

KVEO-TV
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

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
Engineering I, Assistant Chief	1-3, 5-9	1
Master Control Manager I	1, 3, 5	5
Anchor	5-9	5
Master Control Operator	1-9	1
Receptionist	1-3, 5-7, 9	1
Account Executive, Sales	2-3, 5	3
Account Executive, Sales	1, 3, 5-7, 9	1
Account Executive, Sales	1, 3, 5-7, 9	3
Account Executive, Sales	3, 5-7, 9-10	3

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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	Employee Referral	N	5
2	Indeed.com	N	5
3	KVEO On Air Posting 394 N. Expressway Brownsville, Texas 78521 Phone : 956-544-2323 Url : http://www.rgvproud.com Victor Blanco Manual Posting	N	5
4	Monster 2701 Alex Lee Blvd Florence, South Carolina 29506 Phone : 843-773-8826 Url : http://www.monster.com Thomas Worn Manual Posting	N	1
5	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	5
6	Texas Association of Broadcasters 501 E. 11th Street, Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Oscar Rodriguez Manual Posting	N	0
7	Texas Workforce Solution 851 Old Alice Rc Brownsville, Texas 78520 Phone : 956-546-3141 Email : rachel.gonzalez@wfscameron.org Rachel Gonzalez	N	0
8	TV Jobs Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	2

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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
9	UTRGV Career Center One West University Blvd Cortez Hall 129 Brownsville, Texas 78520 Phone : 956-882-5627 Email : mario.torres@utrgv.edu Mario Torres	N	0
10	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			23

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/8/2018	Establishment of an intern program designed to assist members of the community	<p>The Station has an established internship program which provides participants with real-life work experience in the broadcast industry.</p> <p>The station hosted two (2) interns, from UT Brownsville and Boston University during the 2017 Fall Semester.</p>	2	Local Business Administrator General Manager News Director Promotions
2	3/8/2018	Provision of training to management	The Station conducted mandatory training sessions for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures..	2	Local Business Administrator General Manager News Director Promotions
3	3/8/2018	Listing of each upper-level category opening in a job bank or newsletter	The Station lists all full-time job vacancies with Texas Association of Broadcasters	2	Local Business Administrator General Manager