

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

**EEO PUBLIC FILE REPORT**

**April 1, 2018 - March 31, 2019**

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>
News Producer	2-8, 11-14, 16, 19-20, 22, 25-27, 30-31	12
Sales Assistant	2-3, 5-8, 10, 13-14, 16-19, 21-22, 25-32, 34	17
Senior Account Executive	2-3, 5-6, 8, 13-14, 16, 18-19, 21-22, 25-31, 34	22
Multi Media Journalist	2-3, 5-6, 8, 13-14, 16, 18-20, 22-23, 25, 27-31, 34	31
News Producer	2-3, 5-6, 8, 13-14, 16, 18-22, 25, 27-31, 34	21
Senior Account Executive	1-3, 5-6, 8, 13-14, 16, 18-19, 21-22, 25, 27-31, 34	2
MMJ/Fill-in Anchor	2-3, 5-6, 8, 13-14, 16, 18-19, 22, 25, 27-31, 34	22
News Producer	2-3, 5-6, 8, 13-16, 19-20, 22, 25, 27-31, 34	22
Lifestyle Show Co-host	2-3, 5-6, 8, 13-14, 16, 18-20, 22, 25, 27-31, 34	22
Meteorologist/Reporter	2-3, 5-6, 8, 13-14, 16, 18-20, 22, 25, 27-31, 34	22
Digital Account Coordinator	2-3, 5-6, 8, 13-14, 16, 18-19, 21-22, 25, 27-31, 34	2
Investigative Reporter	2-3, 5-6, 8, 13-16, 18-20, 22, 25, 27-31, 34	15
Automotive Sales Specialist	2-3, 5-6, 8, 13-14, 16, 18, 21-22, 25, 27-31, 34	2
Promotion Producer	1-3, 5-6, 8, 13-14, 16, 18-20, 22-23, 25, 27-31, 34	22
Sports Multimedia Journalist	2-3, 5-6, 8, 13-14, 16, 18-20, 22, 25, 27-31, 34	22
Digital Content Producer/Sports Editor	2-3, 5-6, 8, 13-14, 16, 18-20, 22, 25, 27-31, 34	31
Digital Marketing Producer	1-3, 5-6, 8-9, 13-16, 18-20, 22, 24-25, 27-31, 34	22

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Special Projects Manager	1-3, 5-6, 8-9, 13-16, 18, 21-22, 24-25, 27-31, 34	16
Digital Account Executive	1-6, 8-9, 13-14, 16, 18-20, 22, 26-31, 34	22
Sales Assistant	1-2, 4-6, 8, 11, 13-14, 16, 18-22, 25- 31, 33-34	2

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

<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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : (602) 954-8373 Url : <a href="http://www.602communications.com">http://www.602communications.com</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Sandy Lizik	N	1
2	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> Beth Bobbit Manual Posting	N	8
3	Austin Area Urban League 8011A Cameron Rd Bldg A-100 Austin, Texas 78754 Phone : 512-478-7176 Url : <a href="http://www.aaul.org">http://www.aaul.org</a> Email : <a href="mailto:communications@aaul.org">communications@aaul.org</a> Fax : 1-512-478-1239 Darnise Jones	N	0
4	Austin Asian American Chamber of Commerce 8001 Centre Park Drive, Suite 160 Austin, Texas 78754 Phone : (512) 407-8240 Email : <a href="mailto:exec.admin@austinasianchamber.org">exec.admin@austinasianchamber.org</a> Marina Bhargava	N	0
5	Austin Film Society 1901 East 51st Street Austin, Texas 78723 Phone : 512.322.0145 Email : <a href="mailto:afs@austinfilm.org">afs@austinfilm.org</a> Rebecca Campbell	N	0
6	Austin Jewish Family Services 11940 Jollyville Road Suite 11 South Austin, Texas 78759 Fax : 1-512-257-7179 Jay Rubin	N	0

