

KMID
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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Morning Meteorologist	1-4, 7-15, 17-19	4
MMJ/Weekend Anchor	1-4, 7-15, 17-19	7
Anchor III News	1-4, 7-15, 17-19	11
Digital Reporter/MMJ	1-4, 6-15, 17-19	1
Digital Reporter/MMJ	1-4, 6-15, 17-19	1
Production Assistant	2-4, 6-13, 15, 17-19	4
Weekend Sports Reporter/Anchor	1-5, 7-15, 17-19	5
Multimedia Journalist	1-4, 7-15, 17-19	1
Account Executive, Sales	1-4, 7-19	7
Anchor III News	1-4, 7-15, 17-19	4
Anchor III News	1-4, 7-15, 17-19	1
Production Assistant	1-4, 6-13, 15, 17-19	1
Local Sales Manager	1-4, 6-15, 17-19	1
MMJ/Anchor	1-4, 6-15, 17-19	1
Sales Assistant/Station Manager	2-4, 6-15, 17-19	7

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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	Employee Referral	N	41
2	Facebook 1550 W I-20 Odessa, Texas 79763 Phone : 432-563-2222 Jared Wilson Manual Posting	N	0
3	Glassdoor 100 Shoreline Hwy 100a Mill Valley, California 94941 Phone : 415-339-9105 Url : http://glassdoor.com Job Listings Manual Posting	N	0
4	Indeed 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Phone : 800-475-4361 Url : http://indeed.com Job Listings Manual Posting	N	13
5	Intracompany Transfer	N	1
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	21
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	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
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	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	6
12	Odessa College 201 W. University Odessa, Texas 79764 Phone : 432-335-6835 Lindsey Bryant Manual Posting	N	0
13	PostJobFreeInc 101 Marketside Ave Ste 404-206 Ponte Vedra, Florida 32081 Phone : 4326174549 Url : postjobfree.com Job Listings Manual Posting	N	0
14	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 ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Texas Tech University Career Center 2500 Broadway Lubbock, Texas 79409 Phone : 8067421480 Url : hireredraiders.ttu.edu Job Listings Manual Posting	N	0
16	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Listings Manual Posting	N	0
17	Twitter 1550 W Interstate 20 Odessa, Texas 79763 Url : Local 2 News KMID Jared Wilson Manual Posting	N	0
18	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
19	yourbasin.com 1550 W I-20 Odessa, Texas 79763 Phone : 432-563-2222 Katie Weldon Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			82

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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	2/23/2022	Participation in Job Fairs	The Station participated in the Kogod School of Marketing & Communications Industry Virtual Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Business Asst News Director
2	2/24/2022	Participation in Job Fairs	The Station participated in the virtual 2022 CMU Career Expo. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Business Asst News Director
3	2/24/2022	Participation in Job Fairs	The Station participated in the 2022 Expo Moody College of Communications Virtual Career Expo. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Business Asst News Director
4	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.	5	Business Asst News Director GM Sales Manager
5	3/3/2022	Participation in Job Fairs	The Station participated in University of North Carolina Penbrook Virtual Business, Tech, Science, Communication, Mathematics Career Fair. Station personnel were able to meet with students to discuss vacancies at the Stations and in the broadcasting industry	2	Business Asst News Director
6	3/9/2022	Participation in Job Fairs	The Station participated in Colorado University Denver Spring 2022 Arts & Media Virtual Job Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Business Asst News Director

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7	3/9/2022	Participation in Job Fairs	The Station participated in the Shepherd University Career Fest. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Business Asst News Director
8	3/22/2022	Participation in Job Fairs	The Station participated in the University of North Texas 2022 Equity & Diversity Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Business Asst News Director
9	3/22/2022	Participation in Job Fairs	The Station participated in the University of the Permian Basin Virtual Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Business Asst News Director