

**KBVO, KBVO-CD, KHPF-CA,
KHPL-CA, KHPM-CA, KHPX-CA, KHPZ-CA, KXAN
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
News Producer	1-20	6
Photojournalist	1-6, 8-20	14
Promotion Producer	1-6, 8-20	11
Account Executive	1-20	17
Account Executive	1-20	15
Account Executive	1-20	17
Account Executive	1-20	17
Digital Ad Ops Coordinator	1-6, 8-20	17
Account Executive	1-20	6
Photographer	1-6, 8-20	4
Studio Technician	1-6, 8-20	6
Studio Technician	1-6, 8-20	6
Promotions Coordinator	1-6, 8-20	1
Promotion Producer	1-6, 8-20	11
Associate Producer	1-6, 8-20	11
Video Journalist	1-6, 8-11, 14-20	11
Account Executive	1-20	6
News Producer	1-6, 8-20	6
Lifestyle Show Videographer & Editor	1-20	11
Account Executive III	1-20	7
Senior Promotions Producer	1-20	7
Account Executive	1-20	6
Studio Technician	1-20	6

**KBVO, KBVO-CD, KHPF-CA,
KHPL-CA, KHPM-CA, KHPX-CA, KHPZ-CA, KXAN
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024**

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	Alliance for Women In Media P.O. Box 2684 Austin, Texas 78768 Phone : 512-322-9944 Url : http://www.awmaustin.org Email : info@awmaustin.org Beth Bobbit	N	2
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 : http://www.cdg.htu.edu Paul Livingston Manual Posting	N	0
4	Indeed.com 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Phone : .800-475-4361 Url : www.indeed.com Career Services Manual Posting	N	19
5	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	0
6	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	37

**KBVO, KBVO-CD, KHPF-CA,
KHPL-CA, KHPM-CA, KHPX-CA, KHPZ-CA, KXAN
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024**

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
7	Linked In	N	17
8	Media Post Publications 145 Pipers Hill Road Wilton, Connecticut 06897 Phone : 212-204-2000 Url : http://www.mediapost.com 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 : http://www.nabj.org 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 : http://www.nahj.org Email : info@nahjcareers.org 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	35
12	Southwestern University P.O. Box 770 Georgetown, Texas 78627 Phone : (512) 863-6511 Url : http://www.southwestern.edu Email : recruitapirate@southwestern.edu Fax : 1-512-863-5788 Gerald Brody	N	1

**KBVO, KBVO-CD, KHPF-CA,
KHPL-CA, KHPM-CA, KHPX-CA, KHPZ-CA, KXAN
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024**

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
13	St. Edwards University Campus Mailbox 200 3001 S. Congress Ave Austin, Texas 78704 Phone : 512-448-8530 Url : http://www.stedwards.edu Email : seucareer@stedwards.edu Fax : 1-512-448-8549 Barbara Henderson	N	0
14	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	5
15	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512.245.2645 Url : http://www.txstate.edu Email : hireabobcat@txstate.edu Fax : 1-512-245-3993 Karen Julian	N	6
16	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
17	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	21

**KBVO, KBVO-CD, KHPF-CA,
KHPL-CA, KHPM-CA, KHPX-CA, KHPZ-CA, KXAN
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024**

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
18	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	3
19	United Way Capital Area 2000 E. MLK Jr. Blvd. Austin, Texas 78702 Phone : 512-472-6267 Email : info@uwatx.org Janet Arnold	N	0
20	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
TOTAL INTERVIEWS OVER REPORTING			146

**KBVO, KBVO-CD, KHPF-CA,
KHPL-CA, KHPM-CA, KHPX-CA, KHPZ-CA, KXAN
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024**

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
1	Ongoing Event	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.	2	HR Business Administrator General Manager
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 twenty-two (22) participants during the instant reporting period.	22	General Manager Local Sales Manager Executive Producer Sales Manager
3	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 personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	6	General Manager News Director Director of Sales Sales Manager
4	4/13/2023	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a panelist at The University of Texas College of Communications. They spoke about career decisions and job responsibilities.	1	General Manager
5	9/12/2023	Participation in Job Fairs	The SEU participated in a job fair at The University of Texas Moody College of Communications. SEU personnel met with potential job candidates.	7	Director of Sales News Director Internship Coordinator Chief Photographer
6	10/17/2023	Participation in events or programs sponsored by educational institutions	The SEU participated in a University of Texas Moody College of Communications event. They spoke about career decisions and job responsibilities.	2	Sales Manager Account Executive
7	1/30/2024	Participation in Job Fairs	The SEU participated in The University of Texas College of Communications 2024 Spring career fair. SEU personnel met with potential job candidates.	6	General Manager News Director Internship Coordinator Local Sales Manager
8	2/23/2024	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at St. Edward's University journalism class regarding journalism careers in local broadcast media.	1	News Director

**KBVO, KBVO-CD, KHPF-CA,
KHPL-CA, KHPM-CA, KHPX-CA, KHPZ-CA, KXAN
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024**

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	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.	22	General Manager HR Business Administrator Director of Sales Digital Sales Director
10	3/20/2024	Participation in events or programs sponsored by educational institutions	SEU personnel participated in a panel for The University of Texas Moody College of Communications regarding Breaking into Journalism. The hiring manager answered questions from college students about getting journalism jobs.	1	News Director