

KTSM-TV
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
Account Executive, Sales	3-4, 10-11, 13-14, 16, 19	4
Account Executive, Sales	3-4, 10-11, 13-14, 16, 19	4
Reporter, Multi Media Journalist	3-4, 8-11, 14, 16, 19	8
News Anchor	3-4, 7-8, 10-11, 14, 16, 19	4
Sports Anchor	3-4, 10-11, 13-14, 16-17, 19-20	17
Master Control Operator	3-4, 6, 10-11, 14, 16, 19-20	4
Production Assistant	3, 6, 8, 10-11, 14, 16, 18-20	6
News Producer	3-4, 10-11, 14, 16, 19-20	4
Digital Producer	3, 7, 10-14, 16, 19-20	12
Reporter, Multi Media Journalist	3, 8, 10-11, 14, 16, 19-20	8
Reporter, Multi Media Journalist	3, 10-12, 14, 16, 19-20	12
News Photographer	1-3, 7, 10-14, 16, 19-20	2
News Photographer	1-3, 7, 10-14, 16, 19-20	2
News Photographer	1-3, 7, 10-14, 16, 19-20	1
Technical Director	3, 8, 10-11, 14, 16, 19-20	8
Chief Meteorologist	2-3, 7-8, 10-12, 14, 16, 19-20	7
News Director	3, 6-7, 10-11, 14, 16, 19-20	7
Local Sales Manager	3, 7, 10-11, 14, 16, 19-20	7
Executive Producer	3-4, 7, 10-11, 14, 16, 19-20	7
News Producer	1, 3, 8, 10-11, 14, 16, 19-20	1
Promotions Manager	2-3, 7, 10-12, 14, 16, 19-20	2
Integrated Digital Specialist	3, 6, 9-12, 14, 16, 19-20	6
Production Assistant	3, 6, 8, 10-14, 16, 19-20	13
Production Assistant	3, 6, 8, 10-14, 16, 19-20	6
News Producer	3, 5, 7-8, 10-11, 14, 16, 19-20	7
Broadcast IT Assistant	2-3, 6, 8, 10-11, 14-16, 19-20	2

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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-Print	N	2
2	Educational Institution	N	7
3	El Paso Community College 919 Hunter Drive El Paso, Texas 79915 Phone : 915-831-2636 Url : http://epcc.edu/careerservices Carla Cardoza Manual Posting	N	0
4	Employee Referral	N	16
5	GlassDoor	N	1
6	Indeed.com	N	15
7	Internal Promotion	N	15
8	Job/Bulletin Board	N	14
9	Linked In	N	2
10	New Mexico State University P.O. Box 30001 Las Cruces, New Mexico 88003 Phone : 575-646-1631 Url : http://careerservices.nmsu.edu Roseanne Bensley 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	Nexstar's Facebook Page	N	8
13	Professional/Industry Trade Organization	N	5
14	Spots and Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : http://www.spotsndots.com Emily McKay Manual Posting	N	0
15	State/Local Employment Agency	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Mark Holloway Manual Posting	N	0
17	TVJobs.com	N	1
18	Twitter	N	1
19	University of Texas at El Paso 500 W. University Ave. El Paso, Texas 79968 Phone : 915-747-7403 Url : http://utep.edu Jeannett Fierro Manual Posting	N	0
20	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			94

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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	4/18/2018	Participation in Job Fairs	The Station participated at the El Paso Community College Career & Transfer Services Job Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Executive Assistant/HR
2	10/19/2018	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.	6	General Manager General Sales Manager Operations Manager News Department
3	1/28/2019	Establishment of an intern program designed to assist members of the community	The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production and weather. The Station hosted two (2) interns from El Paso Community College and New Mexico State University during the 2018 Summer Semester and two (2) interns from the University of Texas at El Paso during the 2019 Spring Semester.	2	Operations Manager New Director
4	2/22/2019	Participation in Job Fairs	The Station participated at the UTEP Spring Career Fair 2019. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	Executive Assistant/HR Promotions Producer