

**KIAH-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" ("MRSL") for recruitment source data

| Job Title                       | Recruitment Sources ("RS")<br>Used to Fill Vacancy | RS Referring<br>Hiree |
|---------------------------------|----------------------------------------------------|-----------------------|
| Producer                        | 1, 3-4, 6-7, 9-12, 14, 17-20, 23-24, 26-30         | 12                    |
| Technical Director              | 1-4, 6-11, 14-16, 19-21, 23-26, 28-30              | 8                     |
| Account Executive               | 1-4, 6-7, 9-10, 14-15, 19-21, 23-26, 28-30         | 14                    |
| Producer I, News                | 1-4, 6-7, 9-10, 14-16, 19-21, 23-26, 28-30         | 16                    |
| Anchor, Meteorologist           | 1-4, 6-11, 14-15, 19-21, 23-26, 28-30              | 8                     |
| Building Maintenance Technician | 4, 6-10, 14-15, 19-21, 23, 25-26, 28-30            | 8                     |
| Technical Director/Photographer | 4, 6-7, 9-11, 14-16, 19-23, 25-26, 28-30           | 14                    |
| Producer                        | 4-7, 9-10, 14-16, 19-21, 23, 25-26, 28-30          | 16                    |
| Director of Sales               | 4, 6-7, 9-11, 14-15, 19-21, 23, 26, 28-30          | 19                    |
| Traffic Anchor/Host             | 4, 6-7, 9-10, 14-16, 19-21, 23, 26, 28-30          | 14                    |
| Account Executive               | 4, 6-7, 9-11, 13-16, 19-21, 23, 26, 28-30          | 11                    |
| Account Executive               | 4, 6-7, 9-11, 13-16, 19-21, 23, 26, 28-30          | 13                    |
| Multimedia Journalist Reporter  | 4, 6-7, 9-11, 14-16, 19-21, 23, 26, 28-30          | 16                    |

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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         | Alvin Community College<br>3110 Mustang Rd<br>Alvin, Texas 77511<br>Phone : 281-756-3560<br>Email : sfarley@alvincollege.edu<br>Sarahy Farley<br><br>Prong 2 Ended Date: 5/2/2022             | N                                                 | 0                                                        |
| 2         | American InterContinental University<br>9999 Richmond Ave<br>Houston, Texas 77042<br>Phone : 832-201-6879<br>Email : bcandido@aiuniv.edu<br>Brian Candido<br><br>Prong 2 Ended Date: 5/2/2022 | N                                                 | 0                                                        |
| 3         | Art Institute<br>4140 Southwest Fwy<br>Houston, Texas 77027<br>Phone : 713-353-4146<br>Email : mkrobinson@aai.edu<br>Mary Kate Robinson<br><br>Prong 2 Ended Date: 5/2/2022                   | N                                                 | 0                                                        |
| 4         | Career and Recovery<br>2525 San Jacinto<br>Houston, Texas 77002<br>Phone : 713-754-7000<br>Email : careerservices@lonestar.edu<br>Marth Guterrez                                              | Y                                                 | 0                                                        |
| 5         | CareerBuilder.com                                                                                                                                                                             | N                                                 | 1                                                        |
| 6         | Center for Career & Professional Development-Austin College<br>900 N. Grand Ave<br>Sherman, Texas 75090<br>Phone : 903-813-2074<br>Email : career@austincollege.edu<br>Kayla Brooks           | Y                                                 | 0                                                        |

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|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 7         | Dept of Vet Affairs<br>6900 Almeda Rd<br>Houston, Texas 77030<br>Phone : 713-682-2288<br>Email : <a href="mailto:jesus.perez2@va.gov">jesus.perez2@va.gov</a><br>Jesus Perez                                          | Y                                                 | 0                                                        |
| 8         | Employee Referral                                                                                                                                                                                                     | N                                                 | 4                                                        |
| 9         | Houston Baptist University<br>7502 Fondren Red<br>Houston, Texas 77074<br>Phone : 281-649-3387<br>Email : <a href="mailto:careerandcalling@hbu.edu">careerandcalling@hbu.edu</a><br>Erin Swarts                       | Y                                                 | 0                                                        |
| 10        | Illinois Center for Broadcasting<br>9885 Rockside Rd #160<br>Valley View, Ohio 44125<br>Phone : 216-447-9117<br>Email : <a href="mailto:delark@beonair.com">delark@beonair.com</a><br>Gary James                      | Y                                                 | 0                                                        |
| 11        | Indeed.com                                                                                                                                                                                                            | N                                                 | 9                                                        |
| 12        | Internal Promotion                                                                                                                                                                                                    | N                                                 | 1                                                        |
| 13        | Job/Bulletin Board                                                                                                                                                                                                    | N                                                 | 2                                                        |
| 14        | KIAH<br>770 Westpark Dr<br>Houston, Texas 77063<br>Phone : 713-781-3939<br>Url : <a href="http://www.cw39.com">www.cw39.com</a><br>Email : <a href="mailto:REstrada@cw39.com">REstrada@cw39.com</a><br>Rachel Estrada | N                                                 | 4                                                        |
| 15        | Leap of Faith Ministries<br>5326 W Bellfort St St #204<br>Houston, Texas 77035<br>Phone : 713-970-1048<br>Email : <a href="mailto:leapoffaithtx123@gmail.com">leapoffaithtx123@gmail.com</a><br>Roosevelt Riley       | Y                                                 | 0                                                        |
| 16        | Linked In                                                                                                                                                                                                             | N                                                 | 11                                                       |

