

KETK
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
Sales Account Executive	2-3, 6, 9, 11-13, 15-16	16
Sales Account Executive	2-3, 6, 9, 11-13, 15-16	9
Sales Account Executive	2-3, 6, 9, 11-13, 15-16	2
MMJ Reporter	2-6, 9, 11-12, 14-17	6
MMJ Reporter	2-6, 9, 11-12, 14-17	3
MMJ Reporter	2-6, 9, 11-12, 14-17	16
MMJ Reporter	2-6, 9, 11-12, 14-17	5
Master Control Operator	1-3, 6-7, 9, 12, 15, 17	3
Master Control Operator	1-3, 6-7, 9, 12, 15, 17	3
Master Control Operator	1-3, 6-7, 9, 12, 15, 17	6
News Anchor	3, 8-9, 13, 16	9
News Anchor	3, 8-9, 13, 16	9
News Producer F/T	3, 10	10
Sales Coordinator	3, 9	3

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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	1
2	East Texas Workforce 2430 South High St. Suite A-1 Longview, Texas 75606 Phone : 903-758-1783 Url : http://www.twc.state.tx.us Email : larry.hamilton@twc.state.tx.us Larry Hamilton	N	1
3	easttexasmatters.com 4300 Richmond Rd Tyler, Texas 75703 Phone : 903-581-5656 Url : http://www.easttexasmatters.com Station Website Manual Posting	N	14
4	Employee Referral	N	1
5	GlassDoor	N	1
6	Indeed.com	N	4
7	Job/Bulletin Board	N	1
8	Linked In	N	1
9	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	7
10	Nexstar's Facebook Page	N	1
11	Stephen F Austin State University PO Box 13032 Nacogdoches, Texas 75962 Phone : 936-468-3305 Url : http://www.sfasu.edu/ccpd Email : derouenb@sfasu.edu Brandi Derouen	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
12	TAB Job Bank 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Email : jobs@tab.org Anna Romero	N	0
13	Texas Workforce Solutions - Tyler 4100 TX-110 Tyler, Texas 75703 Desiree Hickman Manual Posting	N	1
14	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	1
15	Tyler Junior College PO Box 9020 Tyler, Texas 75711 Phone : 903-510-2490 Url : http://www.tjc.edu Email : jren@tjc.edu Jennifer Renfro	N	0
16	UT Tyler Patriot Jobs 3900 University Blvd Tyler, Texas 75799 Phone : 903-565-5581 Url : http://www.uttyler.edu/careerservices Michael Chicowicz Manual Posting	N	2
17	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:			36

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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	4/11/2018	Establishment of an intern program designed to assist members of the community	<p>KETK has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.</p> <p>KETK hosted one (1) intern, from Texas A&M University; one (1) intern, from The University of Texas at Tyler; one (1) intern from The University of Texas at Oklahoma; one (1) intern from Texas Lutheran University during the Summer 2018 Session</p>	2	Assistant News Director Chief Meteorologist
2	8/16/2018	Participation in Job Fairs	Station personnel participated in the East Texas Workforce Solutions Community Job Fair held at the Tyler Rose Garden. Station personnel met with potential job applicants.	3	Business Office Manager MCO Manager Production Manager
3	10/16/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated at the West Rusk ISD Fall Career Exploration Fair. He spoke to students about careers in broadcasting.	1	News Anchor
4	10/24/2018	Participation in Job Fairs	Station personnel participated at the Stephen F Austin State University 2018 Fall Career & Internship Expo. Station personnel were able to meet students and discuss vacancies at the station and in the broadcasting industry.	2	Business Office Manager News Director
5	11/8/2018	Participation in Job Fairs	Station personnel participated in the East Texas Workforce Red, White & You Job Fair for veterans and community. Station personnel met with potential job applicants.	1	Business Office Manager
6	2/20/2019	Participation in Job Fairs	Station personnel participated at the Stephen F Austin State University 2018 Fall Career & Internship Expo. Station personnel were able to meet students and discuss vacancies at the station and in the broadcasting industry.	3	Business Office Manager News Director Director of Sales

KETK**EEO PUBLIC FILE REPORT****April 1, 2018 - March 31, 2019**

7	2/28/2019	Participation in Job Fairs	Station personnel participated in the East Texas Workforce Solutions Community Job Fair held at the Tyler Rose Garden. Station personnel met with potential job applicants.	2	Business Office Manager Production Manager
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