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7	Austin NAACP 1704 E. 12th Stret Austin, Texas 78702 Phone : 512-476-6230 Nelson Linder Manual Posting	N	0
8	Austin School of Film 2200 Tillery Street Austin, Texas 78703 Fax : 1-512-857-1082 Anne Goetzmann Kelley	N	0
9	Broadcast Image Group 200 East Grayson, Suite 116 San Antonio, Texas 78215 Phone : 210.828.6664 Url : broadcastimage.com Stephanie Rickel Manual Posting	N	0
10	Broadcasting & Cable 810 Seveth Avenue 27th Floor New York, New York 10019 Phone : (212) 378-0475 Url : <a href="http://www.broadcastcareerlink.com">http://www.broadcastcareerlink.com</a> Larry Dunn Manual Posting	N	0
11	Concordia University 11400 Concordia University Dr Austin, Texas 78726 Phone : 512-313-3000 Url : <a href="http://www.concordia.edu">http://www.concordia.edu</a> Email : joyce.sinclair@concordia.edu Joyce Sinclaire	N	0
12	Employee Referral	N	2
13	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> Fax : 1-512-505-3142 Paul Livingston	N	0

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14	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
15	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	4
16	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	6
17	Linked In	N	2
18	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
19	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

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20	National Association of Hispanic Journalists 1193 National Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone: 202-662-7145 Url : <a href="http://www.nahj.org">http://www.nahj.org</a> Email : <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a> Fax : 1-202-772-7144 Job Bank	N	0
21	National Sales Network 3575 Piedmont Road NE, Bldg 15, Suite 1510 Atlanta, GA 30305 Phone: 404-760-2812 Url : <a href="http://www.salesnetwork.org">http://www.salesnetwork.org</a> Email : <a href="mailto:admin@salesnetwork.org">admin@salesnetwork.org</a> David Richardson, CEO	N	1
22	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	34
23	SND Publications 167 Oakdale Rd Johnson City, New York 13790 Phone : 877-526-2823 Url : <a href="http://www.spotsndots.com">http://www.spotsndots.com</a> Email : <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a> Gene McKay	N	0
24	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : <a href="http://www.sbe.org">http://www.sbe.org</a> Email : <a href="mailto:mclappe@sbe.org">mclappe@sbe.org</a> John Poray	N	0

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25	Southwestern University P.O. Box 770 Georgetown, Texas 78627 Phone : (512) 863-6511 Url : <a href="http://www.southeastern.edu">http://www.southeastern.edu</a> Fax : 1-512-863-5788 Gerald Brody	N	0
26	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	0
27	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	7
28	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	1
29	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	0

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30	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	2
31	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	21
32	TV Technology 810 Seventh Avenue New York, New York 10019 Phone : (703) 852-4634 Url : <a href="http://www.tvtechnology.com">http://www.tvtechnology.com</a> Jessica Striano Manual Posting	N	0
33	United Way Capital Area 2000 E. MLK Jr. Blvd. Austin, Texas 78702 Phone : 512-225-0355 Email : <a href="mailto:janet.arnold@unitedwaycapitalarea.org">janet.arnold@unitedwaycapitalarea.org</a> Janet Arnold	N	0
34	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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 PERIOD:</b>			<b>108</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	4/2/2018	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	4/2/2018	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 four interns from the University of Texas, Texas State University, St. Edwards University, and Texas Tech University during the 2018 Summer Semester; eight interns from the University of Texas, Texas State University, and St. Edwards University during the 2018 Fall Semester, and eight interns from the the University of Texas and Texas State University during the 2018 Spring Semester.</p>	4	General Manager Marketing Director Executive Producer Brand Manager
3	6/14/2018	Participation in Job Fairs	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 Stations and in the broadcasting industry.	2	News Director Investigative Exec Producer
4	3/11/2019	Establishment of training programs for station personnel	The SEU's Leadership Development training program is designed for station employees that are identified as having high potential for higher level jobs. The training provides participants with new leadership skills. Currently 16 SEU employees are involved in biweekly training classes that will prepare them for future career advancement.	16	General Manager Director of Sales News Director Production Manager