

KVEO/KGBT-TV

EEO PUBLIC FILE REPORT

April 1, 2024 - March 31, 2025

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive, Sales-Harlingen Office	1-2, 6-14	1
Reporter, MultiMedia Journalist	3, 6-14	7
Reporter, MultiMedia Journalist, Harlingen, TX	6-14	7
Reporter, MultiMedia Journalist, Harlingen, TX	6-14	7
Executive Producer, Harlingen, TX	3, 6-14	9
Newscast Director	3, 6-14	9
News Producer, Harlingen, TX	6-14	9
Account Executive, Sales-Harlingen Office	1-2, 4, 6, 8-14	4
Director I, Newscast, Harlingen, TX	1, 3, 6, 8-14	9
Director I, Newscast, Harlingen, TX	4, 6, 8-14	4
Meteorologist, Harlingen, TX	4, 6, 8-14	9
Anchor, Harlingen, TX	6-10, 12-14	9
Newscast Director, Harlingen, TX	3, 6, 8-10, 12-14	9
Photographer, News, Harlingen, TX	6-10, 12-14	9
News Producer, Harlingen, TX	3, 6-10, 12-14	9
Meteorologist, Harlingen, TX	2, 6, 8-10, 12-14	2
Account Executive, Sales-Harlingen Office	2-3, 5-6, 8-10, 12-14	2
Account Executive, Sales-Harlingen Office	2-3, 5-6, 8-10, 12-14	5
Photographer, News, Harlingen, TX	3, 6-10, 12-14	9
Community Feature/ MultiMedia Journalist	6-10, 12-14	7
Digital Specialist	1, 3, 6-10, 12-14	1

Nexstar did not actively distribute job vacancy notices to Careerbuilder, Indeed.com and/or LinkedIn. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

Recruiting source #11 was unable to receive vacancy notices due to a technical issue on the source side. The issue has been resolved and the source will continue to receive notices.

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	CareerBuilder.com	N	4
2	Employee Referral	N	6
3	Indeed.com	N	10
4	Internal Promotion	N	3
5	Job Fair	N	2
6	KVEO On Air Posting 9201 W Expressway 83 Harlingen, Texas 78552 Phone : 956 366 4418 Url : http://www.rgvproud.com Email : mnino@kveo.com Mark Nino	N	0
7	Linked In	N	23
8	Monster 2701 Alex Lee Blvd Florence, South Carolina 29506 Phone : 843-773-8826 Url : http://www.monster.com Thomas Worn Manual Posting	N	0
9	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 214-765-4208 Lindsey Knapp Manual Posting	N	27
10	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
11	Texas Workforce Solution 851 Old Alice Rd Brownsville, Texas 78520 Phone : 956-546-3141 Email : rachel.gonzalez@wfscameron.org Rachel Gonzalez	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
12	TV Jobs Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
13	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
14	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			75

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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	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 Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities	2	VP/GM BM/HR
2	9/25/2024	Participation in Job Fairs	The SEU participated at the Harlingen Job Fair. Personnel met with potential job applicants.	2	General Sales Manager BM/HR
3	11/14/2024	Participation in Job Fairs	The SEU participated at the Hiring Red, White and You Job Fair. SEU personnel met with potential job applicants.	2	General Sales Manager BM/HR
4	3/18/2025	Provision of training to management	The SEU 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.	6	VP/GM News Director General Sales Manager Chief Engineer