

KTAB
Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

KTAB-TV Abilene, Texas
KLST-TV San Angelo, Texas

and is required to be placed in the public inspection file of these stations, and posted on their websites, if they have a website.

The information contained in this Report covers the time period beginning April 1, 2007 to March 31, 2008 and including twelve months (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate to provide the require information.

Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of full-time job positions listed on Appendix 1.

For purposes of the Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer.

A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 Annual EEO Public File Report Form

Covering the Period 4/1/2007 to 3/31/2008

Station(s) Comprising Station Employment Unit: KTAB and KLST

Section 1: Vacancy Information

Full-Time Positions Filled by Job Title		Recruitment Source of Hiree	Hiring Station	Total Number of Interviewees from All Sources for Position
1.	Creative Services Producer	In House Promotion	KLST	1
2.	Account Executive	Television Ad	KTAB	3
3.	Co-Anchor/Reporter	tvjobs.com	KLST	3
4.	Reporter	Employee Referral	KTAB	1
5.	Account Executive	Employee Referral	KTAB	5
6.	Account Executive	Television Ad	KTAB	4
7.	Accounting Manger/Asst. Business Manager	Abilene Reporter News Ad	KTAB	4
8.	Account Executive	Employee Referral	KTAB	6
9.	News Reporter	Big Country Homepage	KTAB	4
10.	Production	Big Country Homepage	KTAB	1
11.	Commercial Photographer	Big Country Homepage	KTAB	1
12.	Anchor/Reporter	Internal Posting	KTAB	4
13.	Commercial Producer	Client Referral	KLST	6
14.	Photographer	Internal Posting	KLST	3
15.	Photographer	Internal Posting	KTAB	4
16.	Account Executive	Television Ad	KLST	5
17.	Engineering	In House Promotion	KTAB	1
18.	Sales Assistant	Walk-In	KLST	3
19.	Weekend Anchor/Weekday Reporter	Big Country Homepage	KTAB	4
20.	Weekend News Anchor/News Reporter	Concho Valley Homepage	KLST	1
21.	Promotion	Employee Referral	KTAB	1
22.	Account Executive	Television Ad	KTAB	4
23.	Account Executive	Concho Valley Homepage	KLST	4
24.	Weekend Weather	tvjobs.com	KLST	3
25.	Production	In House Promotion	KTAB	1
26.	Account Executive	Television Ad	KTAB	4
27.	Sales Assistant	Concho Valley Homepage	KLST	3
28.	Website Editor	Internal Posting	KTAB	3
29.	Account Executive	Big Country Homepage	KTAB	1
30.	Photographer	TX Workforce Commission	KLST	4
31.	Producer/Reporter	tvjobs.com	KLST	4
32.	Videographer	Employee Referral	KTAB	3
33.	Reporter	tvjobs.com	KTAB	4
34.	Account Executive	Television Ad	KTAB	4
35.	Producer	Big Country Homepage	KTAB	6
36.	Chief Meterologist	Internal Promotion	KTAB	1

37.	Sports Director	tvjobs.com	KTAB	4
38.	Newscast Director	Internal Posting	KTAB	5
39.	Account Executive	Big Country Homepage	KTAB	1
40.	Account Executive	Big Country Homepage	KTAB	3
41.	Weekend Weather Reporter	tvjobs.com	KLST	6
42.	Account Executive	Big Country Homepage	KTAB	3
43.	Morning Meteorologist	tvjobs.com	KTAB	5
44.	Office Assistant	Internal Promotion	KLST	3
45.	Sales Assistant	Concho Valley Homepage	KLST	3
46.	Account Executive	Big Country Homepage	KTAB	4
47.	Commercial Producer	Concho Valley Homepage	KLST	3
48.	Receptionist	Employee Referral	KTAB	5
49.	Co-Anchor/Reporter	tvjobs.com	KLST	7

Total Number of Persons Interviewed During Applicable Period: 166

Appendix 2 Annual EEO Public File Report Form

Covering the Period from 4/1//07 to 3/31/08.

