

KFDX & KJBO

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
Multimedia Journalist Reporter	2-10, 12-16	3
Meteorologist	2, 4-13, 15-16	5
The Creative Services Producer	1-2, 4-13, 15-16	5
KFDX - Multi-Media Journalist	4-13, 15-16	5
Multimedia Journalist Reporter	2, 4-13, 15-16	5
Business Development Specialist	1-2, 4-13, 15-16	5
Digital News Producer	2, 4-13, 15-16	5
Creative Services Director	2, 4-13, 15-16	5
Multimedia Journalist Reporter	2, 4-13, 15-16	5
Digital Site Producer	4-13, 15-16	5
Assistant I, Creative Services	4-13, 15-16	5
Business Development Specialist	2, 4-13, 15-16	5
News Producer	2, 4-13, 15-16	5
KFDX Sales Account Executive	1-2, 4-13, 15-16	5

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

RS#14/Work Services Corp was deleted on March 14, 2022.

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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	Indeed.com	N	3
2	KFDX-TV Job Board 4500 Seymour Highway Wichita Falls, Texas 76309 Phone : 19406910003 Email : ssharp@kfdx.com Fax : 1-940-691-0330 Shy Sharp	N	0
3	Linked In	N	1
4	Midwestern State University 3410 Taft Wichita Falls, Texas 76308 Phone : 940-397-4473 Url : cmc@msutexas.edu Email : cmc@msutexas.edu Fax : 1-940-397-6228 Tiffany Ramsey	N	0
5	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	19
6	Oklahoma State University 206 Paul Miller Bldg. Stillwater, Oklahoma 74078 Phone : 405-744-5253 Email : smscmedia@okstate.edu Journalism Dept.	N	0
7	Texas Association of Broadcasters 502 E. 11 Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Email : anna.romero@tab.org Anna Romero	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
8	Texomashomepage.com 4500 Seymour Highway Wichita Falls, Texas 76309 Phone : 940-691-0003 Vinh Truong Manual Posting	N	1
9	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Listings Manual Posting	N	0
10	University of Central Oklahoma 100 North University Dr Edmond, Oklahoma 73034 Phone : 405-974-2792 Url : http://www.uco.edu Email : dhill33@uco.edu Desiree Hill	N	0
11	University of North Texas PO Box 310589 Dept of Radio,TV Denton, Texas 76203 Phone : 940-565-2622 Email : amy.ferman@unt.edu Amy Ferman	N	0
12	University of Oklahoma 395 W. Lindsay Room 3000 Norman, Oklahoma 73019 Phone : 405-325-2721 Url : http://www.ou.edu Email : mikeboettcher@ou.edu Mike Boettcher	N	0
13	Vernon Regional Jr. College 4105 Maplewood Wichita Falls, Texas 76308 Phone : 940-696-8752 Amanda Lehman 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
14	Work Services Corp. 3401 Armory Rd. Wichita Falls, Texas 76302 Phone : 940-766-3207 Email : dhoban@workservicescorp.com Deena Hoban	N	0
15	Workforce Solutions of N. TX 4309 Jacksboro Hwy. Suite 300 Wichita Falls, Texas 76302 Phone : 940-322-1801 Url : workintexas.com Email : Thomas.Ostovich@ntxworksolutions.org Thomas Ostovich	N	0
16	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:			24

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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 Texas Workforce Solutions and the Texas Association of Broadcasters, organizations with a broad-based membership, including participation of women and minorities.	1	HRPOC
2	3/17/2023	Provision of training to management	The Station conducted a mandatory training session for hiring managers that focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring process.	10	General Manager Sales Manager KFDX Sales Manager KJTL Sales Manager