

KMID
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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer	3-16, 18-21	6
Local Sales Manager	3-16, 18, 20-21	12
Chief Photographer	2-16, 18, 20-21	12
Sports Director	4-16, 18, 20-21	12
News Producer	3-10, 12-18, 20-21	12
News Producer	3-10, 12-18, 20-21	8
MMJ/Anchor	2, 4, 6-10, 12-18, 20-21	6
Promotions Producer	1, 4-10, 12-18, 20-21	8
News Producer	3-10, 12-18, 20-21	6
Account Executive, Sales	4-10, 12-18, 20-21	12
News Producer	3-8, 10, 12-18, 20-21	6
Digital Producer	4-10, 12-18, 20-21	8
Multimedia Journalist	2, 5-8, 10, 12-18, 20-21	8

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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
1	Advertisement-TV	N	1
2	CareerBuilder.com	N	4
3	Employee Referral	N	6
4	Facebook 1550 W I-20 Odessa, Texas 79763 Phone : 432-563-2222 Erica Miller Manual Posting	N	0
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	23
7	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	1
8	Linkedin 2029 Stierlin Ct #200 Mountainview, California 94043 Phone : 650-687-3600 Job Listings Manual Posting	N	25

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	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
10	Midland College 3600 N. Garfield Midland, Texas 79705 Phone : 432-685-4500 Reanna Robinson Manual Posting	N	0
11	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
12	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	28
13	Odessa College 201 W. University Odessa, Texas 79764 Phone : 432-335-6835 Lindsey Bryant Manual Posting	N	1
14	PostJobFreeInc 101 Marketside Ave Ste 404-206 Ponte Vedra, Florida 32081 Phone : 4326174549 Url : postjobfree.com Job Listings Manual Posting	N	0

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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	Texas Workforce Commission 2626 JBS Parkway, Bldg D Odessa, Texas 79761 Phone : 432-367-1441 Diana Meza 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

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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:			90

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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	4/5/2022	Participation in Job Fairs	The Station participated in the Tennessee State University 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
2	4/6/2022	Participation in Job Fairs	The Station participated in the Auburn University at Montgomery 2022 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
3	4/26/2022	Participation in Job Fairs	The Station participated in the Texas Workforce Commission 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
4	4/28/2022	Participation in Job Fairs	The Station participated in Midland College 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
5	9/14/2022	Participation in Job Fairs	The Station participated in UCC Fall - The University of Texas Dallas All Majors Job Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	HR News Director
6	10/18/2022	Participation in Job Fairs	The Station participated in the Georgetown Media, Journalism, & Public Affairs Networking Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	HR Sales Manager
7	11/9/2022	Participation in Job Fairs	The Station participated in the Colorado Universities Partnered Career and Internship Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	HR News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	1/11/2023	Participation in Job Fairs	The Station participated in the Texas State 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
9	1/26/2023	Participation in Job Fairs	The Station participated in the Wartburg College 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
10	2/3/2023	Participation in Job Fairs	The Station participated in the UW Seattle Communication Leadership Grad Program 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
11	3/1/2023	Participation in Job Fairs	The Station participated in the Marketing & Communication Industry Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Business Asst Chief Engineer