

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

**EEO PUBLIC FILE REPORT**

**April 1, 2022 - March 31, 2023**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Creative Services Producer	1-20	4
Assignment Editor/Digital Content Producer	1-20	7
Account Executive	1-9, 11-20	7
Account Executive	1-9, 11-20	17
Meteorologist	1-9, 11-20	6
Studio Technician	1-9, 11-20	7
Studio Technician	1-9, 11-20	4
Lifestyle Producer/Line-Producer	1-9, 11-20	13
Graphic Artist	1-9, 11-20	7
News Anchor	1-9, 11-20	18
Broadcast/Transmitter Engineer	1-9, 11-20	6
Broadcast/Transmitter Engineer	1-9, 11-20	11
Morning Executive Producer	1-9, 11-20	7
Senior Producer, Creative Services	1-9, 11-20	11
Photojournalist	1-9, 11-20	15
Broadcast Technical Director	1-9, 11-20	6
Morning Multimedia Journalist	1-9, 11-20	18
Traffic Anchor/Reporter	1-20	6
News Producer	1-20	7
News Producer	1-20	6
Evening Assignment Editor & Digital Content Producer	1-20	11
Graphic Artist	1-20	7

- Nexstar did not actively distribute job vacancy notices to Indeed or LinkedIn. However, said sources re-posted some but not all of the SEU's job vacancy notices without contacting or corresponding with Nexstar.

- RS# 10, National Association of Hispanic Journalists, was removed in November 2022

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
1	Alliance for Women In Media P.O. Box 2684 Austin, Texas 78768 Phone : 512-322-9944 Url : <a href="http://www.awmaustin.org">http://www.awmaustin.org</a> Email : <a href="mailto:info@awmaustin.org">info@awmaustin.org</a> Beth Bobbit	N	1
2	Austin Jewish Family Services 11940 Jollyville Road Suite 11 South Austin, Texas 78759 Fax : 1-512-257-7179 Jay Rubin	N	0
3	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3000 Url : <a href="http://www.cdg.htu.edu">http://www.cdg.htu.edu</a> Paul Livingston Manual Posting	N	0
4	Indeed.com 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Phone : .800-475-4361 Url : <a href="http://www.indeed.com">www.indeed.com</a> Career Services Manual Posting	N	15
5	Investigative Reporters & Editors 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : (573) 882-1984 Url : <a href="http://ire.org">ire.org</a> Email : <a href="mailto:jobpostings@nicar.org">jobpostings@nicar.org</a> Mark Horvit	N	0
6	KXAN 908 W. MLK Blvd. Austin, Texas 78701 Phone : 512-703-5221 Url : <a href="http://www.kxan.com">http://www.kxan.com</a> Email : <a href="mailto:rachel.steading@kxan.com">rachel.steading@kxan.com</a> Rachel Steading	N	17

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7	Linked In	N	23
8	Media Post Publications 145 Pipers Hill Road Wilton, Connecticut 06897 Phone : 212-204-2000 Url : <a href="http://www.mediapost.com">http://www.mediapost.com</a> Fax : 1-917-591-3261 Kenneth Fadner	N	0
9	National Association of Black Journalists 1100 Kight Hall Suite 3100 College Park, Maryland 20742 Phone : (301) 405-0248 Url : <a href="http://www.nabj.org">http://www.nabj.org</a> Fax : 1-301-314-1714 Daryl Matthews	N	0
10	National Association of Hispanic Journalists NAHJ Career Center PO Box 117 Windsor, California 95492 Phone : 626-792-3846 Url : <a href="http://www.nahj.org">http://www.nahj.org</a> Email : <a href="mailto:info@nahjcareers.org">info@nahjcareers.org</a> Fax : 1-202-772-7144 Job Bank	N	0
11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	26
12	Southwestern University P.O. Box 770 Georgetown, Texas 78627 Phone : (512) 863-6511 Url : <a href="http://www.southwestern.edu">http://www.southwestern.edu</a> Fax : 1-512-863-5788 Gerald Brody	N	0

