

**KVEO-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 - March 31, 2021**

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
Reporter, MultiMedia Journalist	3, 6, 8-13	8
Digital Multimedia Journalist - Req-3957	4, 6, 8-13	4
Meteorologist - Req-3930	1-3, 5-13	1
Meteorologist - Req-3944	1-3, 5-13	5
Meteorologist - Req-3944	1-3, 5-13	3
Morning Anchor - Req-3950	1, 3, 5-13	8
Morning Anchor - Req-3955	1, 3, 5-13	7
News Anchor - Req-3956	4, 6-13	4
Account Executive, Sales-McAllen Office	3, 7-10, 12-13	8
Account Executive, Sales-Harlingen Office	2-3, 7-10, 12-13	7
Account Executive, Sales-Harlingen Office	2-3, 7-10, 12-13	3
News Producer	1-3, 6-13	1
News Producer	3, 6-13	7
News Producer	3, 6-13	8
News Director	6-13	8
Video Editor	3, 6-13	8
News Director	3, 6-13	8
News Director	3, 6-13	8
News Anchor - Req-4763	3, 6-13	8
News Director	3, 5-6, 8-13	8
Reporter, MultiMedia Journalist	3, 6-13	8
Reporter, MultiMedia Journalist	3, 6-13	7
Reporter, MultiMedia Journalist	3, 6-13	8
Reporter, MultiMedia Journalist	3, 6-13	8
Reporter, MultiMedia Journalist	3, 6-13	7
Reporter, MultiMedia Journalist	3, 6-13	3
News Director	3, 6, 8-13	8

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Local Sales Manager	4, 6-13	4
Executive Producer	6-13	7
Digital Sales Manager	4, 6, 8-13	8
Newscast Director	3, 6, 8-13	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	CareerBuilder.com	N	5
2	Employee Referral	N	4
3	Indeed.com	N	28
4	Internal Promotion	N	5
5	Intracompany Transfer	N	5
6	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	0
7	Linked In	N	29
8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	30
9	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
10	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
11	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

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<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>
12	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
13	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>107</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	3/23/2021	Listing of each upper-level category opening in a job bank or newsletter	The Station 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 and the Texas Workforce solution, a general job bank	2	General Manager Business Administrator