

# EEO PUBLIC FILE REPORT

Nexstar Broadcasting, Inc.

KLST-TV

04/01/2009 TO 03/31/2010

## Section 1. Vacancy List

<b>Job Title</b>	<b>Recruitment Source Used to Fill Vacancy</b>	<b>Recruitment Source that Referred the hiree</b>
Account Executive	In House Posting –Employee Bulletin Board TV Ads on KLST and KSAN Corporate Website Abilene Christian University Hardin Simmons University McMurry University Cisco Junior College Howard College Angelo State University KLST Website- Texas Association of Broadcasters TVJobs.com Texas Workforce Commission Media Line	TV Ad
Account Executive	In House Posting –Employee Bulletin Board TV Ads on KLST and KSAN Corporate Website Abilene Christian University Hardin Simmons University McMurry University Cisco Junior College Howard College Angelo State University KLST Website- Texas Association of Broadcasters TVJobs.com Texas Workforce Commission Media Line	TV Ad
Account Executive	In House Posting –Employee Bulletin Board TV Ads on KLST and KSAN	Walk-In

	<p>Corporate Website  Abilene Christian University  Hardin Simmons University  McMurry University  Cisco Junior College  Howard College  Angelo State University  KLST Website-  Texas Association of  Broadcasters  TVJobs.com  Texas Workforce Commission  Media Line</p>	
Account Executive	<p>In House Posting –Employee  Bulletin Board  TV Ads on KLST and KSAN  Corporate Website  Abilene Christian University  Hardin Simmons University  McMurry University  Cisco Junior College  Howard College  Angelo State University  KLST Website-  Texas Association of  Broadcasters  TVJobs.com  Texas Workforce Commission  Media Line</p>	TV Ad
Weekend Sports Anchor/Reporter	<p>In House Posting –Employee  Bulletin Board  Corporate Website  Abilene Christian University  Hardin Simmons University  McMurry University  Cisco Junior College  Howard College  Angelo State University  KLST Website  Texas Association of  Broadcasters  TVJobs.com  National Association of Black  Journalist  National Association of Hispanic  Journalists</p>	TV Jobs.com

	Texas Workforce Commission Media Line	
Weekend Sports Anchor/Reporter	In House Posting –Employee Bulletin Board Corporate Website Abilene Christian University Hardin Simmons University McMurry University Cisco Junior College Howard College Angelo State University American Commercial College KLST Website Texas Association of Broadcasters TVJobs.com Texas Workforce Commission Media Line....	TV Jobs. com
Photographer	Not Posted	In house Promotion. Current P/T Employee holding this position given F/T status.
Commercial Producer	In House Posting –Employee Bulletin Board Corporate Website Abilene Christian University Hardin Simmons University McMurry University Cisco Junior College Howard College Angelo State University KLST Website Texas Association of Broadcasters TVJobs.com National Association of Black Journalist National Association of Hispanic Journalists Texas Workforce Commission Media Line	Employee Referral

**Section 2. Recruitment Source List**

<b>Recruitment Source Number</b>	<b>Recruitment Source Information</b>	<b>Recruitment Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by Recruitment Source over 12-month period</b>
1 In House Posting- Employee Bulletin Board	KLST-TV 2800 Armstrong San Angelo, TX Ph: 325- 949-8800 Fx: 325-655-3040	Yes	3
2 KLST Website	KLST-TV 2800 Armstrong San Angelo, TX 76903 Ph: 325-949-8800 Fx: 325-655-3040 Conchovalleyhomepage.com	Yes	2
3 Nexstar Corporate Website	Nexstar Broadcasting 5215 N. O'Connor Blvd Suite 1400 Irving TX 75039 Ph: 972-373-8800 Fx: 972-373-8888 www.nexstar.tv	Yes	1
4 American Commercial College	ACC 3177 Executive Dr San Angelo, Tx 76904 Ph: 325-942-6797 Fx: 325-949-2330	No	
5 Abilene Christian University	ACU Box 27820 Abilene, TX 79699 Ph: 325-674-2441 info@kacu.org	No	
6 Hardin-Simmons University	HSU 2200 Hickory Abilene, TX 79601 Ph: 325-670-1000 Careersv@hsutx.edu	No	
7 McMurry University	S. 14 <sup>th</sup> /Sayles Blvd Abilene, TX 79697 Ph: 325-793-3800	No	

	slane@mcm.edu		
8 Cisco Jr College	CJC 101 College Heights Cisco, TX 76437 254-442-2567 Bpriddy @cisco.cc.tx.us	No	
9. Angelo State University	ASU 2601 W. Ave N San Angelo, TX 76904 Ph: 325-942-2031 Fx: 325-942-5120	Yes	1
10 Texas Association of Broadcasters	TAB www.tab.org/job-ban-employers.php	No	
11 TVJobs.com	TVJobs.com P.O. Box 4116 Oceanside, CA 92052 Ph: 760-754-8117 Fx: 760-754-2115 jobs@tvjobs.com	No	5
12 National Association of Black Journalists	NABJ 8701-A Adelphi Rd Adelphi, MD 20783 Ph: 301-445-7100 Fx: 301-445-7101 nabj@nabj.org	No	
13 National Association Hispanic Journalists	NAHJ 1000 National Press Bldg 529 14 <sup>th</sup> St NW Washington, DC 20045 Ph: 202-662-7145 Fx: 202-662-7144 nahj@nahj.org	No	
14 Texas Workforce Commission	Workforce Solutions- Concho Valley 202 Henry O. Flipper San Angelo, TX 76901 Ph:325-653-2321 Fx: 325-655-4649	No	
15 Media Line	Media Line Fx: 831-648-5204	No	

16 Howard College	Howard College 3501 N. U.S. Highway 67 San Angelo, TX 76905 Ph: 325-481-8300 Fx: 325-481-8319 mtinsley@howardcollege.edu	Yes	
17 Television Ads	KLST or KSAN 2800 Armstrong San Angelo, TX 76903	No	11
18 Employee Referral			7
19 Walk-Ins			6
<b>Total Number of Interviews over 12-month period: 36</b>			

### Section 3. Recruitment Initiatives

Nexstar Broadcasting Group, Inc. continues to broaden its recruiting outreach by effectively establishing communication with recruiting resources in the broadcasting community, professional organizations, community based organizations and outreach through our corporate and local station job opportunities websites. Examples of the efforts made by stations in this employment unit include an ongoing internship program with regional colleges. Our department managers attend job fairs at local and regional colleges in an effort to recruit candidates with an interest in a broadcast related field; recent efforts include participation in:

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>Job Fair Sponsorship: March 30<sup>th</sup> 2010</b>	KLST sponsored and Promoted a Local Job Fair in conjunction with Howard College. News interviews with College officials and local interest stories about the Job Fair were aired and the Station Website was used to encourage local businesses to participate and to inform those seeking employment about the event. The General Manager and Department heads were at the fair to discuss employment opportunities and to accept resumes.
<b>Educational</b>	KLST has an ongoing relationship with the local community schools that include visits to the schools from station personnel who discuss the opportunities and educational needs for employment in the broadcasting field.  The Newsroom has instituted a program where local high school groups are given tours of the station by on air Station News Personalities who explain the job duties, advancement opportunities and the educational requirements for broadcast journalists.