

KIAH-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
Sales Coordinator	1-5, 7-8, 11-13, 15-16, 18-21, 23-25	15
Photographer/Editor	1-8, 10-13, 16, 18-21, 23-26	5
Account Executive	1-4, 7-8, 11-13, 16-21, 23-26	21
Assignment Desk Editor	1, 3-5, 7-8, 11-13, 16, 18-21, 23-26	5
Photographer	1, 3-5, 7-9, 11, 13, 16, 18-26	22
Photographer	1, 3-5, 7-9, 11, 13, 16, 18-26	5
Producer	1, 3-5, 7-8, 11-13, 16, 18-21, 23-26	5
Digital Producer	8, 14	8

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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	602 Communications 4349 E. Colter St. Phoenix, Arizona 85018 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	Y	0
2	Alvin Community College 3110 Mustang Rd Alvin, Texas 77511 Phone : 281-756-3560 Email : mramirez@alvincollege.edu Melissa Ramirez	Y	0
3	Austin College 900 N. Grand Ave Suite 61629 Sherman, Texas 75090 Phone : 903-813-2248 Email : career@austincollege.edu Christina Robertson	Y	0
4	Career and Recovery 2525 San Jacinto Houston, Texas 77002 Phone : 713-754-7000 Email : careerservices@lonestar.edu Marth Guterrez	Y	0
5	Employee Referral	N	6
6	Former Employee	N	1
7	Illinois Center for Broadcasting 9885 Rockside Rd #160 Valley View, Ohio 44125 Phone : 216-447-9117 Email : dclark@beonair.com Gary James	Y	0
8	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	9
9	Intracompany Transfer	N	1
10	Linked In	N	1

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11	Media Match.com 8112 1/2 West 3rd ST Los Angeles, California 90048 Phone : 323-284-5589 Url : http://www.mediamatch.com Job Listing Manual Posting	N	0
12	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 831-648-5200 Email : medialine@medialine.com Mark Shilstone	Y	0
13	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
14	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
15	Other Source	N	1
16	Sam Houston Univeristy 1806 Avenue J Huntsville, Texas 77340 Phone : 936-294-3009 Url : http://www.shsu.edu/get-started/jobs4kats.html.htm Email : gmonteilh@shsu.edu Greg Monteilh	Y	0
17	SER of Houston 7211 Regency Square Houston, Texas 77036 Phone : 713-773-6000 Email : kmcmillan@sohmission.com Felicia Hines	Y	0

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18	Texas Association of Broadcasters 502 E 11th St Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Job Listing Manual Posting	N	0
19	Texas Southern Univeristy 3100 Cleburne, MLK 216 Houston, Texas 77004 Phone : 713-313-7670 Email : talork@tsu.edu Kimberly Taylor	Y	0
20	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting	N	0
21	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting	N	9
22	TVJobs.com	N	1
23	UH Downtown One Main Street Suite S402 Houston, Texas 77002 Phone : 713-221-8980 Email : uhdcareer@uhd.edu Job Listing	Y	0
24	University of St. Thomas 3800 Montrose Blvd Houston, Texas 77006 Phone : 713-525-6939 Url : https://www.myinterfase.com/stthom/employer/ Email : brucknb@stthom.edu Brianna Bruckner	Y	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
25	Work Solutions 500 McKinney Houston, Texas 77002 Phone : 832-393-1313 Email : houstonjobs@twc.state.tx.us Job Listing	Y	0
26	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			29

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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	4/17/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated at the Spring 2019 UNT All Majors Career & Internship Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Community Marketing Specialist
2	8/7/2019	Participation in Job Fairs	Station personnel participated at the NABJ19 Convention and Career Fair. Station personnel were able to meet candidates and discuss vacancies at the Station and in the broadcasting industry.	2	Regional Human Resources Manager Talent Acquisition Manager
3	11/20/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated at the CTE Exploration Program Night hosted by Fort Bend Independent School District. Station personnel met with junior/senior high school students to discuss career decisions and job requirements.	2	News Director Director of News Operations
4	1/28/2020	Participation in events sponsored by community groups	Station personnel co-hosted a career mentoring seminar with Miss Academy Inc. Station personnel met with individuals to discuss career decisions and job requirements.	1	Anchor
5	3/26/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Reese Tech Ed Center of Fort Bend ISD Station personnel provided feedback to students regarding their production assignments.	1	Writer/Producer