

KBVO, KBVO-CD, KHPF-CA, KHPL-CA, KHPM-CA, KHPX-CA, KHPZ-CA, KXAN

EEO PUBLIC FILE REPORT

April 1, 2019 - March 25, 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
Senior Account Executive	1-6, 9-10, 13, 15, 18-19, 21, 23-29	13
Broadcast Engineer	1, 3-4, 6, 9-10, 13, 16, 19-27, 29	19
Digital Account Executive	2-6, 8-10, 13, 15-16, 19, 21-24, 26-29	10
Receptionist/Administrative Assistant	1-6, 9-10, 13, 15-16, 19, 21-29	13
Ignite Director	2-6, 9-10, 13, 15-16, 19, 21-27, 29	19
Digital Reporter	1-6, 9-10, 12-13, 15-16, 19, 21, 23-27, 29	12
Multi Media Journalist	1-6, 9-10, 12-13, 15-16, 19, 21, 23-27, 29	19
Broadcast/Transmitter Engineer	2-6, 9-10, 13, 15-16, 19-21, 23-27, 29	19
Lifestyle Producer/Videographer	1-6, 9-10, 13, 15-16, 19, 21, 23-27, 29	13
Morning Newscast Director	2-6, 9-10, 13, 15-16, 19, 21, 23-27, 29	19
Digital Account Executive	2-6, 8-11, 13-16, 19, 21, 23-27, 29	8
Graphic Artist	1-6, 9-10, 13-16, 19, 21, 23-27, 29	10
Editor/Photographer	2-7, 9-10, 12-13, 15-17, 19, 21, 23-29	13
Digital Content Producer	1-6, 9-10, 12-16, 19, 21-27, 29	27
Assignment Editor	2-6, 8-10, 13-16, 19, 21-27, 29	13
Brand Manager	1-6, 8-10, 13-16, 19-27, 29	19
Investigative Reporter	2-6, 9-10, 12-16, 19, 21-27, 29	19
Sales Assistant	1-6, 9-11, 13, 15-16, 19, 21, 23-29	19
Local Sales Manager	1-6, 10-11, 13, 15, 19, 21, 23-29	2

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : (602) 954-8373 Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
2	Alliance for Women In Media P.O. Box 2684 Austin, Texas 78768 Phone : 512-322-9944 Url : http://www.awmaustin.org Beth Bobbit Manual Posting	N	5
3	Austin Area Urban League 8011A Cameron Rd Bldg A-100 Austin, Texas 78754 Phone : 512-478-7176 Url : http://www.aaul.org Email : communications@aaul.org Fax : 1-512-478-1239 Darnise Jones	N	0
4	Austin Film Society 1901 East 51st Street Austin, Texas 78723 Phone : 512.322.0145 Email : afs@austinfilm.org Rebecca Campbell	N	0
5	Austin Jewish Family Services 11940 Jollyville Road Suite 11 South Austin, Texas 78759 Fax : 1-512-257-7179 Jay Rubin	N	0
6	Austin School of Film 2200 Tillery Street Austin, Texas 78703 Phone : 512-236-8877 Fax : 1-512-857-1082 Anne Goetzmann Kelley	N	0

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7	Concordia University 11400 Concordia University Dr Austin, Texas 78726 Phone : 512-313-3000 Url : http://www.concordia.edu Email : joyce.sinclair@concordia.edu Joyce Sinclair	N	0
8	Employee Referral	N	4
9	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3000 Url : http://www.cdg.htu.edu Fax : 1-512-505-3142 Paul Livingston	N	0
10	Indeed.com 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Phone : .800-475-4361 Url : www.indeed.com Career Services Manual Posting	N	18
11	Internal Promotion	N	3
12	Investigative Reporters & Editors 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : (573) 882-1984 Url : ire.org Email : jobpostings@nicar.org Mark Horvit	N	3
13	KXAN 908 W. MLK Blvd. Austin, Texas 78701 Phone : 512-703-5221 Url : http://www.kxan.com Email : rachel.steading@kxan.com Rachel Steading	N	13
14	Linked In	N	6

