

**KLBK**  
**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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
MultiMedia Journalist Reporter	3-9, 11, 13-17, 19	11
MultiMedia Journalist Reporter	3-9, 11, 13-17, 19	11
Meteorologist	3, 5-9, 11-19	11
Meteorologist	3, 5-9, 11-19	11
Sales Assistant	3, 5-9, 11, 13-17, 19	11
Digital Media Coordinator	3, 5-9, 11, 13-17, 19	11
MultiMedia Journalist Reporter	3, 5-11, 13-17, 19	11
Weekend Meteorologist	3, 5-9, 11, 13-17, 19	11
Account Executive	1, 3, 5-9, 11, 13-17, 19	5
Account Executive	1, 3, 5-9, 11, 13-17, 19	1
Account Executive	1, 3, 5-9, 11, 13-17, 19	11
MultiMedia Journalist Reporter	5, 7-9, 11, 13-15, 17, 19	11
Sports MMJ	3, 5, 7-9, 11, 13-15, 17, 19	11
Sports MMJ	3, 5, 7-9, 11, 13-15, 17, 19	11
Production Manager	1, 3, 5, 7-9, 11, 13-15, 17, 19	11
Account Executive	2-3, 5, 7-11, 13, 15, 17, 19	17
Account Executive	2-3, 5, 7-11, 13, 15, 17, 19	3
MultiMedia Journalist Reporter	3, 5, 7-9, 11, 13-15, 17, 19	3
MultiMedia Journalist Reporter	3, 5, 7-9, 11, 13-15, 17, 19	3
Lifestyle Host	3, 5, 7-11, 13-15, 17, 19	11

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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	Current Employee 7403 University Avenue Lubbock, Texas 79423 Crystal Reagan	N	2
2	DARS 1 Briercroft Office Park Lubbock, Texas 79412 Phone : 806-783-2960 Url : <a href="http://www.dars.state.tx.us">http://www.dars.state.tx.us</a> Email : <a href="mailto:laura.rook@dars.state.tx.us">laura.rook@dars.state.tx.us</a> Laura Rook	N	0
3	EverythingLubbock.com 7403 University Avenue Lubbock, Texas 79423 Phone : 806-745-2345 Email : <a href="mailto:jdavis@klbk13.tv">jdavis@klbk13.tv</a> Jason Davis	N	12
4	Internship Participant 7403 University Avenue Lubbock, Texas 79423 Phone : 806-745-2345 Russ Poteet	N	1
5	KLBK On Air 7403 University Avenue Lubbock, Texas 79423 Phone : 806-745-2345 Url : <a href="http://www.everythinglubbock.com">http://www.everythinglubbock.com</a> Email : <a href="mailto:jpitner@nexstar.tv">jpitner@nexstar.tv</a> Jeff Pitner	N	2
6	KLBK Website 7403 University Avenue Lubbock, Texas 79423 Phone : 806-745-2345 Url : <a href="http://www.everythinglubbock.com">http://www.everythinglubbock.com</a> Email : <a href="mailto:ecantu@nexstar.tv">ecantu@nexstar.tv</a> Nuno Cantu	N	10
7	KLST & KSAN San Angelo 2800 Armstrong Street San Angelo, Texas 76903 Phone : 325-949-8800 Url : <a href="http://www.nexstar.tv">http://www.nexstar.tv</a> Email : <a href="mailto:sscott@nexstar.tv">sscott@nexstar.tv</a> Sherri Scott	N	0

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8	KRBC & KTAB Abilene 4510 South 14th Street Abilene, Texas 79605 Phone : 325-691-2209 Url : <a href="http://www.nexstar.tv">http://www.nexstar.tv</a> Email : <a href="mailto:mzett@nexstar.tv">mzett@nexstar.tv</a> Marian Zett	N	0
9	MediaLine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Career Services	N	0
10	My Father's House 1501 South Loop 289 Lubbock, Texas 79412 Phone : 806-799-0990 Url : <a href="http://myfathershouselubbock.org/">http://myfathershouselubbock.org/</a> Email : <a href="mailto:sstephens@bucker.org">sstephens@bucker.org</a> Sharon Stephens	N	0
11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	46
12	Referral --- Lubbock, Texas --- ----	N	1
13	South Plains College 1401 South College Avenue Levelland, Texas 79336 Phone : 806-894-9611 Url : <a href="http://www.collegecentral.com/southplainscollege">http://www.collegecentral.com/southplainscollege</a> Email : <a href="mailto:bealexander@southplainscollege.edu">bealexander@southplainscollege.edu</a> Ben Alexander	N	0

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14	Texas Association of Broadcasters 502 East 11th Street #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
15	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Career Services	N	0
16	Vista College 4801 Frankford Avenue Lubbock, Texas 79424 Phone : 806-686-1515 Url : <a href="http://www.vistacollege.edu">http://www.vistacollege.edu</a> Email : <a href="mailto:receptionist-lbb@vistacollege.edu">receptionist-lbb@vistacollege.edu</a> Gulrez Khan	N	0
17	Walk In 7403 University Avenue Lubbock, Texas 79423 Crystal Reagan Manual Posting	N	2
18	Wayland Baptist 801 North Quaker Avenue Lubbock, Texas 79416 Phone : 806-785-9285 Url : <a href="http://www.wbu.edu">http://www.wbu.edu</a> Email : <a href="mailto:senar@wbu.edu">senar@wbu.edu</a> Raquel Sena	N	0
19	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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>76</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	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 two (2) interns, from Texas Tech University, during the 2021 Summer Semester; three (3) interns, from Texas Tech University during the 2021 Fall Semester.</p>	3	News Director Assistant News Director Evening Anchor
2	3/3/2022	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.	11	News Director General Manager HR Coordinator General Sales Manager