

# KWKT, KYLE

## EEO PUBLIC FILE REPORT

**April 1, 2023 - March 31, 2024**

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
Sales Account Executive III	1-5, 7-10, 12, 14, 18-21, 23-25, 27-32, 34, 36-47, 49	32
Creative Services Assistant	1, 6-10, 13-15, 17-18, 20-21, 27-30, 32, 35-37, 39, 42-46, 48-49	35
Sales Account Executive (WacoTX)	2, 8, 10-12, 14-15, 18-21, 24, 28-29, 32, 35-36, 39-40, 43-46, 49	21
Creative Services Assistant	2, 8, 10-12, 14-15, 18-20, 24, 26, 28- 29, 32-33, 36, 39-40, 43-46, 49	33
Meteorologist I Weekend	2, 8, 10-12, 14-15, 18-20, 24, 26, 28- 29, 32, 36, 39-40, 43-46, 49	43
Sales Account Executive (Waco TX)	2, 8, 10-12, 14-15, 18-22, 24, 26, 28- 29, 32, 36, 39-40, 43-46, 49	21
Multi Media Journalist	2, 8, 10-12, 14-16, 18-21, 23-24, 26, 28 -29, 32, 36, 39-40, 43-46, 49	26

Nexstar did not actively distribute job vacancy notices to Indeed.com and/or LinkedIn. However, said sources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

The following Recruiting Sources were deleted from the stations recruiting source list as of June 2023:

RS #1/ Abilene Christian University	RS #3/Angelina College	RS #4/Assoc of Women in Communications
RS #5/Austin Area Urban League	RS #6/Austin Asian American Chamber	RS #7/Austin Hispanic Chamber
RS #9/Baylor University Career & Professional Development	RS #13/Career Resource Center	RS #25/Lamar University
RS #27/LULAC	RS #30/National Assn of Broadcasting	RS #31/National Assn of Hispanic Journalists
RS #34/Southwestern University	RS #37/ Tx A&M Career Center	RS #38/Texas A&M Corpus Christi
RS #42/Texas Technical University	RS #47/University of TX El Paso	RS #48/Waco Chamber of Commerce

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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 Journalism and Mass Communication Dpt ACU Box 27892 Abilene, Texas 79699-7892 Phone : 325-674-2296 Don Morris Manual Posting	N	0
2	American Broadcasting School 712 N Watson Rd, Ste 200 Career Svc/Job Placement Arlington, Texas 76011 Phone : 817-695-2474 Url : <a href="http://www.radioschool.com/">http://www.radioschool.com/</a> Email : <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a> Job Listing	N	0
3	Angelina College P.O. Box 1768 3500 South First Street Lufkin, Texas 75902 Phone : 936-639-1301 Url : <a href="http://www.angelina.edu">http://www.angelina.edu</a> Fax : 1-936-633-5247 Career Center Coordinator	N	0
4	Assoc of Women in Communications 1717 E Republic Rd Ste A Springfield, Missouri 65804 Phone : 417-886-8606 Url : <a href="http://awc.careerwebsite.com">http://awc.careerwebsite.com</a> Job Listing Manual Posting	N	0
5	Austin Area Urban League, Inc 8011-A Cameron Road Ste A-100 Austin, Texas 78754 Phone : 512-478-7176 Url : <a href="http://aaul.org/">http://aaul.org/</a> Email : <a href="mailto:communications@aaul.org">communications@aaul.org</a> Fax : 1-512-478-1239 William Teddy McDaniel	N	0
6	Austin Asian American Chamber of Commerce 8001 Centre Park Drive, Suite 160 Austin, Texas 78754 Phone : 512-407-8240 Url : <a href="http://www.austinasianchamber.org">www.austinasianchamber.org</a> Email : <a href="mailto:info@austinasianchamber.org">info@austinasianchamber.org</a> Public Resources	N	0

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7	Austin Hispanic Chamber of Commerce 2800 S. IH-35, Suite 260 Austin, Texas 78704 Phone : 512-476-7502 Url : www.gahcc.org Email : pmackin@gahcc.org Fax : 1-512-476-6417 Luis Rodriguez	N	0
8	Baylor University Dept of Journalism Public Relations & New Media One Bear Pl # 97353 Waco, Texas 76798-7353 Phone : 254-710-7247 Url : http://www.baylor.edu/journalism/ Dr. Mia Moody-Ramirez Manual Posting	N	0
9	Baylor University Dt of Career and Professional Dev. 1 Bear Place #97036 Waco, Texas 76798 Phone : 254-710-3771 Url : http://www.baylor.edu Kevin Nall Manual Posting	N	0
10	Baylor University-College of Arts & Sciences Mr. Bruce Gietzen One Bear Place #97068 Waco, Texas 76758 Phone : 254-710-4693 Url : https://www.baylor.edu/ Email : Bruce_Gietzen@baylor.edu Bruce Gietzen	N	0
11	Blinn College Career Services PO Box 6030 Bryan, Texas 77805 Phone : 979-209-7260 Url : https://www.blinn.edu/career-services/ Email : bryansla@blinn.edu Student Leadership Activities	N	0

