

KTXL-TV

EEO PUBLIC FILE REPORT

August 1, 2019 - July 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Account Executive	1, 3, 5, 7-14, 16-17, 19, 21-23, 25-28, 30, 35, 37-42, 44, 49-51, 54-55, 57-58, 60-63, 65-69	21
Anchor/Reporter	1-2, 5, 7-14, 16-17, 19, 22-23, 25-28, 35, 37, 39, 41-42, 44, 47, 49, 52, 55, 58, 60-61, 63, 65, 69	52
Photographer	1-3, 5-14, 17-20, 22-23, 25-28, 30, 33, 35-37, 39-44, 47, 49-51, 53, 55-61, 63, 65-69	33
Producer	1-2, 5, 7-14, 17, 22-26, 28, 35, 37, 41-42, 44, 60-61, 63, 69	28
Account Executive	1-14, 17-20, 22-23, 25-26, 28, 30, 35-37, 39-45, 49-51, 53, 55, 57-63, 65-69	61
Director	1-14, 17-20, 22-23, 25-26, 28, 30, 35, 37, 39-42, 44, 49-51, 53, 55, 57-58, 60-61, 63-69	61
Digital Sales Specialist	1-2, 5, 8-14, 17, 22-26, 28, 35, 38, 41-42, 44, 60-61, 63, 65, 69	38
Editor	1-2, 5, 8-14, 17, 22-23, 25-26, 28, 35, 37-38, 41-42, 44, 60-61, 63, 65, 69	61
Digital Sales Manager	1-3, 5, 7-14, 17, 20-23, 25-26, 28-29, 34-35, 37-39, 41-42, 44, 49, 57-58, 60-61, 63, 65, 67-69	34
Account Executive	1-3, 5, 7-14, 17, 20, 22-23, 25-26, 28, 35, 37-39, 41-42, 44, 46, 48-49, 57-58, 60-61, 63, 65, 67-69	38
Producer	1-2, 5, 8-14, 17, 23, 25-26, 28, 31, 35, 37, 41-42, 44, 60-61, 63, 65, 69	31
Administrative Assistant	1-2, 5, 8-14, 17, 22-23, 25-26, 28, 31, 35, 37-38, 41-42, 44, 60-61, 63, 65, 69	31
Video Journalist/Storyteller	1-3, 5, 7-14, 17, 20-23, 25-26, 28, 35, 37, 39, 41-42, 44, 49, 57-58, 60-61, 63, 65, 68-69	28
Edit Coordinator	2, 5, 8-15, 17, 21-23, 25-26, 28-29, 32, 35, 37, 41-42, 44, 46, 60-61, 63, 65, 69	32

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Edit Coordinator	2, 5, 8-15, 17, 21-23, 25-26, 28-29, 32, 35, 37, 41-42, 44, 46, 60-61, 63, 65, 69	21
Anchor/Reporter	8-9, 11-14, 17, 21-22, 25-26, 29, 32, 41, 44, 46, 63, 69	32
Producer	8-9, 11-14, 17, 21-22, 25-26, 38, 41, 44, 46, 63, 69	21
Video Journalist	8-9, 11-14, 17, 22, 25-26, 29, 38, 41, 44, 46, 49, 63, 69	38
Video Journalist	5, 8-9, 11-14, 17, 21-22, 25-26, 29, 38, 41, 44, 46, 48-49, 63, 69	21
Digital Content Producer	3, 5, 8-9, 11-14, 17, 21-22, 25-26, 28, 32, 38, 41, 44, 46, 49, 63, 69	32
Digital Content Producer	3, 5, 8-9, 11-14, 17, 21-22, 25-26, 29, 32, 38, 41, 44, 46, 49, 63, 69	32