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15	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
16	National Association of Black Journalists 1100 Kight Hall Suite 3100 College Park, Maryland 20742 Phone : (301) 405-0248 Url : http://www.nabj.org Fax : 1-301-314-1714 Daryl Matthews	N	0
17	National Association of Hispanic Journalists 1193 National Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-7145 Url : http://www.nahj.org Email : jobbank@nahj.org Fax : 1-202-772-7144 Job Bank	N	0
18	National Sales Network 1701 S. Mays St. Round Rock, Texas 78664 Phone : 512-426-4100 Url : http://www.nsnaustin.org Email : connect@nsnaustin.org Antoine Johnson	N	0
19	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	25

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20	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : http://www.sbe.org Email : mclappe@sbe.org John Poray	N	0
21	Southwestern University P.O. Box 770 Georgetown, Texas 78627 Phone : (512) 863-6511 Url : http://www.southwestern.edu Fax : 1-512-863-5788 Gerald Brody	N	0
22	St. Edwards University Campus Mailbox 200 3001 S. Congress Ave Austin, Texas 78704 Phone : 512-448-8530 Url : http://www.stedwards.edu Fax : 1-512-448-8549 Barbara Henderson	N	0
23	Texas Association of Broadcaster 502 E. 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.TAB.org Email : jobs@tab.org Fax : 1-512-322-0522 Anna Romero	N	10
24	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512.245.2645 Url : http://www.txstate.edu Fax : 1-512-245-3993 Karen Julian	N	3

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25	Texas Workforce Commission 3401 Webberville Rd Bldg 1000 Austin, Texas 78702 Phone : 512-223-5400 Url : http://www.twc.state.tx.us Fax : 1-512-223-5463 Allen Miller	N	0
26	The University of Texas 1 University Station Austin, Texas 78712 Phone : 512.471.9421 Url : http://www.utexas.edu Email : hirealonghorn@austin.utexas.edu Matt Berndt	N	2
27	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	16
28	United Way Capital Area 2000 E. MLK Jr. Blvd. Austin, Texas 78702 Phone : 512-472-6267 Email : info@uwatx.org Janet Arnold	N	0
29	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			108

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
1	4/2/2019	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions, to the Texas Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and minorities.	3	General Manager Director of Sales HR Business Administrator
2	4/2/2019	Establishment of an intern program designed to assist members of the community	<p>The SEU 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>The SEU hosted twelve (12) interns from the University of Texas, Texas State University, St. Edwards University, Angelo State University and Southern Methodist University during the 2019 Summer Semester; eight (8) interns from the University of Texas, Texas State University, and St. Edwards University during the 2019 Fall Semester, and eight (8) interns from the University of Texas and Texas State University during the 2019 Spring Semester.</p>	4	General Manager Operations Manager Executive Producer Assignment Editor
3	6/13/2019	Participation in events sponsored by community groups	The SEU participated at the Investigative Reporters & Editors annual convention and job fair. SEU personnel were able to meet with potential applicants and discuss vacancies at the Station and in the broadcasting industry.	3	News Director Director of Innovation & Investigations HR Business Administrator
4	8/7/2019	Establishment of training and mentoring programs to allow station personnel to acquire skills that could qualify them for higher level positions.	<p>The SEU has an established training and mentoring program designed to allow employees to gain knowledge and skills that could enable them to qualify for higher level positions.</p> <p>During the current reporting term, there were sixteen (16) participants. .</p>	16	General Manager Marketing Director News Director Operations Manager

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5	2/26/2020	Participation in other activities designed by the station employment unit	The SEU hosted Nexstar Day at The University of North Texas. SEU personnel were able to meet with students to discuss vacancies at the Stations and in the broadcasting industry.	1	Asst News Director