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12	Brazos Valley Workforce 3991 E 29th St PO Drwr 4128 Bryan, Texas 77805 Phone : 979-595-2800 Url : <a href="http://bvjobs.org">http://bvjobs.org</a> Fax : 1-979-595-2810 Career Counselor	N	0
13	Career Resources Center Veterans Employer Liaison Box 12277 Austin, Texas 78711-2277 Phone : (512) 463-2333 Url : <a href="https://www.tvc.texas.gov/employment/employers/">https://www.tvc.texas.gov/employment/employers/</a> Email : <a href="mailto:tvcemployment@tvc.texas.gov">tvcemployment@tvc.texas.gov</a> Employment Contact	N	0
14	Central Texas College 6200 W. Central Texas Expressway Killeen, Texas 76549 Phone : 254-526-1106 Url : <a href="https://www.ctcd.edu">https://www.ctcd.edu</a> Career Center Manual Posting	N	0
15	Central TX Hispanic Chamber of Commerce 915 LaSalle Ave Waco, Texas 76706 Phone : 254-754-7111 Url : <a href="http://www.wacohispanicchamber.com/">http://www.wacohispanicchamber.com/</a> Email : <a href="mailto:info@wacohispanicchamber.com">info@wacohispanicchamber.com</a> Job Board Liaison	N	0
16	Educational Institution	N	1
17	Employee Referral	N	1
18	Heart of Texas Workforce Commission 140 WF SOL HOT WACO /Business Solution Supervisor 1416 S New Road Waco, Texas 76711-1335 Phone : (254) 296-5209 Url : <a href="http://www.hotworkforce.com">www.hotworkforce.com</a> Email : <a href="mailto:questions@hotworkforce.com">questions@hotworkforce.com</a> Fax : 1-254-753-3647 Job Listing	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
19	Hispanic Assn of Colleges and Universities Career Services 8415 Datapoint Dr Ste 400 San Antonio, Texas 78229 Phone : 210-576-3200 Url : <a href="http://www.hacu.net">http://www.hacu.net</a> Email : <a href="mailto:hacu@hacu.net">hacu@hacu.net</a> Fax : 1-210-692-0823 Career Opportunity Listing	N	0
20	ihirebroadcasting.com 41 E All Saints St Frederick, Maryland 21701 Phone : 877-497-8283 Url : <a href="http://www.ihirebroadcasting.com">http://www.ihirebroadcasting.com</a> Job Listing Manual Posting	N	0
21	indeed.com 7501 N Capital of Tx Hwy Bldg B Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Job Listing Manual Posting	N	6
22	Job Fair	N	3
23	Job/Bulletin Board	N	2
24	KWKT-TV 8803 Woodway Dr Waco, Texas 76712 Phone : 254-776-3844 Url : <a href="http://www.fox44news.com">http://www.fox44news.com</a> Email : <a href="mailto:info@kwkt.com">info@kwkt.com</a> Fax : 1-254-776-8032 Job Listing	N	0
25	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
26	Linked In	N	7

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27	Lulac 1133 19th St NW Ste 1000 Washington, District of Columbia 20036 Phone : 202-833-6130 Url : <a href="http://lulac.org">http://lulac.org</a> Fax : 1-202-833-6135 Job Listing	N	0
28	Mclennan Community College Career Services 1400 College Dr Waco, Texas 76708 Phone : 254-299-8570 Url : <a href="http://www.mclennan.edu">http://www.mclennan.edu</a> Michele Anderson Manual Posting	N	0
29	National Lesbian & Gay Journalist Assn 2120 L Street NW Ste 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : <a href="http://www.nlgja.org/">http://www.nlgja.org/</a> Email : <a href="mailto:info@nlgja.org">info@nlgja.org</a> Fax : 1-202-877-5633 Kimmy Baggelaar	Y	0
30	Natl Assn of Broadcasters 1771 N St. NW Washington, District of Columbia 20036 Phone : 202-429-5498 Url : <a href="http://www.broadcastcareerlink.com/">http://www.broadcastcareerlink.com/</a> Nate Mann Manual Posting	N	0
31	Natl Assn of Hispanic Journalists 1050 Connecticut Ave NW Flr 10 Washington, District of Columbia 20036 Phone : 888-281-9066 Url : <a href="http://www.nahjcareercenter.com">http://www.nahjcareercenter.com</a> Email : <a href="mailto:jobbank@nhj.org">jobbank@nhj.org</a> Fax : 1-202-662-7144 Job Listing	N	0

