

**KVEO-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 - March 31, 2020**

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	4-10	5
Account Executive, Sales	4-10	4
Account Executive, Sales	2, 4-10	2
Reporter, MultiMedia Journalist	2, 4-10	2
Account Executive, Sales	2-5	2
Receptionist	1-5	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	CareerBuilder.com	N	1
2	Employee Referral	N	5
3	Indeed.com	N	3
4	KVEO On Air Posting 394 N. Expressway Brownsville, Texas 78521 Phone : 956-544-2323 Url : <a href="http://www.rgvproud.com">http://www.rgvproud.com</a> Victor Blanco 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	4
6	Texas Association of Broadcasters 501 E. 11th Street, Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">http://www.tab.org</a> Oscar Rodriguez Manual Posting	N	0
7	Texas Workforce Solution 851 Old Alice Rc Brownsville, Texas 78520 Phone : 956-546-3141 Email : <a href="mailto:rachel.gonzalez@wfscameron.org">rachel.gonzalez@wfscameron.org</a> Rachel Gonzalez	N	0
8	TV Jobs Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	1
9	UTRGV Career Center One West University Blvd Cortez Hall 129 Brownsville, Texas 78520 Phone : 956-882-5627 Email : <a href="mailto:mario.torres@utrgv.edu">mario.torres@utrgv.edu</a> Mario Torres	N	0

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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>
10	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>15</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	3/10/2020	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 UTRGV, during the 2019 Summer and Fall Semester.	2	General Manager General Sales Manager News Director Promotion Director
2	3/10/2020	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 Busines Administrator General Sales Manager Chief Engineer