

**KBVO, KBVO-CD, KHPB-CA, KHPF-CA, KHPG-CA, KHPL-CA, KHPM-CA,  
KHPX-CA, KHPZ-CA, KXAN  
EEO PUBLIC FILE REPORT  
April 1, 2017 - March 31, 2018**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Photographer	1, 4, 6-10, 13, 16-17, 19-20, 22-23, 26, 30-36, 38	26
News Photographer	1, 4, 6-10, 13, 16-17, 19-20, 22-23, 26, 30-36, 38	26
News Producer	1, 4, 6-9, 13-14, 16-17, 19-20, 22-23, 25-26, 30-36, 38	32
Senior Marketing Producer	1, 4, 6-9, 13, 16-17, 20-23, 26, 30-36, 38	17
Digital Investigative Journalist	1, 3-4, 6-9, 13-14, 16-17, 19-20, 22-23, 26, 30-36, 38	14
General Assignment Reporter	1, 4, 6-9, 13-14, 16-17, 19-23, 26, 29-36, 38	14
General Assignment Reporter	1, 4, 6-9, 13-14, 16-17, 19-23, 26, 29-36, 38	20
General Assignment Reporter	1, 4, 6-9, 13-14, 16-17, 19-23, 26, 29-36, 38	20
Production Manager	4, 6-9, 13-14, 16-17, 20, 22-23, 26-36, 38	27
Director of Marketing	1, 4, 6-9, 13, 16-17, 19-20, 22-23, 26, 30-38	26
Sales Assistant	2, 4-9, 13-14, 16-18, 20-21, 25-26, 30-36	26
Sales Assistant	2, 4-9, 13-14, 16-18, 20-21, 25-26, 30-36	18
Producer	1, 4, 6-9, 13, 16-17, 20, 22-23, 26, 30, 32-36, 38	26
Digital Producer	2, 4-9, 16-17, 21, 23-24, 26, 30-36	32
Creative Services Producer	1, 4, 6-9, 13-14, 16-17, 20-23, 26, 30-36, 38	17
Main Evening Anchor	1, 4, 6-9, 11, 13, 15-17, 19-20, 22-23, 26, 29-36, 38	11
Production Technician	4, 6-9, 13-14, 16-17, 20, 22-23, 26, 29-36, 38	17

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Commercial Producer	4, 6-9, 12-14, 16-17, 19-23, 26, 29-36, 38	21
Senior Account Executive	4, 6-9, 13-14, 16-17, 20-22, 25-26, 28, 30-36	14
Senior Account Executive	4, 6-9, 13-14, 16-17, 20-22, 25-26, 28, 30-36	14
Multi Media Journalist	1, 4, 6-9, 11, 16-17, 19-20, 22-23, 26, 30-36	36
Multi Media Journalist	1, 4, 6-9, 11, 16-17, 19-20, 22-23, 26, 30-36	32
Digital Account Executive	1-2, 4, 6-9, 14, 16-17, 20-23, 25-26, 30, 32-36, 39	21
Digital Account Executive	1-2, 4, 6-9, 14, 16-17, 20-23, 25-26, 30, 32-36, 39	14
News Producer	2, 4-9, 13-14, 16-17, 20, 23-24, 26, 30- 32, 35-36	26

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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>
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : (602) 954-8373 Url : <a href="http://www.602communications.com">http://www.602communications.com</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Sandy Lizik	N	0
2	Alliance for Women In Media P.O. Box 2684 Austin, Texas 78768 Phone : 512-322-9944 Url : <a href="http://www.awmaustin.org">http://www.awmaustin.org</a> Email : <a href="mailto:career@awmaustin.org">career@awmaustin.org</a> Beth Bobbit	N	1
3	Austin American Statesman 305 S. Congress Ave Austin, Texas 78704 Phone : 512-445-4040 Url : <a href="http://www.statesman.com">http://www.statesman.com</a> Mike Vivio Manual Posting	N	0
4	Austin Area Urban League 8011A Cameron Rd Bldg A-100 Austin, Texas 78754 Phone : 512-478-7176 Url : <a href="http://www.aaul.org">http://www.aaul.org</a> Email : <a href="mailto:communications@aaul.org">communications@aaul.org</a> Fax : 1-512-478-1239 Darnise Jones	N	0
5	Austin Asian American Chamber of Commerce 10901 North Lamar Blvd. Suite B206 Austin, Texas 78758 Phone : (512) 407-8240 Email : <a href="mailto:exec.admin@austinasianchamber.org">exec.admin@austinasianchamber.org</a> Fax : 1-512-407-8240 Marina Bhargava	N	0

