

**KTSM-TV**  
**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
News Production Assistant	9	9
Production Assistant	1-4, 8-14	1
Production Assistant	1-4, 8-14	3
News Producer	2, 5, 8-9, 11-13	9
Reporter, Multi Media Journalist	2-3, 6-9, 11-13	3
Account Executive, Sales	2-3, 8-9, 11-13	3
News Anchor	2-3, 6, 8-9, 11-13	6
News Photographer	2-3, 8-9, 11-13	3
News Photographer	2-3, 8-9, 11-13	9

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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	Educational Institution	N	1
2	El Paso Community College 919 Hunter Drive El Paso, Texas 79915 Phone : 915-831-2636 Url : <a href="http://epcc.edu/careerservices">http://epcc.edu/careerservices</a> Carla Cardoza Manual Posting	N	0
3	Employee Referral	N	11
4	Indeed.com	N	5
5	Internal Promotion	N	2
6	Job/Bulletin Board	N	2
7	Linked In	N	1
8	New Mexico State University P.O. Box 30001 Las Cruces, New Mexico 88003 Phone : 575-646-1631 Url : <a href="http://careerservices.nmsu.edu">http://careerservices.nmsu.edu</a> Roseanne Bensley Manual Posting	N	0
9	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	8
10	Nexstar's Facebook Page	N	1
11	Spots and Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : <a href="http://www.spotsndots.com">http://www.spotsndots.com</a> Emily McKay Manual Posting	N	0
12	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Mark Holloway Manual Posting	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	University of Texas at El Paso 500 W. University Ave. El Paso, Texas 79968 Phone : 915-747-7403 Url : <a href="http://utep.edu">http://utep.edu</a> Jeannett Fierro Manual Posting	N	0
14	<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>33</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	4/17/2017	Participation in events sponsored by community groups	The Station participated at Career Day which was held at Montana Middle School. During the event, the station discussed broadcasting jobs in general and how to apply for jobs.	1	News Reporter
2	5/31/2017	Establishment of an intern program designed to assist members of the community	The Station sponsors an internship program that allows students to gain practical experience in all areas of our operations, including news, production sports and weather.  The Station hosted two (2) interns, from New Mexico State University during the 2017 Summer Semester.	2	News Director Executive Producer
3	7/11/2017	Participation in events sponsored by community groups	Station personnel participated at a summer camp for aspiring young journalists called Journalism in July. Station discussed broadcasting jobs in general and provided guidance on how to apply for jobs.	1	News Anchor
4	8/28/2017	Establishment of an intern program designed to assist members of the community	The Station sponsors an internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.  The station hosted one (1) intern from the University of Texas at El Paso during the Fall semester.	1	Operations Manager
5	9/14/2017	Participation in events sponsored by community groups	The Station participated in Career Day at Captain Walter E. Clarke Middle School. During the event station personnel discussed broadcasting jobs in general and provided guidance on how to apply for jobs.	1	News Anchor
6	1/8/2018	Participation in events sponsored by community groups	The Station participated at the El Paso Leadership Academy. During the event, Station personnel discussed broadcasting jobs in general and provided guidance on how to apply for jobs.	2	News Reporter News Anchor