

KMID
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
MMJ/Weekend Weather	3, 5, 7-10, 12-21	12
Account Executive, Sales	2-5, 7-9, 12-14, 16, 18-21	2
Multimedia Journalist	4-5, 7-9, 12-16, 19-21	12
Account Executive, Sales	3-5, 7-14, 16, 19-21	5
Account Executive, Sales	3-5, 7-14, 16, 19-21	12
News Director	3-5, 7, 9-10, 12-16, 18-21	7
Production Assistant	2-7, 9-10, 12-14, 16, 18-21	12
Anchor III News	1, 3-5, 7, 9-10, 12-16, 18-21	5
News Producer	2-10, 12-16, 18-21	2
Multimedia Journalist	2-5, 7, 9-10, 12-16, 18, 20-21	5
Multimedia Journalist	2-5, 7, 9-10, 12-16, 18, 20-21	5
Digital Coordinator Specialist	2-5, 7-10, 12-14, 16, 18, 20-21	2
Multimedia Journalist	2-5, 7-10, 12-16, 18, 20-21	5

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

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	Careerbuilders.com 200 N. LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 800-891-8880 Url : http://careerbuilders.com Job Listings Manual Posting	N	1
2	Employee Referral	N	9
3	Facebook 1550 W I-20 Odessa, Texas 79763 Phone : 432-563-2222 Jared Wilson Manual Posting	N	0
4	Glassdoor 100 Shoreline Hwy 100a Mill Valley, California 94941 Phone : 415-339-9105 Url : http://glassdoor.com Job Listings Manual Posting	N	0
5	Indeed 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Phone : 800-475-4361 Url : http://indeed.com Job Listings Manual Posting	N	25
6	KMID TV 1550 W. I-20 ODESSA, Texas 79763 Phone : 432-617-4549 Url : http://nexstar.wd5.myworkdayjobs.com/nexstar Cindy Reed Manual Posting	N	0
7	Linkedin 2029 Stierlin Ct #200 Mountainview, California 94043 Phone : 650-687-3600 Job Listings Manual Posting	N	18

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

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
8	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	1
9	Midland College 3600 N. Garfield Midland, Texas 79705 Phone : 432-685-4500 Reanna Robinson Manual Posting	N	0
10	Mightyrecruiter.com City View Plaza 11 48 Road 165, Ste 6000 Guaynabo, District of Columbia 00968 Url : mightyrecruiter.com Mike Nelson Manual Posting	N	0
11	Monster 133 Boston Post Rd Weston, Massachusetts 2493 Phone : 800-666-7837 Job Listings Manual Posting	N	2
12	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	4
13	Odessa College 201 W. University Odessa, Texas 79764 Phone : 432-335-6835 Lindsey Bryant Manual Posting	N	0
14	PostJobFreeInc 101 Marketside Ave Ste 404-206 Ponte Vedra, Florida 32081 Phone : 4326174549 Url : postjobfree.com Job Listings Manual Posting	N	0

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

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
15	Texas Assoc. Broadcasting 502 E. 11th #200 Austin, Texas 78701 Phone : 512-322-9944 Jobs Listings Manual Posting	N	0
16	Texas Tech University Career Center 2500 Broadway Lubbock, Texas 79409 Phone : 8067421480 Url : hiredraiders.ttu.edu Job Listings Manual Posting	N	0
17	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Listings Manual Posting	N	0
18	Twitter 1550 W Interstate 20 Odessa, Texas 79763 Url : Local 2 News KMID Jared Wilson Manual Posting	N	0
19	UTPB 4901 E. University Odessa, Texas 79762 Phone : 432-552-2620 Url : http://utpb.edu Jobs Listings Manual Posting	N	0
20	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

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

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
21	yourbasin.com 1550 W I-20 Odessa, Texas 79763 Phone : 432-563-2222 Katie Weldon Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			60

KMID

EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/8/2020	Participation in Job Fairs	KMID participated in the University of the Permian Basin Virtual Fall Career Fair. KMID personnel were able to meet with students and discuss vacancies at KMID and in the broadcasting industry.	3	Sales Manager News Director Production Manager
2	11/2/2020	Participation in Job Fairs	KMID participated in a Virtual Job Fair with Texas Tech University. KMID personnel were able to meet with students to discuss vacancies at KMID and in the broadcasting industry.	2	Business Asst/HR News Director
3	3/24/2021	Participation in Job Fairs	KMID participated at the UTPB 2021 Virtual Spring Career Fair. KMID personnel were able to meet with students to discuss vacancies at KMID and the broadcasting industry.	2	News Director Business Assistant
4	3/31/2021	Participation in Job Fairs	KMID participated in the Virtual Veterans Career Fair & Diversity Job Expo. KMID personnel were able to meet with participants and discuss vacancies within the company.	2	News Director Business Assistant