

**KIAH-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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Photographer	1, 4-8, 10, 12, 14, 16-25	10
Manager of News Operations	11, 15	15
Account Executive	1, 4-5, 7, 11-18, 22-25	11
Account Executive	11, 15	11
Account Executive	11	11
Executive Producer	11, 15	11
Meteorologist III	11, 15	15
Meteorologist III	11, 15	11
Producer I, News	11, 15	15
Account Executive	11	11
Account Executive	11	11
Producer 1, Commercial	8, 11, 15	15
Account Executive	11, 15	11
Sales Coordinator	11, 15	11
Technical Director	1-5, 7, 9, 11-17, 22-25	15
Technical Director	1-5, 7, 9, 11-17, 22-25	11
Technical Director	1-5, 7, 9, 11-17, 22-25	15
Reporter I, Meteorologist	1-7, 11-17, 22-25	15
Account Executive	1-5, 7, 11-17, 22-25	11

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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 : sfarley@alvincollege.edu Sarahy Farley	Y	0
3	American InterContinental University 9999 Richmond Ave Houston, Texas 77042 Phone : 832-201-6879 Email : bcandido@aiuniv.edu Brian Candido	Y	0
4	Austin College 900 N. Grand Ave Suite 61629 Sherman, Texas 75090 Phone : 903-813-2248 Email : career@austincollege.edu Christina Robertson	Y	0
5	Career and Recovery 2525 San Jacinto Houston, Texas 77002 Phone : 713-754-7000 Email : careerservices@lonestar.edu Marth Guterrez	Y	0
6	Employee Referral	N	6
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 : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Internal Promotion	N	1
10	Intracompany Transfer	N	1
11	KIAH 770 Westpark Dr Houston, Texas 77063 Phone : 713-781-3939 Url : www.cw39.com Email : REstrada@cw39.com Rachel Estrada	N	30
12	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
13	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 831-648-5200 Email : medialine@medialine.com Mark Shilstone	Y	0
14	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
15	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	30
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

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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
17	Texas Association of Broadcasters 502 E 11th St Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.tab.org">http://www.tab.org</a> Job Listing Manual Posting	N	0
18	Texas Southern Univeristy 3100 Cleburne, MLK 216 Houston, Texas 77004 Phone : 713-313-7670 Email : <a href="mailto:talork@tsu.edu">talork@tsu.edu</a> Kimberly Taylor	Y	0
19	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting	N	0
20	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting	N	1
21	TVJobs.com	N	1
22	UH Downtown One Main Street Suite S402 Houston, Texas 77002 Phone : 713-221-8980 Email : <a href="mailto:uhdcareer@uhd.edu">uhdcareer@uhd.edu</a> Job Listing	Y	0
23	University of St. Thomas 3800 Montrose Blvd Houston, Texas 77006 Phone : 713-525-6939 Url : <a href="https://www.myinterfase.com/stthom/employer/">https://www.myinterfase.com/stthom/employer/</a> Email : <a href="mailto:brucknb@stthom.edu">brucknb@stthom.edu</a> 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
24	Work Solutions 500 McKinney Houston, Texas 77002 Phone : 832-393-1313 Email : houstonjobs@twc.state.tx.us Job Listing	Y	0
25	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>72</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	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.</p> <p>The Station hosted four (4) interns, from the University of North Texas, during the 2021 Spring Semester.</p>	2	News Operations Manager Executive Producer
2	3/26/2021	Participation in Job Fairs	The Station participated in a virtual Job/Career Fair hosted by the University of Houston. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	General Manager News Operations Manager