

KLBK
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
Weekend Meteorologist	5, 9-10, 12-13, 15-16, 21-23, 26, 30, 32 -33, 39	22
Account Executive	5, 9-13, 15-16, 21-23, 26, 30, 32-33, 37, 39-40	22
Account Executive	5, 9-13, 15-16, 21-23, 26, 30, 32-33, 37, 39-40	22
Account Executive	5, 9-13, 15-16, 21-23, 26, 30, 32-33, 37, 39-40	37
Reporter	5, 9-13, 15-16, 21-23, 26, 30, 32-33, 39 -40	22
Reporter	5, 9-13, 15-16, 21-23, 26, 30, 32-33, 39 -40	22
Weekend Meteorologist/MMJ	5, 9-13, 15-16, 21-23, 26, 30, 32-33, 39 -40	22
MultiMedia Journalist Reporter	5, 9-10, 12-13, 15-16, 21, 23, 26, 30, 32 -33, 36-40	37
Account Executive	5, 9-10, 12-13, 15-16, 21-23, 26, 30, 32 -33, 36, 38-40	10
MultiMedia Journalist Reporter	2-21, 23-36, 38, 40	6
Social Media Director	1, 5, 9-10, 12-13, 15-16, 21-23, 26, 30, 32-33, 36, 38, 40	22

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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	Current Employee 7403 University Avenue Lubbock, Texas 79423 Crystal Reagan	N	1
2	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
3	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0
4	Incarinate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
5	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Url : http://www.indeed.com Career Services Manual Posting	N	0
6	Internship Participant 7403 University Avenue Lubbock, Texas 79423 Phone : 806-745-2345 Russ Potet	N	2
7	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Jarvis Christian College P.O. Box 1470 Hawkins, Texas 75765 Phone : 903-769-5794 Fax : 903-769-1282 Comelita Williams	N	0
9	Kaplan College 1421 9th Street Lubbock, Texas 79401 Phone : 806-765-7051 Url : http://www.kaplanuniversity.edu Email : jmichel@kaplan.edu Jim Michelle	N	0
10	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	1
11	KLBK Website 7403 University Avenue Lubbock, Texas 79423 Phone : 806-745-2345 Url : http://www.everythinglubbock.com Email : jasdavis@nexstar.tv Jason Davis	N	0
12	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
13	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

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14	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
15	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
16	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
17	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
18	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	N	0
19	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

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20	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
21	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	5
22	Referral --- Lubbock, Texas --- ----	N	10
23	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
24	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
25	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
26	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
28	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
29	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
30	Texas Tech University 2500 Broadway Lubbock, Texas 79409 Phone : 806-742-2210 Url : http://www.ttu.edu Janelle Zamora Manual Posting	N	0
31	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
32	Town Square Media 4413 82nd Street #300 Lubbock, Texas 79424 Phone : 806-798-7078 Email : bob.shattuck@townsquaremedia.com Bob Shattuck	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
33	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
34	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
35	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
36	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
37	Walk In 7403 University Avenue Lubbock, Texas 79423 Crystal Reagan Manual Posting	N	2
38	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

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39	Workforce Solutions 1301 Broadway #201 Lubbock, Texas 79401 Phone : 806-765-5038 Url : http://www.workintexas.com Email : michael.zink@spworkforce.org Michael Zink	N	0
40	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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	4/1/2018	Establishment of an intern program designed to assist members of the community	<p>The station's has an established internship program that allows students to gain practical experience in all areas of out operations, including news, production, sports and weather.</p> <p>The Station hosted 5 interns from Texas Tech University during the 2018 Summer Semester and 4 Interns from Texas Tech University during the 2018 Fall Semester.</p>	4	Poteet Sherwood Maynard Collier
2	11/1/2018	Participation in Job Fairs	The Station participated in CoMC Career Fair held on the Texas Tech campus in the Student Union Building on 11/01/2018. Station personnel were able to meet with students and discuss vacancies at the stations and in the broadcasting industry.	3	Poteet Griffen Lee