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32	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	1
33	Re-hire	N	1
34	Southwestern University Career Services PO Box 770 Georgetown, Texas Phone : 512-863-1346 Url : <a href="http://www.southwestern.edu">http://www.southwestern.edu</a> Email : <a href="mailto:pirate2pro@southwestern.edu">pirate2pro@southwestern.edu</a> Daniel Orozco	N	0
35	Station's Facebook Page	N	2
36	TAMU Central TX College Career Services 1001 Leadership Pl Killeen, Texas 76549 Phone : 254-526-1106 Url : <a href="http://www.ctcd.edu">http://www.ctcd.edu</a> Job Listing Manual Posting	N	0
37	Texas A&M Career Cntr Assist Director of Interviewing 209 Koldus Bldg 1233 TAMU College Station, Texas 77843 Phone : 979-845-5139 Url : <a href="https://careercenter.tamu.edu">https://careercenter.tamu.edu</a> Katharyn Stober Manual Posting	N	0
38	Texas A&M University Corpus Christi Career Services – UC304 6300 Ocean Drive Corpus Christi, Texas 78412 Phone : 361-825-2628 Email : <a href="mailto:Kelly.Quintanilla@tamucc.edu">Kelly.Quintanilla@tamucc.edu</a> Kelly Quintanilla	N	0

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39	Texas Assn of Broadcasters 502 E 11th St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">http://www.tab.org</a> Email : <a href="mailto:jobs@tab.org">jobs@tab.org</a> Anna Romero	N	0
40	Texas State Technical College Career Services 3801 Campus Dr Waco, Texas 76705 Phone : 254-867-3009 Url : <a href="http://www.tstc.edu">http://www.tstc.edu</a> Email : <a href="mailto:peter.collier@tstc.edu">peter.collier@tstc.edu</a> Kacy Darnell	N	0
41	Texas State University 601 Univeristy Drive San Marcos, Texas 78666 Phone : 5122452538 Email : <a href="mailto:sbgresumes@sbgvtv.com">sbgresumes@sbgvtv.com</a> Fax : 1- - - Casey Menn	N	0
42	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 David Kraus Manual Posting	N	0
43	tvjobs.com Broadcast Employment PO Box 4116 Oceanside, California 92025 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Job Listing	N	3
44	University of Mary Hardin Baylor Career Services UMHB Station Box 8415 Belton, Texas 76513 Phone : 254-295-8642 Url : <a href="http://hr.umhb.edu">http://hr.umhb.edu</a> Email : <a href="mailto:dowens@umhb.edu">dowens@umhb.edu</a> Don Owens	N	0



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45	University of North Texas Dept of Radio/TV/Film PO 310589 Denton, Texas 76203 Phone : (940) 565-2105 Url : <a href="http://studentaffairs.unt.edu/career-center">http://studentaffairs.unt.edu/career-center</a> Career Center Student Resource Manual Posting	N	0
46	University of Texas Moody College of Communication Career Services 300 W Dean Keeton St. Austin, Texas 78712 Phone : 512-232-7703 Url : <a href="http://recruit.utexas.edu/employers/">http://recruit.utexas.edu/employers/</a> Chris Jones Manual Posting	N	0
47	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
48	Waco Chamber of Commerce 101 S Third St Waco, Texas 76701 Phone : 254-757-5600 Url : <a href="https://inwaco.com/jobs/">https://inwaco.com/jobs/</a> In Waco Manual Posting	N	0
49	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>27</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The SEU 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- and to the Heart of Texas Workforce Commission in an effort to post all job vacancies, including all upper-level category openings.	2	VP /General Manager Business Office Manager / HR POC
2	4/12/2023	Participation in other activities designed by the station employment unit	The SEU participated in Nexstar Day at the University of Texas Moody College of Communications. SEU hiring managers participated in presentations to inform college students about current and future broadcasting career opportunities. SEU hiring managers conducted interviews with students for specific job openings.	2	Vice President and GM Director of News
3	10/25/2023	Participation in other activities designed by the station employment unit	SEU personnel hosted students from Hallettsville High School. SEU personnel spoke about job qualifications and careers and opportunities at the stations and within the broadcast industry.	4	VP /General Manager News Anchor News Anchor Chief Meteorologist
4	1/10/2024	Participation in other activities designed by the station employment unit	The SEU personnel hosted individuals from Heart of Texas Behavioral Health Center. SEU personnel spoke about job qualifications, careers and opportunities at the Stations and within the broadcast industry.	1	VP / General Manager
5	1/25/2024	Participation in Job Fairs	The SEU participated at the New Year New Career Hiring Fair at the Waco Convention Center. SEU personnel met with potential job applicants.	5	VP/ General Manager Director of Sales Business Ofc Manger /HR POC Sales Manager
6	3/19/2024	Provision of training to management	The SEU 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	General Manager Director of Sales News Director Creative Services Director