

KLBK
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

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
MultiMedia Journalist Reporter	1-14, 16	4
MultiMedia Journalist Reporter	1-14, 16	4
MultiMedia Journalist Reporter	1-14, 16	4
MultiMedia Journalist Reporter	1-14, 16	4
Weekend Meteorologist	1, 3-8, 10-16	4
Weekend Meteorologist	1, 3-8, 10-16	4

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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	EverythingLubbock.com 7403 University Avenue Lubbock, Texas 79423 Phone : 806-745-2345 Email : ecantu@klbk13.tv Nuno Cantu	N	0
2	Internship Participant 7403 University Avenue Lubbock, Texas 79423 Phone : 806-745-2345 Russ Poteet	N	1
3	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	0
4	KLBK Website 7403 University Avenue Lubbock, Texas 79423 Phone : 806-745-2345 Url : http://www.everythinglubbock.com Email : ecantu@nexstar.tv Nuno Cantu	N	16
5	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
6	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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7	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
8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	1
9	Referral --- Lubbock, Texas --- ----	N	1
10	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
11	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
12	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	0

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13	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
14	Walk In 7403 University Avenue Lubbock, Texas 79423 Crystal Reagan Manual Posting	N	0
15	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
16	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	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 2020 Spring Semester, and 4 interns from Texas Tech University during the 2020 Fall Semester.</p>	4	News Director Assistant News Director Anchor Sports Anchor
2	Ongoing Event	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 Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	Business Administrator