

**KIAH-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 - March 31, 2024**

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 Assistant, I	1-7, 9-11, 13-14, 16-25	11
Account Executive	4, 6-10, 13-19, 22-25	8
Account Executive	4, 6-10, 13-19, 22-25	15
Account Executive	4, 6-7, 9-11, 13-19, 22-25	25
Morning Producer, Digital	4, 6-7, 9-19, 22-25	15

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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	Alvin Community College 3110 Mustang Rd Alvin, Texas 77511 Phone : 281-756-3560 Email : sfarley@alvincollege.edu Sarahy Farley	N	0
2	American InterContinental University 9999 Richmond Ave Houston, Texas 77042 Phone : 832-201-6879 Email : bcandido@aiuniv.edu Brian Candido	N	0
3	Art Institute 4140 Southwest Fwy Houston, Texas 77027 Phone : 713-353-4146 Email : mkrobinson@aai.edu Mary Kate Robinson	N	0
4	Career and Recovery 2525 San Jacinto Houston, Texas 77002 Phone : 713-754-7000 Email : careerservices@lonestar.edu Marth Guterrez	Y	1
5	CareerBuilder.com	N	1
6	Center for Career & Professional Development-Austin College 900 N. Grand Ave Sherman, Texas 75090 Phone : 903-813-2074 Email : career@austincollege.edu Kayla Brooks	Y	0
7	Dept of Vet Affairs 6900 Almeda Rd Houston, Texas 77030 Phone : 713-682-2288 Email : jesus.perez2@va.gov Jesus Perez	Y	0

Alvin Community College was removed on May 1, 2023  
 American InterContinental University was removed on May 1, 2023  
 Art Institute was removed on May 1, 2023

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Employee Referral	N	1
9	Houston Baptist University 7502 Fondren Red Houston, Texas 77074 Phone : 281-649-3387 Email : careerandcalling@hbu.edu Erin Swarts	Y	0
10	Illinois Center for Broadcasting 9885 Rockside Rd #160 Valley View, Ohio 44125 Phone : 216-447-9117 Email : delark@beonair.com Gary James	Y	0
11	Indeed.com	N	3
12	Internal Promotion	N	1
13	KIAH 770 Westpark Dr Houston, Texas 77063 Phone : 713-781-3939 Url : www.cw39.com Email : REstrada@cw39.com Rachel Estrada	N	0
14	Leap of Faith Ministries 5326 W Bellfort St St #204 Houston, Texas 77035 Phone : 713-970-1048 Email : leapoffaithtx123@gmail.com Roosevelt Riley	Y	0
15	Linked In	N	4
16	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Sam Houston University 1806 Avenue J Huntsville, Texas 77340 Phone : 936-294-3009 Url : <a href="http://www.shsu.edu/get-started/jobs4kats.html.htm">http://www.shsu.edu/get-started/jobs4kats.html.htm</a> Email : <a href="mailto:gmonteilh@shsu.edu">gmonteilh@shsu.edu</a> Greg Monteilh	Y	0
18	SER of Houston 7211 Regency Square Houston, Texas 77036 Phone : 713-773-6000 Email : <a href="mailto:mfrazier@serjobs.org">mfrazier@serjobs.org</a> Michael Frazier	Y	0
19	Texas Association of Broadcasters 502 E 11th St Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">http://www.tab.org</a> Job Listing Manual Posting	N	0
20	Texas Southern University 3100 Cleburne, MLK 216 Houston, Texas 77004 Phone : 713-313-7670 Email : <a href="mailto:talork@tsu.edu">talork@tsu.edu</a> Kimberly Taylor	N	0
21	The Monarch School 2815 Rosefield Dr Houston, Texas 77080 Phone : 713-479-0800 Email : <a href="mailto:cwilson@monarchschoool.org">cwilson@monarchschoool.org</a> Caitlin Wilson	Y	0
22	UH Downtown One Main Street Suite S402 Houston, Texas 77002 Phone : 713-221-8980 Email : <a href="mailto:uhdcareer@uhd.edu">uhdcareer@uhd.edu</a> Job Listing	Y	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
23	Work Solutions 500 McKinney Houston, Texas 77002 Phone : 832-393-1313 Email : houstonjobs@twc.state.tx.us Job Listing	Y	0
24	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
25	YMCA Int'l Services 6300 Westpark Dr #600 Houston, Texas 77057 Phone : 713-339-9015 Email : anmar.al.hasani@ymcahouston.org Anmar Alhasani	Y	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>14</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/12/2023	Participation in other activities designed by the station employment unit	The SEU participated in Nexstar Day at The University of Texas Moody College of Communication. SEU hiring managers participated in presentations to inform college students about current and future broadcasting career opportunities. SEU hiring managers also conducted interviews with students for specific job openings.	1	News Director
2	4/21/2023	Participation in Job Fairs	Station participated in a Job Fair and Business Expo - Houston. Station personnel was able to meet with individuals and discuss vacancies at the Station and in the broadcasting industry.	4	Director of Sales Local Sales Manager LocalSales Manager Local Sales Manager
3	6/8/2023	Participation in Job Fairs	Station participated in Choice Career Fair - Houston. Station personnel was able to meet with individuals and discuss vacancies at the Station and in the broadcasting industry.	4	Director of Sales Local Sales Manager LocalSales Manager Local Sales Manager
4	7/12/2023	Participation in other activities designed by the station employment unit	The Station participated at the National Association of Hispanic Journalists Training and Career Expo July 12 - July 15.	1	
5	12/7/2023	Participation in Job Fairs	Station participated in Choice Career Fair - Houston. Station personnel was able to meet with individuals and discuss vacancies at the Station and in the broadcasting industry.	3	Director of Sales Local Sales Manager LocalSales Manager
6	1/17/2024	Participation in other activities designed by the station employment unit	Station participated in the Crime Summit Conference for Journalists in New Orleans January 17-19.	1	News Director
7	3/19/2024	Provision of training to management	The SEU 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	News Director Local Sales Manager LocalSales Manager Local Sales Manager