

**KETK**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017 - March 31, 2018**

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
Master Control Operator	8, 11, 20	20
Sales Account Executive	5-6, 20, 24-25, 33	6
News Producer F/T	5, 8, 20, 24-25, 32-33	8
Sales Account Executive	5-6, 20, 25, 36	6
Sales Account Executive	5-6, 20, 25, 36	6
Sales Account Executive	5-6, 20, 25, 36	6
Sales Account Executive	5-6, 20, 24-25, 33	6
Sales Account Executive	5-6, 20, 24-25, 33	6
MMJ Reporter	5, 7-8, 20-21, 24-25, 33	8
MMJ Reporter	5, 7-8, 20-21, 24-25, 33	7
Master Control Operator	5-6, 8, 11, 20, 24-25, 33	20
Associate Producer	6-7, 21	6
Master Control Operator	1, 5-6, 8, 11, 13, 20, 23, 25	8
Master Control Operator	1, 5-6, 8, 11, 13, 20, 23, 25	8
Master Control Operator	1, 5-6, 8, 11, 13, 20, 23, 25	8
Sales Assistant	5-6, 20, 25, 30, 37	6
MMJ Reporter	5, 8, 20, 24-25, 32-33, 37	32
Assistant Chief Engineer	2, 4-6, 8-10, 12, 14-20, 22, 24-29, 31, 33-35, 37	8
Master Control Operator	1, 3, 6, 13	1

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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	3
2	Career Resources Center 3001 S. Congress Austin, Texas 78704 Phone : NA Fax : 512-448-8549 Kathy Amber	N	0
3	CareerBuilder.com	N	1
4	Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd. Dallas, Texas 75215 Phone : 214-421-5200 Fax : 1-214-421-5510 Reginal Gates	N	0
5	East Texas Workforce 2430 South High St. Suite A-1 Longview, Texas 75606 Phone : 903-758-1783 Url : <a href="http://www.twc.state.tx.us">http://www.twc.state.tx.us</a> Email : <a href="mailto:larry.hamilton@twc.state.tx.us">larry.hamilton@twc.state.tx.us</a> Larry Hamilton	N	0
6	easttexasmatters.com 4300 Richmond Rd Tyler, Texas 75703 Phone : 903-581-5656 Url : <a href="http://www.easttexasmatters.com">http://www.easttexasmatters.com</a> Station Website Manual Posting	N	16
7	Educational Institution	N	3
8	Employee Referral	N	12
9	Fort Worth Hispanic Chamber of Commerce 1327 N. Main Street Fort Worth, Texas 76106 Phone : 817-625-5411 Fax : 817-625-1405 Rosa Navejar	N	0

