

# KVEO/KGBT-TV

## EEO PUBLIC FILE REPORT

**April 1, 2022 - March 31, 2023**

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	2, 4, 6, 9, 12-16	4
Meteorologist	2-3, 6, 8-9, 12-16	2
Sales Assistant	2-3, 5-9, 12-16	2
Photographer	2, 4, 6-10, 12-16	4
Reporter, MultiMedia Journalist	6-9, 12-16	7
Site Digital Content Producer	6, 8-9, 12-16	9
News Producer	6, 8-9, 12-16	9
Multimedia Journalist	2, 6-9, 12-16	2
News Anchor	6, 8-9, 12-16	9
News Producer	2, 6, 8-9, 12-16	2
Digital Reporter, TX, Harlingen	1-2, 6, 8-9, 11-16	2
Sales Assistant	3, 6, 8-9, 12-16	3
Digital Content Manager	6, 8-9, 12-16	9
News Anchor	3, 6, 8-9, 12-16	3
Newscast Director	6, 8-9, 12-16	9
Reporter, MultiMedia Journalist	3, 6, 8-9, 12-16	9
Photographer I, News-Harlingen,TX	6, 8-9, 12-16	9
Anchor /Reporter-Harlingen, TX	4, 6, 8-9, 12-16	4
Digital Reporter, TX, Harlingen	3, 6, 8-9, 12-16	3
Digital Content Producer	6, 8-9, 12-16	9
Wknd Anchor /Reporter	4, 6, 8-9, 12-16	4
Photographer I, News-Harlingen,TX	3, 6, 8-9, 12-16	9
Account Executive, Sales-Harlingen Office	2-3, 6, 8-9, 12-16	2
Reporter, MultiMedia Journalist	6, 8-9, 12-16	9
Reporter, MultiMedia Journalist	6, 8-9, 12-16	9

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## I. VACANCY LIST

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Morning News Anchor, Harlingen, TX	2, 6, 8-9, 12-16	2
Engineering I, Broadcast, Harlingen, TX	1-2, 4, 6, 8-9, 12-16	2
Newscast Director, Harlingen, TX	6, 8-9, 12-16	9
Creative Services Producer, Harlingen, TX	4, 6, 8-9, 12-16	4
Technician I, Maintenance, Harlingen, TX	1, 3-4, 6, 8-9, 12-16	1

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
1	Educational Institution	N	3
2	Employee Referral	N	16
3	Indeed.com	N	15
4	Internal Promotion	N	8
5	Job/Bulletin Board	N	1
6	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
7	Linked In	N	8
8	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
9	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	48
10	Re-hire	N	1
11	Station's Facebook Page	N	1
12	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

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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>
13	Texas Workforce Solution 851 Old Alice Rd Brownsville, Texas 78520 Phone : 956-546-3141 Email : rachel.gonzalez@wfscameron.org Rachel Gonzalez	N	0
14	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 : admin@tvjobs.com Mark Holloway	N	0
15	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
16	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>101</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	4/1/2022	Participation in events or programs sponsored by educational institutions	The SEU personnel participated as a speaker before college students at UTRGV in Edinburg, TX. She spoke about job qualifications and careers and opportunities at the Station and within the broadcast industry	1	Anchor
2	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 HR/BA
3	4/15/2022	Participation in events or programs sponsored by educational institutions	SEU personnel participated at Texas State University in San Marcos, TX. SEU personnel spoke about job qualifications and career and opportunities at the Station and within the broadcast industry.	1	Anchor/Reporter
4	7/13/2022	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 one (1) intern for 6 weeks from Summer Earn and Learn. A work based training program offered for youth and students with disabilities.	2	BM/HR General Sales Manager
5	7/25/2022	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at UTRGV Brownsville Campus via zoom. She spoke about career decisions and job requirements	1	News Producer
6	11/10/2022	Participation in Job Fairs	SEU participated in a job fair hosted by Texas Workforce Commission, Workforce Solutions, and Texas Medical Center for the 11th annual Hiring Red, White & You event. SEU personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry	2	BM/HR Anchor
7	11/29/2022	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at UTRGV Edinburg Campus via zoom. He spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	News Director

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8	3/3/2023	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at UTRGV in Edinburg TX. SEU personnel spoke about job qualifications and career and opportunities at the Station and within the broadcast industry.	2	Anchor/Reporter News Director