

KDAF-TV
EEO PUBLIC FILE REPORT
April 1, 2019 - March 27, 2020

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	1-5, 8, 13-14, 17, 19, 22-25, 27-34	30
National Account Manager	1-9, 11-33	30
National Sales Manager	1-34	10

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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	*Texas Workforce Commission 2707 Stemmons Fwy., Suite 150 Dallas, Texas 75207-2281 Phone : 214-920-3663 Email : gladys.amos@twc.state.tx.us Gladys Amos	Y	0
2	*University of North Texas Student Employment and Career Services Box 310859 Denton, Texas 76203 Phone : 940-565-2105 Email : careercenter@unt.edu Rachel Smith	Y	0
3	602 Communications 6839 Charter Hill Road Charlotte, North Carolina 82877 Phone : (704) 543-1426 Email : slizik@602communications.com Sandy Lizik	N	0
4	American Broadcasting School 712 North Watson Road Arlington, Texas 76011 Phone : (816) 695-2474 Email : michelle@radioschool.com Michelle McConnell	Y	0
5	Art Institute of Dallas Two Northpark 8080 Park Lane Dallas, Texas 75231 Email : eliasd@aia.edu David Elias	N	0
6	ATI Career Training Center 1110 E. Campbell Road Suite 250 Richardson, Texas 75081 Phone : (214) 646-8458 Email : glovelady@atenterprises.edu Gena Lovelady	Y	0
7	Dallas Baptist University 3000 Mountain Creek Parkway Dallas, Texas 75211 Phone : 214-433-5556 Email : careerservice@dbu.edu Marion Hill	Y	0

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8	Dallas Community College 801 N. Main Street Dallas, Texas 75201 Phone : (972) 860-1317 Email : jobs@dcccd.edu Sue Greenwood	N	0
9	Dallas Inter-Tribal Center 209 E. Jefferson Blvd. Dallas, Texas 75203 Phone : 214-941-1050 Email : cynthia.wilson@mail.ihs.bov Cynthia Wilson	N	0
10	Employee Referral	N	1
11	Fort Worth Star Telegram 808 Throckmorton St Fort Worth, Texas 76102 Phone : 817-390-7919 Email : gpina@star-telegram.com Gary Pina	N	0
12	Greater Dallas Asian American Chamber of Commerce 11171 Harry Hines Blvd. Suite 115 Dallas, Texas 75229 Phone : 972-241-8250 Email : jobposting@gddaacc.com Chott Vatanasuti	N	0
13	Greater Dallas Hispanic Chamber of Commerce 4622 Maple Avenue, Suite 207 Dallas, Texas 75219 Phone : 214-521-6007 Email : gdhcc@gdhcc.com Rosie Aguilar	N	0
14	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	0
15	ITT Tech 2101 Waterview Parkway Richardson, Texas 75080 Email : hjjones@itt_tech.edu Jeanie Jones	N	0

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16	KDAF 8001 John W. Carpenter Fwy Dallas, Texas 75247 Phone : 214-252-9233 Url : http://www.cw33.com Email : jshrum@tribunemedia.com Jennifer Shrum	N	0
17	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	Y	0
18	National Assoc. of Hispanic Journalists (NAHJ) 1000 National Press Bldg. Washington, District of Columbia 20045 Phone : 202-662-7145 Email : jobbank@nahj.org Michelle Vignoli	N	0
19	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
20	Northlake College 5001 N. MacArthur Blvd Irving, Texas 75038 Email : CLartridge@dcccd.edu Crystal Lartridge	N	0
21	ProductionHub.com 801 W. Fairbanks Avenue Winter Park, Florida 32789 Phone : 877-629-4122 Email : classifieds@procutionhub.com Tara Withrow	Y	0
22	Rick Gevers & Associates P.O. Box 577 Zionsville, Indiana 46077 Email : rick@rickgevers.com Rick Gevers	N	0

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23	Society of Broadcast Engineers, Inc. 9247 North Meridian Street Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Email : kjones@sbe.org Scott Jones	N	0
24	South Asian Journalists Association Columbia University Graduate School New York, New York 10020 Phone : 214-854-5973 Email : sree@sree.net Sree Sreeivasan	N	0
25	Southern Methodist University 502 E. 11th Street, Suite 200 Dallas, Texas 78701 Phone : 214-7682266 Email : janetl@mail.smu.edu Janet Lewis	N	0
26	Talent Dynamics 600 E. Las Colinas Blvd. Irving, Texas 75039 Email : sconnell@talentdynamics.com Sandra Connell	N	0
27	Texas Association of Broadcasters 502 E. 11th Street, Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Email : jobs@tab.org Anna Romero	N	0
28	Texas Womens University P.O. B 425619 Denton, Texas 75241 Phone : 940-896-2950 Email : careers@twu.edu Cindy Sansom	N	0
29	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting	N	0

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30	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting	N	4
31	TV Jobs P. O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	Y	0
32	University of Dallas 1845 East Northgate Drive Irving, Texas 75063 Phone : 972-721-4127 Email : career@udallas.edu Richard Paterik	N	0
33	University of Texas at Arlington Box 19619 Arlington, Texas 76019 Phone : 817-272-2895 Email : ejameson@uta.edu Janet Peters	N	0
34	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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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	4/17/2019	Participation in Job Fairs	Station participated at the University of North Texas Spring 2019 UNT all majors Career and Internship Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	HR Business Administrator
2	5/1/2019	Participation in Job Fairs	Station participated at the UT Arlington First Virtual Job Fair. Station personnel were able to meet/chat with students and discuss vacancies at the Stations and in the broadcasting industry.	2	HR Business Admin Local Sales Manager
3	5/27/2019	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, sports and weather. The Station hosted one (1) intern during the reporting term.	1	Director Technology
4	5/28/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before Nova Academy. She spoke about minorities and job opportunities in the broadcast industry.	1	Director Technology
5	9/5/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers before a University of North Texas Frisco Program. They spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	2	Marketing Director Digital Content Director
6	11/8/2019	Establishment of training programs for station personnel	The Station has an established mentor/training program designed to allow employees to gain knowledge and skills that would enable them to further their career.	6	DSM Account Executive Account Executive Digital Coordinator
7	12/12/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before a University of North Texas Friso Program. Station personnel participated as the judge allowing students to receive feedback on their presentations.	1	Digital Content Director

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8	2/19/2020	Participation in Job Fairs	Station participated at the University of University of Arlington Spring 2020 All Majors Internship Fair. Station personnel were able to meet with students and discuss internship vacancies at the Station.	1	Business Administrator