Station(s) Comprising Station Employment Unit: KTAB and KLST

Section 2: Recruitment Source Information

1. Name of Source: In House Posting – Employee Bulletin Board
 Contact person: (for KTAB-TV and KRBC-TV)
 Email:
 Address: 4510 South 14th, Abilene, TX 79605
 Phone: (325) 692-4242
 Fax: (325) 695-9922
 Total number of interviewees this source has provided during this period (if any): 8
 Full time positions for which this source was utilized: 49
 Did this source request notification of job openings? NO
2. Name of Source: In House Posting – Employee Bulletin Board
 Contact person: (for KLST-TV and KSAN-TV)
 Email:
 Address: 2800 Armstrong, San Angelo, TX 76903
 Phone: (325) 949-8800
 Fax: (325) 658-4006
 Total number of interviewees this source has provided during this period (if any): 7
 Full time positions for which this source was utilized: 49
 Did this source request notification of job openings? NO
3. Name of Source: KTAB-TV and KRBC-TV Website
 Contact person:
 Email: www.ktabtv.com
 Address: 4510 South 14th, Abilene, TX 79605
 Phone: (325) 692-4242
 Fax: (325) 695-9922
 Total number of interviewees this source has provided during this period (if any): 28
 Full time positions for which this source was utilized: 49

Did this source request notification of job openings? NO

4. Name of Source: Corporate Website
Contact person:
Email: www.nexstar.tv
Address: 909 Lake Carolyn Parkway, Suite 1450, Irving, TX 75039
Phone: (972) 373-8800
Fax: (972) 373-8888
Total number of interviewees this source has provided during this period (if any): 1
Full time positions for which this source was utilized: 49
Did this source request notification of job openings? NO

5. Name of Source: KTAB-TV Advertisement
Contact person:
Email:
Address: 4510 South 14th, Abilene, TX 79605
Phone: (325) 692-4242
Fax: (325) 695-9922
Total number of interviewees this source has provided during this period (if any): 6
Full time positions for which this source was utilized: 49
Did this source request notification of job openings? NO

6. Name of Source: KRBC-TV Advertisement
Contact person:
Email:
Address: 4510 South 14th, Abilene, TX 79605
Phone: (325) 692-4242
Fax: (325) 695-9922
Total number of interviewees this source has provided during this period (if any): 6
Full time positions for which this source was utilized: 49
Did this source request notification of job openings? NO

7. Name of Source: KTAB-TV & KRBC-TV Internship Programs
Contact person:
Email:
Address: 4510 South 14th, Abilene, TX 79605
Phone: (325) 692-4242
Fax: (325) 695-9922
Total number of interviewees this source has provided during this period (if any):
Full time positions for which this source was utilized:
Did this source request notification of job openings? NO

8. Name of Source: KLST-TV & KSAN-TV Internship Programs
Contact person:
Email:
Address: 2800 Armstrong, San Angelo, TX 76903
Phone: (325) 949-8800
Fax: (325) 658-4006
Total number of interviewees this source has provided during this period (if any):
Full time positions for which this source was utilized:
Did this source request notification of job openings? NO

9. Name of Source: American Commercial College - Abilene
Contact person:
Email: tdelgado@acc-careers.com
Address: 402 Butternut, Abilene, TX 79602

Phone: (325) 672-8495
Fax:
Total number of interviewees this source has provided during this period (if any):
Full time positions for which this source was utilized: 49
Did this source request notification of job openings? YES

10. Name of Source: American Commercial College – San Angelo
Contact person: Nikki Lambert
Email:
Address: Attn: Career Services
Phone:
Fax: (325) 949-2330
Total number of interviewees this source has provided during this period (if any):
Full time positions for which this source was utilized: 49
Did this source request notification of job openings? YES