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6	Austin Film Society 1901 East 51st Street Austin, Texas 78723 Phone : 512.322.0145 Email : afs@austinfilm.org Rebecca Campbell	N	0
7	Austin Jewish Family Services 11940 Jollyville Road Suite 11 South Austin, Texas 78759 Fax : 1-512-257-7179 Jay Rubin	N	0
8	Austin NAACP 1704 E. 12th Stret Austin, Texas 78702 Phone : 512-476-6230 Fax : 1-512-476-7425 Nelson Linder	N	0
9	Austin School of Film 1634 East Ceasar Chavez Stret Austin, Texas 78703 Fax : 1-512-857-1082 Anne Goetzmann Kelley	N	0
10	B-Roll Net 1623 D St. NE Washington, District of Columbia 20002 Phone : (202) 470-5396 Url : http://www.b-roll.net Email : kev@b-roll.net Kevin Johnson	N	3
11	Broadcast Image Group 200 East Grayson, Suite 116 San Antonio, Texas 78215 Phone : 210.828.6664 Url : broadcastimage.com Stephanie Rickel Manual Posting	N	6
12	CareerBuilder.com	N	1

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13	Concordia University 11400 Concordia University Dr Austin, Texas 78726 Phone : 512-313-3000 Url : <a href="http://www.concordia.edu">http://www.concordia.edu</a> Email : <a href="mailto:joyce.sinclair@concordia.edu">joyce.sinclair@concordia.edu</a> Joyce Sinclair	N	0
14	Employee Referral	N	15
15	Frank Magid & Associates Talent Placement Services One Research Center Marion, Iowa 52302 Phone : 319-377-7345 Url : <a href="http://www.magid.com">http://www.magid.com</a> Email : <a href="mailto:bfrye@magid.com">bfrye@magid.com</a> Fax : 1-319-377-5861 Barbara Frye	N	0
16	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Phone : 512-505-3000 Url : <a href="http://www.cdgttu.edu">http://www.cdgttu.edu</a> Fax : 1-512-505-3142 Paul Livingston	N	0
17	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : <a href="http://www.indeed.com">www.indeed.com</a> Career Services Manual Posting	N	19
18	Intracompany Transfer	N	1
19	Investigative Reporters & Editors 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : (573) 882-1984 Url : <a href="http://ire.org">ire.org</a> Email : <a href="mailto:jobpostings@nicar.org">jobpostings@nicar.org</a> Mark Horvit	N	0

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20	KXAN 908 W. MLK Blvd. Austin, Texas 78701 Phone : 512-703-5221 Url : <a href="http://www.kxan.com">http://www.kxan.com</a> Email : <a href="mailto:rachel.steading@kxan.com">rachel.steading@kxan.com</a> Rachel Steading	N	4
21	Linked In	N	11
22	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Fax : 1-831-648-5204 Mark Shilstone	N	0
23	National Association of Black Journalists 1100 Kight Hall Suite 3100 College Park, Maryland 20742 Phone : (301) 405-0248 Url : <a href="http://www.nabj.org">http://www.nabj.org</a> Fax : 1-301-314-1714 Daryl Matthews	N	0
24	National Association of Hispanic Journalists 1193 National Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-7145 Url : <a href="http://www.nahj.org">http://www.nahj.org</a> Email : <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a> Fax : 1-202-772-7144 Job Bank	N	0
25	National Sales Network 1701 S. Mays St. Round Rock, Texas 78664 Phone : 512-426-4100 Url : <a href="http://www.nsnaustin.org">http://www.nsnaustin.org</a> Email : <a href="mailto:connect@nsnaustin.org">connect@nsnaustin.org</a> Antoine Johnson	N	0