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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	Asian American Journalists Association 1182 Market St suite 320 San Francisco, California 94102 Phone : 415 346-2051 Email : justins@aja.org Albert Lee	N	0
2	Bakersfield College Job Placement 1801 Panorama Drive Bakersfield, California 93305 Phone : 661-395-4061 Email : rugutier@bakersfieldcollege.edu Rudy Gutierrez	N	0
3	Black Journalists Association of Southern California PO Box 75129 Los Angeles, California 90075 Email : info@nabjcareers.org Career Center	N	0
4	CA Broadcasters Association 915 L Street #1150 Sacramento, California 95814 Url : http://www.yourcba.com Job Postings Manual Posting	N	0
5	CA Chicano News Media Association 3800 S Figueroa St Los Angeles, California 90037 Phone : 213 437-4408 Fax : 1-424-238-0271 Silvia Wells	N	0
6	Calif. State Univeristy Fresno School of Mass Communications and Journalism 2225 E. San Ramon Ave. Fresno, California 93740 Phone : 559-287-5078 Don Priest	N	0
7	Calif. State University-East Bay, Dept of Communications 25800 Carlos Bee Blvd. Hayward, California 94542 Phone : 510-885-3292 Email : dsawka@csueastbay.edu Dana Sawka	N	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
8	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : http://www.yourcba.com Joe Berry Manual Posting	N	0
9	California Chicano News Media Assn 3800 Figueroa St Los Angeles, California 90037 Phone : 213 743-4960 Email : ccnmainfo@ccnma.org Julio Moran	N	0
10	California Indian Manpower Consortium 4153 Northgate Blvd. Sacramento, California 95832 Phone : 916-920-0285 Fax : 1-916-564-2345 Taralyn I	N	0
11	California State University Northridge 11811 Nordhoff St Northridge, California 91330 Phone : 818 677-3135 Email : ann.morey@csun.edu Ann Morey	N	0
12	California State University of Fullerton 800 N. State College Blvd Fullerton, California 92831 Email : careercenter@fullerton.edu Job Postings	N	0
13	California State University of Long Beach 1250 Bellflower Blvd Long Beach, California 90840 Email : jf@careers.csulb.edu Job Postings	N	0
14	California State University of Northridge 18111 Nordhoff St Northridge, California 91330 Phone : 818 677-3135 Email : linda.s.bowen@csun.edu Linda Bowen	N	0
15	CareerBuilder.com	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
16	Center for Employment Training 6853 65th Street Sacramento, California 95828 Phone : 916-393-7401 Justo Gaitan	N	0
17	Chapman University One University Drive Orange, California 92866 Phone : 714 997-6942 Email : careers@lmu.edu Aaron Perez	N	0
18	Chinese Community Services Center 915 T Street Sacramento, California 95831 Phone : 916-442-1089 Kevin Thai	N	0
19	Department of Employment & Social Service 25 N. Cottonwood Woodland, California 95695 Phone : 530-661-2900 Employment Center	N	0
20	Electronic Media Magazine 6500 Wilshire Blvd. Suite 2300 Los Angeles, California 90048 Phone : 323-370-2415 Email : echasko@crain.com Eric Chasko	N	0
21	Employee Referral	N	15
22	Entertainmentcareers.net 2118 Wilshire Blvd #401 Santa Monica, California 90403 Url : http://www.entertainmentcareers.net Job Postings Manual Posting	N	0
23	Fresno County Economic Opportunity Commission 1900 Mariposa Mall #303 Fresno, California 93727 Phone : 559-263-1116 Email : frank.franco@fresnoeoc.org Frank Franco	N	0
24	Glassdoor.com	N	2