11. Name of Source: Abilene Christian University
Contact person:
Email: info@kacu.org
Address: ACU Box 27820, Abilene, TX 79699
Phone: (325) 674-2441
Fax:
Total number of interviewees this source has provided during this period (if any):
Full time positions for which this source was utilized: 49
Did this source request notification of job openings? YES

12. Name of Source: Hardin-Simmons University
Contact person:
Email: careersv@hsutx.edu
Address: 2200 Hickory, Abilene, TX 79601
Phone: (325) 670-1000
Fax:
Total number of interviewees this source has provided during this period (if any):
Full time positions for which this source was utilized: 49
Did this source request notification of job openings? YES

13. Name of Source: McMurry University
Contact person:
Email: slane@mcm.edu
Address: South 14th / Sayles Blvd, Abilene, TX 79697
Phone: (325) 793-3800
Fax:
Total number of interviewees this source has provided during this period (if any):
Full time positions for which this source was utilized: 49
Did this source request notification of job openings? YES

14. Name of Source: Cisco Junior College
Contact person:
Email: bpriddy@cisco.cc.tx.us
Address: 101 College Heights, Cisco, TX 76437
Phone: (254) 442-2567
Fax:
Total number of interviewees this source has provided during this period (if any):
Full time positions for which this source was utilized: 49
Did this source request notification of job openings? YES

15. Name of Source: KLST-TV Website
Contact person:
Email: www.klst.tv
Address: 2800 Armstrong St., San Angelo, TX 76903

Phone:
Fax: (325) 949-8800
Total number of interviewees this source has provided during this period (if any): 19
Full time positions for which this source was utilized: 49
Did this source request notification of job openings? NO

16. Name of Source: Angelo State University
Contact person: Pat Turner
Email:
Address:
Phone:
Fax: (325) 942-5120 - Career Services
(325) 942-2551 - Journalism Department
Total number of interviewees this source has provided during this period (if any): 4
Full time positions for which this source was utilized: 49
Did this source request notification of job openings? YES

17. Name of Source: Texas Association of Broadcasters
Contact person:
Email: www.tab.org/job-bank-employers.php
Address:
Phone:
Fax:
Total number of interviewees this source has provided during this period (if any):
Full time positions for which this source was utilized: 49
Did this source request notification of job openings? YES

18. Name of Source: TVJobs.Com Broadcast Employment Services
Contact person: Mark C. Holloway
Email: jobs@tvjobs.com
Address: P O Box 4116, Oceanside, CA 92052
Phone: (760) 754-8177
Fax: (760) 754-2115
Total number of interviewees this source has provided during this period (if any): 19
Full time positions for which this source was utilized: 49
Did this source request notification of job openings? YES

19. Name of Source: National Association of Black Journalists
Contact person:
Email: nabj@nabj.org
Address: 8701-A Adelphi Rd, Adelphi, MD 20783-1716
Phone: (301) 445-7100
Fax: (301) 445-7101
Total number of interviewees this source has provided during this period (if any):
Full time positions for which this source was utilized: 49
Did this source request notification of job openings? YES

20. Name of Source: National Association of Hispanic Journalists
Contact person:
Email: nahj@nahj.org
Address: 1000 National Press Bldg, 529 14th St, NW Washington, DC 20045-2001
Phone: (202) 662-7145
Fax: (202) 662-7144
Total number of interviewees this source has provided during this period (if any):
Full time positions for which this source was utilized: 49
Did this source request notification of job openings? YES

21. Name of Source: Texas Workforce Commission – Abilene Office
Contact person:

Email: vickie.sanders@twc.state.tx.us
Address: 400 Oak Street, Abilene, TX 79602
Phone: (325) 795-4200
Fax:

Total number of interviewees this source has provided during this period (if any):
Full time positions for which this source was utilized: 49
Did this source request notification of job openings? NO

22. Name of Source: Texas Workforce Commission – San Angelo Office

Contact person: vickie.sanders@twc.state.tx.us

Email:

Address:

Phone:

Fax: (325) 655-4649

Total number of interviewees this source has provided during this period (if any): 6

Full time positions for which this source was utilized: 49

Did this source request notification of job openings? NO

23. Name of Source: Media Line

Contact person: Mark Shilstone

Email:

Address: Attn: Classified Dept.