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| RS<br>Number | RS Information                                                                                                                                                                                                                                                         | Source Entitled<br>to Vacancy<br>Notification?<br>(Yes/No) | No. of Interviewees<br>Referred by RS<br>Over<br>Reporting Period |
|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|-------------------------------------------------------------------|
| 17           | Medialine<br>P.O. Box 51909<br>Pacific Grove, California 93950<br>Phone : 831-648-5200<br>Email : medialine@medialine.com<br>Mark Shilstone<br><br>Prong 2 Ended Date: 5/2/2022<br>Prong 2 Ended Date: 5/2/2022                                                        | N                                                          | 0                                                                 |
| 18           | National Association of Black College Broadcasters<br>PO Box 3191<br>Atlanta, Georgia 30326<br>Phone : 404-523-6136<br>Email : lojelks@aol.com<br>Lo Jelks                                                                                                             | N                                                          | 0                                                                 |
| 19           | Nexstar Media Group, Inc.<br>545 E. John Carpenter Freeway Suite 700<br>Irving, Texas 75062<br>Phone : 972-764-6715<br>Terri Bush<br>Manual Posting                                                                                                                    | N                                                          | 4                                                                 |
| 20           | Sam Houston University<br>1806 Avenue J<br>Huntsville, Texas 77340<br>Phone : 936-294-3009<br>Url : <a href="http://www.shsu.edu/get-started/jobs4kats.html.htm">http://www.shsu.edu/get-started/jobs4kats.html.htm</a><br>Email : gmonteilh@shsu.edu<br>Greg Monteilh | Y                                                          | 0                                                                 |
| 21           | SER of Houston<br>7211 Regency Square<br>Houston, Texas 77036<br>Phone : 713-773-6000<br>Email : mfrazier@serjobs.org<br>Michael Frazier                                                                                                                               | Y                                                          | 0                                                                 |
| 22           | State/Local Employment Agency                                                                                                                                                                                                                                          | N                                                          | 1                                                                 |

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| RS Number | RS Information                                                                                                                                                                                                                                                                                                                                | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 23        | Texas Association of Broadcasters<br>502 E 11th St Suite 200<br>Austin, Texas 78701<br>Phone : 512-322-9944<br>Url : <a href="http://www.tab.org">http://www.tab.org</a><br>Job Listing<br>Manual Posting                                                                                                                                     | N                                                 | 0                                                        |
| 24        | Texas Southern University<br>3100 Cleburne, MLK 216<br>Houston, Texas 77004<br>Phone : 713-313-7670<br>Email : <a href="mailto:talork@tsu.edu">talork@tsu.edu</a><br>Kimberly Taylor<br><br>Prong 2 Ended Date: 8/5/2022                                                                                                                      | N                                                 | 0                                                        |
| 25        | The Monarch School<br>2815 Rosefield Dr<br>Houston, Texas 77080<br>Phone : 713-479-0800<br>Email : <a href="mailto:cwilson@monarchschoool.org">cwilson@monarchschoool.org</a><br>Caitlin Wilson                                                                                                                                               | Y                                                 | 0                                                        |
| 26        | UH Downtown<br>One Main Street Suite S402<br>Houston, Texas 77002<br>Phone : 713-221-8980<br>Email : <a href="mailto:uhdcareer@uhd.edu">uhdcareer@uhd.edu</a><br>Job Listing                                                                                                                                                                  | Y                                                 | 0                                                        |
| 27        | University of St. Thomas<br>3800 Montrose Blvd<br>Houston, Texas 77006<br>Phone : 713-525-6939<br>Url : <a href="https://www.myinterfase.com/stthom/employer/">https://www.myinterfase.com/stthom/employer/</a><br>Email : <a href="mailto:brucknb@stthom.edu">brucknb@stthom.edu</a><br>Brianna Bruckner<br><br>Prong 2 Ended Date: 5/2/2022 | N                                                 | 0                                                        |
| 28        | Work Solutions<br>500 McKinney<br>Houston, Texas 77002<br>Phone : 832-393-1313<br>Email : <a href="mailto:houstonjobs@twc.state.tx.us">houstonjobs@twc.state.tx.us</a><br>Job Listing                                                                                                                                                         | Y                                                 | 1                                                        |

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|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|-------------------------------------------------------------------|
| 29                                             | www.mediagignow.com<br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N                                                          | 0                                                                 |
| 30                                             | YMCA Int'l Services<br>6300 Westpark Dr #600<br>Houston, Texas 77057<br>Phone : 713-339-9015<br>Email : anmar.al.hasani@ymcahouston.org<br>Anmar Alhasani                                                       | Y                                                          | 0                                                                 |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |                                                                                                                                                                                                                 |                                                            | <b>38</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 | 4/6/2022    | Participation in Job Fairs                                                   | The Station participated in the University of Houston's Communication and Marketing Career Mixer at the Student Center. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry. | 3                                   | Director of Sales<br>Local Sales Manager<br>LocalSales Manager                         |
| 2 | 5/25/2022   | Sponsorship of events in the community designed to increase public awareness | The Station hosted a tour for several junior students from KIPP College Preparatory School. He spoke about career decisions, job requirements and jobs available at the Station and in the industry                                              | 2                                   | News Director<br>General Manager                                                       |
| 3 | 3/10/2023   | Provision of training to management                                          | The Station 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.   | 8                                   | General Manager and VP<br>Director of Sales<br>Creative Svcs. Directo<br>News Director |