

KVEO-TV
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

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|---------------------------------|--|-----------------------|
| Account Executive, Sales | 2, 4, 6-10 | 2 |
| Reporter, MultiMedia Journalist | 1, 4, 6-10 | 1 |
| Reporter, MultiMedia Journalist | 1, 4, 6-10 | 7 |
| Receptionist | 2-4, 6, 8, 10 | 2 |
| Account Executive, Sales | 2-6, 8-10 | 6 |
| Account Executive, Sales | 2-6, 8-10 | 2 |
| Receptionist | 4, 6-10 | 6 |
| Promotion Assistant | 2, 4, 6 | 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 |
|-----------|---|---|--|
| 1 | Advertisement-Print | N | 2 |
| 2 | Employee Referral | N | 5 |
| 3 | Indeed.com | N | 2 |
| 4 | KVEO On Air Posting 394 N. Expressway Brownsville, Texas 78521 Phone : 956-544-2323 Url : http://www.rgvproud.com Victor Blanco Manual Posting | N | 4 |
| 5 | Monster 2701 Alex Lee Blvd Florence, South Carolina 29506 Phone : 843-773-8826 Url : http://www.monster.com Thomas Worn Manual Posting | N | 1 |
| 6 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting | N | 3 |
| 7 | 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 | 1 |
| 8 | Texas Workforce Solution 851 Old Alice Rc Brownsville, Texas 78520 Phone : 956-546-3141 Email : rachel.gonzalez@wfscameron.org Rachel Gonzalez | N | 1 |
| 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 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|--|--|---|
| 10 | www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 19 |

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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 | 3/13/2019 | 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, documents retention and hiring procedures | 2 | General Manager Business Administrator General Sales Manager Chief Engineer |
| 2 | 3/13/2019 | Establishment of an intern program designed to assist members of the community | The Station has an established internship program which provides participants with real-life work experience in the broadcast industry. The Station hosted two (2) interns, from the University of Texas at Austin and The UTRGV, during the 2018 Summer and Fall Semester. | 2 | General Manager General Sales Manager News Director Promotion Manager |
| 3 | 3/13/2019 | 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 | General Manager Business Administrator |