

KMID
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
News Producer	3-6, 9, 12-16, 18-19, 21-22	3
Anchor, AM News	4-6, 9, 12-16, 18-19, 21-22	18
Production Assistant	3-6, 9, 12-15, 19-22	13
Production Assistant	4-6, 8-15, 19-22	6
Multimedia Journalist	2, 4-6, 9-14, 16, 19-22	2
Production Assistant	4-6, 9, 11, 13-14, 19-22	4
Chief Photographer	5, 7, 9, 11, 13-14, 20-22	7
News Producer	4-7, 9, 11-14, 16-17, 19-22	7
Promotions Manager	4-6, 9-14, 17, 19-22	4
Production Assistant	4-6, 9, 11-14, 19-22	6
Digital Reporter/MMJ	5-6, 9-11, 13-14, 20-22	6
Creative Services Assistant	3-6, 8-11, 13-14, 17, 19-22	3
Creative Services Assistant	3-6, 8-11, 13-14, 17, 19-22	3
IT Manager III, Operations	1, 3-4, 6, 9-11, 13-15, 17, 19-22	3
IT Manager III, Operations	1, 3-4, 6, 9-11, 13-15, 17, 19-22	15
Account Executive, Sales	3-6, 9-11, 13-15, 17, 19-22	6

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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	Advertisement-TV	N	1
2	Educational Institution	N	1
3	Employee Referral	N	11
4	Facebook 1550 W I-20 Odessa, Texas 79763 Phone : 432-563-2222 Jared Wilson Manual Posting	N	6
5	Glassdoor 100 Shoreline Hwy 100a Mill Valley, California 94941 Phone : 415-339-9105 Url : http://glassdoor.com Job Listings Manual Posting	N	0
6	Indeed 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Phone : 800-475-4361 Url : http://indeed.com Job Listings Manual Posting	N	28
7	Internal Promotion	N	2
8	Job/Bulletin Board	N	4
9	Linkedin 2029 Stierlin Ct #200 Mountainview, California 94043 Phone : 650-687-3600 Job Listings Manual Posting	N	6
10	Lubbock Christian University Career Center 5601 19th Street Lubbock, Texas 79407 Url : https://lcu.edu/resources/career-services/job-list Sheila Dye Manual Posting	N	0

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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
11	Midland College 3600 N. Garfield Midland, Texas 79705 Phone : 432-685-4500 Reanna Robinson Manual Posting	N	0
12	Monster 133 Boston Post Rd Weston, Massachusetts 2493 Phone : 800-666-7837 Job Listings Manual Posting	N	1
13	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	30
14	Odessa College 201 W. University Odessa, Texas 79764 Phone : 432-335-6835 Lindsey Bryant Manual Posting	N	0
15	PostJobFreeInc 101 Marketside Ave Ste 404-206 Ponte Vedra, Florida 32081 Phone : 4326174549 Url : postjobfree.com Job Listings Manual Posting	N	1
16	Texas Assoc. Broadcasting 502 E. 11th #200 Austin, Texas 78701 Phone : 512-322-9944 Jobs Listings Manual Posting	N	0

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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
17	Texas Tech University Career Center 2500 Broadway Lubbock, Texas 79409 Phone : 8067421480 Url : hiredraiders.ttu.edu Job Listings Manual Posting	N	0
18	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Listings Manual Posting	N	1
19	Twitter 1550 W Interstate 20 Odessa, Texas 79763 Url : Local 2 News KMID Jared Wilson Manual Posting	N	0
20	UTPB 4901 E. University Odessa, Texas 79762 Phone : 432-552-2620 Url : http://utpb.edu Jobs Listings Manual Posting	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
22	yourbasin.com 1550 W I-20 Odessa, Texas 79763 Phone : 432-563-2222 Katie Weldon Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			92

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/18/2019	Hosting of Job Fair	KMID hosted a job fair at Midland County Horseshoe where hiring managers were able to meet with individuals from the community and discuss vacancies at the station and in the broadcasting industry.	4	General Manager Local Sales Manager Production Manager News Director
2	2/18/2020	Listing of each upper-level category opening in a job bank or newsletter	KMID regularly disseminates job vacancy notices , including upper-level positions, to the Texas Association of Broadcasters, a media/trade organization with broad-based membership, including the participation of women and minorities.	2	News Director Sales Manager

