

KLBK
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sports Director	4, 6-8, 12-15, 17-18, 21	13
Account Executive	1-4, 6-11, 13-19, 21	6
Account Executive	1-4, 6-11, 13-19, 21	13
Account Executive	1-4, 6-11, 13-19, 21	13
IT Administrator	1-2, 4-8, 10-11, 13-19, 21	13
Digital Media Coordinator	1-2, 4-11, 13-19, 21	9
Digital Media Coordinator	1-2, 4-11, 13-19, 21	5
Digital Media Coordinator	1-2, 4-11, 13-19, 21	13
MultiMedia Journalist Reporter	1-2, 4, 6-8, 10-11, 13-19, 21	13
MultiMedia Journalist Reporter	1-2, 4, 6-8, 10-11, 13-19, 21	13
Integrated Digital Specialist	1-2, 4-8, 10, 13-19, 21	5
Sports MMJ	1-2, 4, 6-8, 10, 13-21	13
Commercial Producer	1-2, 4, 6-10, 13-21	9
MultiMedia Journalist Reporter	1-2, 4, 6-8, 10, 13-21	13
Sports MMJ	1-2, 4, 6-8, 10, 13-21	13
Morning Meteorologist	1-2, 4, 6-8, 10, 13-19, 21	13
Digital Media Coordinator	1-2, 4-10, 13-19, 21	9
Digital Media Coordinator	1-2, 4-10, 13-19, 21	9
Digital Media Coordinator	1-2, 4-10, 13-19, 21	16

RS#1, Alliance for Women in Media, was added on 04/01/2022

RS#2, Amarillo College, was added on 04/01/2022

RS#12, My Father's House, was removed on 03/15/2022

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

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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	Alliance for Women in Media P.O. Box 2684 Austin, Texas 78768 Phone : 512-322-9944 Url : http://awmustin.org Email : info@awmaustin.org Beth Bobbit	N	0
2	Amarillo College P.O. Box 447 Amarillo, Tennessee 79178 Phone : 806-371-5147 Url : http://www.collegecentral.com/amarillocollege Email : taylor.bingham@actx.edu Taylor Bingham	N	0
3	Current Nexstar Employee 7403 University Avenue Lubbock, Texas 79423 Phone : 8067452345 Crystal Taylor	N	1
4	EverythingLubbock.com 7403 University Avenue Lubbock, Texas 79423 Phone : 806-745-2345 Email : jdavis@klbk13.tv Jason Davis	N	0
5	Indeed 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 1-800-475-4361 Paul Forster	N	16
6	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	2

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7	KLST & KSAN San Angelo 2800 Armstrong Street San Angelo, Texas 76903 Phone : 325-949-8800 Email : sscott@nexstar.tv Sherri Scott	N	0
8	KRBC & KTAB Abilene 4510 South 14th Street Abilene, Texas 79605 Phone : 325-691-2209 Email : mzett@nexstar.tv Marian Zett	N	0
9	LinkedIn Webpage Lubbock, Texas Website None	N	14
10	Lubbock Christian University 5601 19th Street Lubbock, Texas 79407 Phone : 806-796-8800 Url : http://www.lcu.edu Email : rose.johnson@lcu.edu Rose Johnson	N	0
11	Media Gig Now 300 South Riverside Plaza, Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com Customer Service	N	0
12	My Father's House 1501 South Loop 289 Lubbock, Texas 79412 Phone : 806-799-0990 Url : http://myfathershouselubbock.org/ Email : sstephens@bucker.org Sharon Stephens	N	0

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13	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	28
14	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
15	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
16	Texas Tech University 2500 Broadway Lubbock, Texas 79409 Phone : 806-834-7568 Email : careercenter@ttu.edu Ashley Penner	N	1
17	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
18	Walk In 7403 University Avenue Lubbock, Texas 79423 Crystal Reagan Manual Posting	N	0

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19	Wayland Baptist 801 North Quaker Avenue Lubbock, Texas 79416 Phone : 806-785-9285 Url : http://www.wbu.edu Email : franklinj@wbu.edu Jeniffer Franklin	N	0
20	Workforce Solutions 1301 Broadway #201 Lubbock, Texas 79401 Phone : 806-765-5038 Url : http://www.workintexas.com Email : patrick.smith@spworkforce.org Patrick Smith	N	0
21	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:			62

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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	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 participation of women and minorities.	12	HR Coordinator General Manager General Sales Manager News Director
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	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. The Station hosted two (2) interns from Texas Tech University during Spring 2022; three (3) interns, from Texas Tech University, during the 2022 Summer Semester; One (1) intern, from Texas Tech University and one (1) intern from Lubbock Christian University during the 2022 Fall Semester	3	News Director Evening Anchor Assignments Editor
3	3/16/2023	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.	12	General Manager General Sales Manager Sales Manager Sales Manager