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25	Graeme Newell 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
26	Imagen Foundation 18034 Ventura Blvd #261 Encino, California 91316 Phone : 626 376-9751 Email : jobs@imagen.org Helen Hernandez	N	0
27	In Alliance 6950 21st Avenue Sacramento, California 95820 Phone : 916-381-1300 Url : www.inallianceinc.com Email : info@inalliance.com Fax : 1-916-381-9026 Job Developer	N	0
28	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	15
29	Indeed.com	N	9
30	Institute For Career Development 1080 N.7th Street San Jose, California 95112-4425 Phone : 408-998-5787 X218 Gina Pichinino	N	0
31	Internal Posting (Current Employee)	N	2
32	Internal Promotion	N	4
33	Internal Transfer/Promotion	N	1
34	Intracompany Transfer	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
35	Japanese Cultural/Community Center 1840 Sutter Street San Francisco, California 94115 Phone : 415-567-5505 Email : mfletcher@jccnc.org Marjorie Fletcher	N	0
36	Kern County Hispanic Chamber of Commerce 1401 19th Street Suite 110 Bakersfield, California 93301 Phone : 661-633-5495 Lou Gomez	N	0
37	La Familia Counseling Center 5523 34th Street Sacramento, California 95820 Phone : 916-227-2584 Email : jrpeters@delpaso.seta.net Fax : 1-916-452-7628 Jennifer Peterson	N	0
38	Linked In	N	20
39	Loyola Marymount University One LMU Drive Suite 1300 Los Angeles, California 90045 Phone : 310 338-2871 Email : sean.cain@lmu.edu Maureen Beck	N	0
40	Marynard Institute of Journalism 409 13th Street 9th Floor Oakland, California 94612 Phone : 510-891-9202 Amanda Elliot	N	0
41	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Email : medialine@medialine.com Rich Shilstone	N	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
42	Mexican American Opportunity Foundation 2001 28th Street Bakersfield, California 93301 Phone : 661-861-2800 Email : mlaris@co.kern.ca.us Fax : 1-661-336-6861 Mauro Laris	N	0
43	Micro Computer Education Center 2002 N. Gateway Blvd. Fresno, California 93727 Phone : 559-456-0623 Rick Trevino	N	0
44	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
45	National Training Institute 1035 W. Robinhood Drive Suite 102 Stockton, California 95207 Phone : 209-472-0900 Job Coordinator	N	0
46	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	9
47	Other Source	N	2
48	Professional/Industry Trade Organization	N	3
49	San Diego Workforce Partnership 3910 University Avenue Suite 400 San Diego, California 92105 Phone : 619-228-2900 Url : http://www.workforce.org Email : business@workforce.org Job Postings	N	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
50	San Francisco Chamber of Commerce 235 Montgomery 12th Floor San Francisco, California 94104 Phone : 415-433-3565 Janet Beach	N	0
51	San Francisco Vocational Services 814 Mission Street #600 San Francisco, California 94103-3018 Phone : 415-512-9500 Susan Pender	N	0
52	Staffing Agency Referral	N	1
53	State of Calif. Employment Development Department 24100 Amador Street 3rd Floor Hayward, California 94544 Phone : 510-670-5728 Oscar Amador	N	0
54	State of Calif. Employment Development Department 801 Turk Street San Francisco, California 94544 Phone : 415-749-7551 Email : sfjobs@edd.ca.gov Thomas Swinnerton	N	0
55	State of Calif. Employment Development Dept. 1205 W. 18th Street Merced, California 95340 Phone : 209-726-5426 Jim Eber	N	0
56	Station Website	N	1
57	The Art Institute of CA (school closed) 7650 Mission Valley Road San Diego, California 92108 Phone : 916 830-6979 Url : http://www.artinstitutes.com Email : mmeecks@aai.edu Carmen Meeks	N	0
58	The Art Institute of CA (school closed) 2850 Gateway Oaks Drive Suite 100 Sacramento, California 95830 Phone : 916 830-6347 Email : tmbrown@aai.edu Trisha Brown	N	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
59	The Women's Foundation 340 Pine Street Suite 302 San Francisco, California 94104 Phone : 415-837-1113 Debi Black	N	0
60	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting	N	0
61	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting	N	12
62	Tvgigs.com (no longer working) 2233 Wisconsin Avenue Suite 400 Washington, District of Columbia 20007 Phone : 202-965-1100 Email : postagig@tvigsonline.com Job Postings	N	0
63	Tvjobs PO Box 4116 Oceanside, California 92052 Phone : 800 374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Job Postings	N	0
64	TVJobs.com	N	2
65	University of Pacific 3601 Pacific Avenue Stockton, California 95211 Phone : 209-946-2361 Email : jcarvana@pacific.edu Fax : 1-209-946-2760 Career/Internship Programmer	N	0
66	Veterans Employment/Training Services 71 Stevenson #705 San Francisco, California 94105 Phone : 415-975-4700 Nelia .	N	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
67	Women Escaping a Violent Environment P.O. Box 161389 Sacramento, California 95816 Phone : 916-448-2321 Email : weave@weaveinc.org Nicolette Bautista	N	0
68	Women's Civic Improvement Club 3555 3rd Avenue Sacramento, California 95817 Phone : 916-457-8661 Email : wcicinc@sbcglobal.net Charles Coger	N	0
69	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:			100

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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	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices, including upper-level positions to the CA State Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	General Manager
2	8/7/2019	Participation in Job Fairs	The Station participated at the National Association of Black Journalist (NABJ). Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	HR Manager Talent Acquisition Manager
3	10/26/2019	Participation in events sponsored by community groups	Station personnel attended the Asian Pacific Islander PA Association Leadership Conference, which was held in San Diego, California. During that event, the Station was a panel member at the conference where the participants were able to discuss broadcasting jobs in general and at the Station and provided guidance on how and where to apply for jobs at Nexstar.	1	Reporter
4	11/14/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Dixon Unified School District. He spoke about his job, career decisions and job requirements	1	Meteorologist
5	11/16/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated at the Alliance for Women in Media - Sacramento Student Media Day. He did a live-truck demonstration providing hands-on learning experience for students looking to pursue a career in media.	3	Engineer Photographer Promotions Manager
6	2/7/2020	Participation in events or programs sponsored by educational institutions	The Station participated in the SJUSD Foster Services Job Shadow Day and were able to meet with students and discuss vacancies at the Station and in the broadcasting Industry	2	Promotions Manager Department Head

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7	7/8/2020	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.	2	General Manager All hiring managers