

**KVEO/KGBT-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 - March 31, 2024**

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>
Account Executive, Sales-McAllen & HarlingenOffice	1-2, 4-12	1
Account Executive, Sales-McAllen & HarlingenOffice	1-2, 4-12	1
News Producer, Harlingen, TX	4-12	5
Anchor /Reporter-Harlingen, TX	2-12	3
Anchor /Reporter-Harlingen, TX	2-12	3
News Producer	2, 4, 6-12	7
News Anchor/Producer-Harlingen, TX	2-4, 6-12	3
MultiMedia Journalist, Harlingen, TX	2, 4-12	7
Reporter, MultiMedia Journalist	2, 4-12	7
Digital Content Manager	3-4, 6-12	3
Reporter, MultiMedia Journalist, Harlingen, TX	2, 4, 6-12	7
News Producer, Harlingen, TX	3-4, 6-12	3
Meteorologist-Harlingen, TX	2-12	3
Meteorologist-Harlingen, TX	2-4, 6-12	3
Photographer I, News, Harlingen, TX	2, 4, 6-12	7
Reporter, MultiMedia Journalist, Harlingen, TX	3-4, 6-12	3
Reporter, MultiMedia Journalist, Harlingen, TX	2, 4-12	7

**KVEO/KGBT-TV**  
**EEO PUBLIC FILE REPORT**

April 1, 2023 - March 31, 2024

**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	3
2	Indeed.com	N	14
3	Internal Promotion	N	11
4	KVEO On Air Posting 9201 W Expressway 83 Harlingen, Texas 78552 Phone : 956 366 4418 Url : <a href="http://www.rgvproud.com">http://www.rgvproud.com</a> Email : <a href="mailto:mnino@kveo.com">mnino@kveo.com</a> Mark Nino	N	0
5	Linked In	N	8
6	Monster 2701 Alex Lee Blvd Florence, South Carolina 29506 Phone : 843-773-8826 Url : <a href="http://www.monster.com">http://www.monster.com</a> Thomas Worn Manual Posting	N	0
7	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	34
8	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
9	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

**KVEO/KGBT-TV**  
**EEO PUBLIC FILE REPORT**

**April 1, 2023 - March 31, 2024**

**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	TV Jobs Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	0
11	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
12	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 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>70</b>

**KVEO/KGBT-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 - March 31, 2024**

**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	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	The SEU regularly disseminated job vacancy notices, including upper-level positions to Texas Association Broadcasting, a media/trade organization with a broad-based membership including the participation of women and minorities.	2	VP/GM BM/HR
2	5/24/2023	Establishment of an intern program designed to assist members of the community	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. The SEU hosted three (3) interns for 8 weeks.	2	News Director BM/HR
3	3/19/2024	Establishment of training programs for station personnel	The Station conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	14	VP/GM BM/HR General Sales Manager News Director