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26	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	35
27	Re-hire	N	1
28	SND Publications 167 Oakdale Rd Johnson City, New York 13790 Phone : 877-526-2823 Url : <a href="http://www.spotsndots.com">http://www.spotsndots.com</a> Email : <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a> Gene McKay	N	0
29	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : <a href="http://www.sbe.org">http://www.sbe.org</a> Email : <a href="mailto:mclappe@sbe.org">mclappe@sbe.org</a> John Poray	N	0
30	Southwestern University P.O. Box 770 Georgetown, Texas 78627 Phone : (512) 863-6511 Url : <a href="http://www.southwestern.edu">http://www.southwestern.edu</a> Fax : 1-512-863-5788 Gerald Brody	N	0
31	St. Edwards University Campus Mailbox 200 3001 S. Congress Ave Austin, Texas 78704 Phone : 512-448-8530 Url : <a href="http://www.stedwards.edu">http://www.stedwards.edu</a> Fax : 1-512-448-8549 Barbara Henderson	N	0

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32	Texas Association of Broadcaster 502 E. 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : <a href="http://www.TAB.org">http://www.TAB.org</a> Email : <a href="mailto:jobs@tab.org">jobs@tab.org</a> Fax : 1-512-322-0522 Craig Bean	N	10
33	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512.245.2645 Url : <a href="http://www.txstate.edu">http://www.txstate.edu</a> Fax : 1-512-245-3993 Karen Julian	N	3
34	Texas Workforce Commission 3401 Webberville Rd Bldg 1000 Austin, Texas 78702 Phone : 512-223-5400 Url : <a href="http://www.twc.state.tx.us">http://www.twc.state.tx.us</a> Fax : 1-512-223-5463 Allen Miller	N	0
35	The University of Texas 1 University Station Austin, Texas 78712 Phone : 512.471.9421 Url : <a href="http://www.utexas.edu">http://www.utexas.edu</a> Email : <a href="mailto:hirealonghorn@austin.utexas.edu">hirealonghorn@austin.utexas.edu</a> Matt Berndt	N	0
36	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	30



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37	TV Technology 810 Seventh Avenue New York, New York 10019 Phone : (703) 852-4634 Url : <a href="http://www.tvtechnology.com">http://www.tvtechnology.com</a> Jessica Striano Manual Posting	N	0
38	United Way Capital Area 2000 E. MLK Jr. Blvd. Austin, Texas 78702 Phone : 512-225-0355 Email : <a href="mailto:janet.arnold@unitedwaycapitalarea.org">janet.arnold@unitedwaycapitalarea.org</a> Janet Arnold	N	0
39	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>140</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	4/1/2017	Participation in other activities designed by the station employment unit	Station tours for educational groups: The Station Employment Unit (SEU) personnel conduct tours for students and educational groups. SEU personnel explain what jobs are available in the industry and the education and training required for those jobs. Participants learn from Promotions, News, Weather, Sales, and Administrative personnel.	4	General Manager Director of Marketing Promotions Producer Weather Anchor
2	4/1/2017	Establishment of training programs for station personnel	The SEU has an established account executive training program which allows participants to enhance existing skills and gain knowledge and experience that may qualify them for higher level positions.	30	General Manager Director of Sales Digital Account Executive Regional Account Executive
3	5/12/2017	Listing of each upper-level category opening in a job bank or newsletter	During this reporting term, the SEU listed upper level vacancies with the Alliance for Women in Media.	2	General Manager HR Business Administrator
4	8/9/2017	Participation in events sponsored by community groups	The SEU participated at the 2017 National Association of Black Journalists and National Association of Hispanic Journalists Convention and Job Fair. SEU personnel were able to meet potential applicants and discuss vacancies at the Stations and in the broadcasting industry.	3	Corporate HR Manager HR Business Administrator News Director
5	10/19/2017	Participation in Job Fairs	The SEU participated in in the Texas State University Career Services Fall 2017 Mass Communications Career Fair. SEU personnel were able to meet potential applicants and discuss vacancies and internship opportunities at the Stations and in the broadcasting industry.	2	News Executive Producer HR Business Administrator

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6	3/22/2018	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>The SEU hosted six (6) interns, from the University of Texas, Texas State, and St. Edwards University during the 2017 Summer Semester; six (6) interns, from the the University of Texas, Texas State, and St. Edwards University during the 2017 Summer Semester, and six (6) interns, from the the University of Texas, Texas State, and St. Edwards University during the 2017 Fall Semester.</p>	4	<p>General Manager</p> <p>News producer</p> <p>Investigative Executive Producer</p> <p>Lifestyle Show</p> <p>Executive Producer</p>