

KIAH-TV
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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	1-6, 10-11, 17, 19-22, 24, 26-29	11
Account Executive	2-6, 10, 15, 17, 19-22, 24, 26-29	28
Reporter I, Multimedia Journalist	2-7, 10, 12-14, 17-24, 26-29	13
Reporter I, Multimedia Journalist	2-7, 10, 12-14, 17-24, 26-29	18
Reporter I, Multimedia Journalist	2-7, 10, 12-14, 17-24, 26-29	14
Traffic Director	2-7, 10, 12, 14, 17, 19-22, 24-29	12
Traffic Director	2-7, 10, 12, 14, 17, 19-22, 24-29	14
Proucer 1, News	2-7, 10, 13, 17-22, 24-29	13
Manager,, Local Sales	2-6, 8, 10, 12-13, 17, 19-22, 24-29	8
News Director	2-6, 9-10, 14, 16-17, 19, 21-22, 24-30	16

Nexstar did not actively distribute job vacancy notices to Indeed.com or LinkedIN. However, said sources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

Recruiting Source #1 - 602 Communications - was removed on October 7, 2021.

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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	602 Communications 4349 E. Colter St. Phoenix, Arizona 85018 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik Prong 2 Ended Date: 10/7/2021	N	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	Art Institute 4140 Southwest Fwy Houston, Texas 77027 Phone : 713-353-4146 Email : mkrobinson@aai.edu Mary Kate Robinson	Y	0
5	Austin College 900 N. Grand Ave Suite 61629 Sherman, Texas 75090 Phone : 903-813-2248 Email : career@austincollege.edu Christina Robertson	Y	0
6	Career and Recovery 2525 San Jacinto Houston, Texas 77002 Phone : 713-754-7000 Email : careerservices@lonestar.edu Marth Guitierrez	Y	0

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7	Dept of Vet Affairs 6900 Almeda Rd Houston, Texas 77030 Phone : 713-682-2288 Email : jesus.perez2@va.gov Jesus Perez	Y	0
8	Employee Referral	N	1
9	Houston Baptist University 7502 Fondren Red Houston, Texas 77074 Phone : 281-649-3387 Email : careerandcalling@hbu.edu Erin Swarts	Y	0
10	Illinois Center for Broadcasting 9885 Rockside Rd #160 Valley View, Ohio 44125 Phone : 216-447-9117 Email : delark@beonair.com Gary James	Y	0
11	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	4
12	Indeed.com	N	7
13	Internal Promotion	N	5
14	Intracompany Transfer	N	3
15	Job Fair	N	2
16	Job/Bulletin Board	N	4
17	KIAH 770 Westpark Dr Houston, Texas 77063 Phone : 713-781-3939 Url : www.cw39.com Email : REstrada@cw39.com Rachel Estrada	N	3
18	Linked In	N	4

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19	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 831-648-5200 Email : medialine@medialine.com Mark Shilstone	Y	0
20	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
21	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	5
22	Sam Houston University 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
23	Station's Facebook Page	N	1
24	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
25	Texas Southern University 3100 Cleburne, MLK 216 Houston, Texas 77004 Phone : 713-313-7670 Email : talork@tsu.edu Kimberly Taylor	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
26	UH Downtown One Main Street Suite S402 Houston, Texas 77002 Phone : 713-221-8980 Email : uhdcareer@uhd.edu Job Listing	Y	1
27	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
28	Work Solutions 500 McKinney Houston, Texas 77002 Phone : 832-393-1313 Email : houstonjobs@twc.state.tx.us Job Listing	Y	1
29	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
30	YMCA Int'l Services 6300 Westpark Dr #600 Houston, Texas 77057 Phone : 713-339-9015 Email : anmar.al.hasani@ymcahouston.org Anmar Alhasani	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			41

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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 other activities designed by the station employment unit	The Station regularly disseminates job vacancy notices, including upper-level positions, to Work Solutions, a general job bank with a broad-based participants, including the participation of women and minorities.	1	General Manager
2	4/8/2021	Participation in Job Fairs	The Station participated at the University of Houston Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	Director of Sales Local Sales Manager
3	8/27/2021	Participation in events sponsored by organizations representing the community	Station personnel participated as a speaker before the National Association of Hispanic Journalists. He spoke about career decisions and job requirements.	1	News Director
4	9/30/2021	Co Sponsoring Job Fair	The Station participated at the University of Houston Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Mgr of News Operations
5	11/17/2021	Hosting of Job Fair	the Station hosted a job fair. Hiring managers were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	4	General Manager Digital Sales Sales Manager Local Sales Manager
6	11/18/2021	Participation in Job Fairs	Station participated at the PRSA and the United Way Career Fair. Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	1	News Director
7	2/11/2022	Participation in events or programs sponsored by educational institutions	The Station participated at the Fort Bend County Christian Academy Career Day. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Report III-Anchor