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13	St. Edwards University Campus Mailbox 200 3001 S. Congress Ave Austin, Texas 78704 Phone : 512-448-8530 Url : <a href="http://www.stedwards.edu">http://www.stedwards.edu</a> Fax : 1-512-448-8549 Barbara Henderson	N	1
14	Texas Association of Broadcaster 502 E. 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.TAB.org">http://www.TAB.org</a> Email : <a href="mailto:jobs@tab.org">jobs@tab.org</a> Fax : 1-512-322-0522 Anna Romero	N	1
15	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512.245.2645 Url : <a href="http://www.txstate.edu">http://www.txstate.edu</a> Fax : 1-512-245-3993 Karen Julian	N	3
16	Texas Workforce Commission 3401 Webberville Rd Bldg 1000 Austin, Texas 78702 Phone : 512-223-5400 Url : <a href="http://www.twc.state.tx.us">http://www.twc.state.tx.us</a> Fax : 1-512-223-5463 Allen Miller	N	1
17	The University of Texas 1 University Station Austin, Texas 78712 Phone : 512.471.9421 Url : <a href="http://www.utexas.edu">http://www.utexas.edu</a> Email : <a href="mailto:hirealonghorn@austin.utexas.edu">hirealonghorn@austin.utexas.edu</a> Matt Berndt	N	3

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18	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	8
19	United Way Capital Area 2000 E. MLK Jr. Blvd. Austin, Texas 78702 Phone : 512-472-6267 Email : <a href="mailto:info@uwatx.org">info@uwatx.org</a> Janet Arnold	N	0
20	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING</b>			<b>98</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 Participant</b>	<b>Participant Title</b>
1	Ongoing Event	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, investigations, sports and weather.</p> <p>The SEU hosted one (1) intern from The University of Georgia, one (1) intern from Baylor University, one (1) intern from Texas Christian University, four (4) interns from The University of Texas/Austin, during the 2022 Summer Semester; three (3) interns from The University of Texas/Austin, and one (1) intern from Texas State University during the 2022 Fall Semester; four (4) interns from The University of Texas/Austin, and one (1) intern from St. Edward's University during the 2023 Spring Semester.</p>	7	Intern Coordinator Executive News Producer General Manager Creative Services Director
2	Ongoing Event	Establishment of training programs for station personnel	The SEU has an established training program designed to allow employees to gain knowledge and skills that could enable them to qualify for higher level positions. There were fourteen (14) participants during the instant reporting term.	14	General Manager News Director Digital Sales Director HR Business Administrator
3	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	The SEU regularly disseminates job vacancy notices to the Texas Workforce Commission, a state funded, publicly available broad based general job bank; and to the Texas Association of Broadcasters, a media/trade organization, both of which promote the participation of women and minorities.	2	General Manager HR Business Administrator
4	10/4/2022	Participation in events or programs sponsored by educational institutions	The SEU met with the University of Texas Moody College of Communications dean and other staff members regarding recruitment, curriculum, and career possibilities within the SEU.	7	General Manager HR Business Administrator News Director Director of Sales

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5	10/12/2022	Participation in events or programs sponsored by educational institutions	The SEU attended the University of Texas Moody College of Communications Fall Career and Internship Fair. Station representatives with hiring authority met with potential interns and job candidates from The University of Texas at Austin.	8	General Manager HR Business Administrator News Director Internship Coordinator
6	11/16/2022	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a panelist at the University of Texas Moody College. She spoke about media career opportunities at the Stations and in the broadcasting industry.	1	HR Business Administrator
7	2/28/2023	Participation in events or programs sponsored by educational institutions	The SEU attended the University of Texas Moody College of Communications Spring Career and Internship Fair. Station representatives with hiring authority met with potential interns and job candidates from The University of Texas at Austin.	7	Director of Sales HR Business Administrator Internship Coordinator Chief Photographer