Phone:

Fax: (831) 648-5204

Total number of interviewees this source has provided during this period (if any):

Full time positions for which this source was utilized: 49

Did this source request notification of job openings? NO

24. Name of Source: Abilene Reporter News

Contact person: Shannon Martinez

Email: martinexs@reporternews.com

Address: 101 Cypress Street, Abilene, TX 79601

Phone: (325) 795-2020

Fax:

Total number of interviewees this source has provided during this period (if any): 5

Full time positions for which this source was utilized: 49

Did this source request notification of job openings? NO

25. Name of Source: San Angelo Standard Times

Contact person:

Email: dhamblen@sastandardtimes.com

Address: Attn: Classified Ads

Phone:

Fax: (325) 659-8174

Total number of interviewees this source has provided during this period (if any):

Full time positions for which this source was utilized: 49

Did this source request notification of job openings? NO

26. Name of Source: Howard College – San Angelo

Contact person: Mary Tinsley

Email: mtinsley@howardcollege.edu

Address: 3501 N. U.S. Highway 67, San Angelo, TX 76905

Phone: (325) 481-8300

Fax: (325) 481-8319

Total number of interviewees this source has provided during this period (if any):

Full time positions for which this source was utilized: 49

Did this source request notification of job openings? YES

27. Name of Source: Abilene Area Job Fair

Contact person: Sylvia Shurgot – Abilene Area Job Fair Consortium

Email: sylvias10@nts-online.net
Address: P.O. Box 7063, Abilene, TX 79608-7063
Phone: (325) 696-8421
Fax:

Total number of interviewees this source has provided during this period (if any): 4
Full time positions for which this source was utilized: 2
Did this source request notification of job openings? YES

28. Name of Source: University of North Texas-Dept of Radio, TV and Film
Contact person: Dr. Alan B. Albarran
Email: rtvf@unt.edu
Address: P.O. Box 310589, The Univ of North TX, Denton, TX 76203-0589
Phone:
Fax: (940) 369-7838
Total number of interviewees this source has provided during this period (if any):
Full time positions for which this source was utilized:
Did this source request notification of job openings? YES

29. Name of Source: Texas Tech University – College of Mass Communications
Contact person: Career Center Director
Email: marijane.wernsman@ttu.edu
Address: Box 43082, Lubbock, TX 79409-3082
Phone: (806) 742-3385
Fax: (806) 742-1085
Total number of interviewees this source has provided during this period (if any):
Full time positions for which this source was utilized: 49
Did this source request notification of job openings? YES

30. Name of Source: TSTC West Texas Sweetwater
Contact person: Nick Alvarado – Placement Officer
Email: nick.alvarado@tstc.edu
Address: 300 Homer K. Taylor Drive, Sweetwater, TX 79556
Phone: (325) 235-7444
Fax:
Total number of interviewees this source has provided during this period (if any):
Full time positions for which this source was utilized: 49
Did this source request notification of job openings? YES

Appendix 3 Annual EEO Public File Report Form

Covering the Period from 4/1/07 to 3/31/08

Station(s) Comprising Station Employment Unit: KTAB and KLST

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KTAB and KLST.

Outreach Activity Description

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:

09/27/07 – Speakers, Communications Career Day, Abilene Christian University

10/2/07 – Annual Abilene Job Fair, Civic Center

03/12/08 – Speakers, Career Day, Wylie Junior High School, Abilene, Texas

03/25/08 – Business Expo, Abilene, Texas

For additional information concerning the outreach efforts undertaken by stations in this employment unit, see the attached EEO Public File Report. Since the current EEO rules went into effect the station has experienced no notable difficulties in our outreach efforts as of the date of this application.