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10	Incarinate Word College 4301 Broadway, Box 292 San Antonio, Texas 78209 Phone : 210-829-3931 Fax : 210-829-6094 EEO Officer	N	0
11	Indeed.com	N	5
12	Japanese American Citizens League 1765 Sutter Street San Francisco, California 94115 Phone : (415) 921-5225 Fax : 415-931-4671	N	0
13	Job/Bulletin Board	N	2
14	Lamar University P.O. Box 10012 Beaumont, Texas 77710 Phone : 409-880-8879 Fax : 409-880-8881 Quincy Martin	N	0
15	Mediarecruiter.com 9457 So. University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : <a href="http://www.mediarecruiter.com">http://www.mediarecruiter.com</a> Art Scott Manual Posting	N	0
16	MLK Jr. Community Center 2922 MLK Blvd. Dallas, Texas 75215 Phone : (214) 670-8355 Fax : (214) 670-8501 Keith Hampden	N	0
17	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
18	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nljja.org Brian Salkin	N	0
19	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
20	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	7
21	Professional/Industry Trade Organization	N	4
22	St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone : 210-436-3102 Fax : 210-431-2231 Roger Young	N	0
23	Station's Facebook Page	N	1
24	Stephen F Austin State University PO Box 13032 Nacogdoches, Texas 75962 Phone : 936-468-3305 Url : <a href="http://www.sfasu.edu/ccpd">http://www.sfasu.edu/ccpd</a> Email : <a href="mailto:derouenb@sfasu.edu">derouenb@sfasu.edu</a> Brandi Derouen	N	1
25	TAB Job Bank 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">http://www.tab.org</a> Email : <a href="mailto:jobs@tab.org">jobs@tab.org</a> Job Board	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
26	Texas A&M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone : 903-886-5014 Fax : 903-886-5010 Keith McFarland	N	0
27	Texas College 2404 North Grand Ave. Tyler, Texas 75702 Phone : 903-593-8311 Fax : 1-903-592-2342 Gloria Hackney	N	0
28	Texas State University 601 University Dr. San Marcos, Texas 78666 Phone : 512-245-2645 Fax : 512-245-3993 Lisa Vallejo	N	0
29	Texas Tech University P. O. Box 45006 Lubbock, Texas 79409 Phone : 806-742-2210 Fax : 806-742-2474 David Kraus	N	0
30	Texas Workforce Solutions - Tyler 4100 TX-110 Tyler, Texas 75703 Desiree Hickman Manual Posting	N	1
31	The Hispanic Chamber of Commerce 823 Congress Ave., Ste. 1330 Austin, Texas 78701 Phone : 512-476-7502 Fax : 512-476-6417 Claudia Olivares	N	0
32	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	2

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
33	Tyler Junior College PO Box 9020 Tyler, Texas 75711 Phone : 903-510-2490 Url : <a href="http://www.tjc.edu">http://www.tjc.edu</a> Email : <a href="mailto:jren@tjc.edu">jren@tjc.edu</a> Jennifer Renfro	N	0
34	University of Texas-El Paso 500 W. University, W. Union Bldg, #103 El Paso, Texas 79902 Phone : 915-747-5640 Fax : 915-747-5730 Briane Carter	N	0
35	Urban League of Austin 1825 E. 38 1/2 Street Austin, Texas 78722 Phone : 512-478-7176 Fax : 512-478-1239 Herman Lessard	N	0
36	UT Tyler Patriot Jobs 3900 University Blvd Tyler, Texas 75799 Phone : 903-565-5581 Url : <a href="http://www.uttyler.edu/careerservices">http://www.uttyler.edu/careerservices</a> Michael Cichowicz Manual Posting	N	1
37	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>59</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/6/2017	Participation in Job Fairs	KETK participated at the UT Tyler All Majors Job Fair. KETK personnel were able to meet students and discuss vacancies at the station and in the broadcasting industry.	2	Business Office Manager White Knight Station Manager
2	4/18/2017	Participation in Job Fairs	KETK participated at the Longview News Journal Job Fair & Expo. KETK personnel were able to meet potential applicants and discuss vacancies at the Station and in the broadcasting industry.	2	Business Office Manager White Knight Station Manager
3	4/21/2017	Participation in events sponsored by community groups	KETK participated at the Carlisle ISD Career Fair. KETK personnel were able to meet students and discuss vacancies at the station and in the broadcasting industry.	1	Meteorologist
4	6/5/2017	Establishment of an intern program designed to assist members of the community	KETK sponsors an internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.  KETK hosted two (2) interns, from Stephen F. Austin State University during the Summer 2017 Session; one (1) intern, from Stephen F. Austin State University during the winter semester.	1	Assistant News Director
5	10/5/2017	Participation in Job Fairs	KETK participated at the LeTourneau University Career Fair. KETK personnel were able to meet students and discuss vacancies at the station and in the broadcasting industry.	2	Business Office Manager White Knight Station Manager
6	10/18/2017	Participation in Job Fairs	KETK participated at the University of Texas at Tyler Internship & Career Fair. KETK personnel were able to meet students and discuss vacancies at the station and in the broadcasting industry.	2	Business Administrator White Knight Station Manager