben Alexander	N	0
29	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

KLBK
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April 1, 2019 - March 31, 2020

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
30	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
31	Texas Association of Broadcasters 502 East 11th Street #200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Email : jobs@tab.org Anna Romero	N	0
32	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
33	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
34	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
35	Texas Tech University 2500 Broadway Lubbock, Texas 79409 Phone : 806-742-2210 Url : http://www.ttu.edu Janelle Zamora Manual Posting	N	0

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36	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
37	Town Square Media 4413 82nd Street #300 Lubbock, Texas 79424 Phone : 806-798-7078 Email : bob.shattuck@townsquaremedia.com Bob Shattuck	N	0
38	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Career Services	N	1
39	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
40	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
41	Vista College 4801 Frankford Avenue Lubbock, Texas 79424 Phone : 806-686-1515 Url : http://www.vistacollege.edu Email : receptionist-lbb@vistacollege.edu Gulrez Khan	N	0
42	Walk In 7403 University Avenue Lubbock, Texas 79423 Crystal Reagan Manual Posting	N	0

KLBK
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43	Wayland Baptist 801 North Quaker Avenue Lubbock, Texas 79416 Phone : 806-785-9285 Url : http://www.wbu.edu Email : senar@wbu.edu Raquel Sena	N	0
44	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:			39

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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	4/1/2019	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 1 intern from Texas Tech University during the 2019 Spring Semester, 2 interns from Texas Tech University during the 2019 Summer Semester and 3 interns from Texas Tech University during the 2019 Fall Semester.</p>	4	News Director Assistant News Director Sports Director News Anchor
2	4/1/2019	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 the Texas Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	HR/BA
3	4/24/2019	Participation in Job Fairs	The Station participated at the South Plains Job. Station personnel were able to meet with individuals and discuss vacancies at the Station and in the broadcasting industry.	4	Sales Manager News Director Digital Media Manager Operations Manager
4	5/6/2019	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.	7	News Director General Sales Manager Sales Manager Sales Manager