

KTXL-TV

EEO PUBLIC FILE REPORT

August 1, 2021 - July 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
Broadcast Engineer	3-14, 19-21, 23, 25-26	11
Promotions/Commercial Producer	1-4, 6-8, 10-15, 18-21, 24-26	15
News Producer	1, 3-4, 6, 8-12, 14-15, 18-21, 24-26	11
Promotions/Commercial Producer	1, 3-4, 6, 8, 10-12, 14-15, 18-21, 24-26	15
Account Executive	1, 3-4, 6, 8, 10-12, 14-15, 18-21, 24-26	11
Digital Content Producer	1, 3-4, 6, 8, 10, 12, 14-15, 18-21, 24-26	15
Newscast Producer	1, 3-4, 6, 8, 10-12, 14-15, 18-21, 24-26	11
Administrative Assistant	1, 3-4, 6, 8, 10, 12, 14-15, 18-21, 24-26	18
Technician, Newscast Director	1, 3-4, 6, 8-12, 14-15, 19-21, 24-26	21
Account Executive	1-4, 6-8, 10-15, 18-21, 24-26	11
Multimedia Journalist/Reporter	1, 3-4, 6, 8, 10, 12, 14, 18-21, 24-26	18
Digital Content Director	1, 3-4, 6, 8, 10-12, 14, 19-21, 24-26	11
Morning News Anchor	1, 3-4, 6, 8, 10, 12, 14, 16, 19-21, 24-26	16
Production Technician	1, 3-4, 6, 8, 10, 12, 14-15, 18-21, 24-26	15
Account Executive	1, 3-4, 6, 8, 10, 12, 14, 16, 19-21, 24-26	16
Reporter/MMJ	1, 3-4, 6, 8, 10, 12, 14-15, 19-21, 24-26	15
Sports Director	1, 3-4, 6, 8, 10, 12, 14, 18-21, 24-26	21
Integrated Digital Specialist	1, 3-4, 6, 8, 10-12, 14-15, 19-21, 24-26	11
Assignment Manager	1, 3-4, 6, 8, 10, 12, 14, 19-21, 24-26	21
Sales Coordinator	1, 3-4, 6, 8, 10-12, 14, 19-21, 24-26	21
Weekend Anchor/Reporter	1, 3-4, 6, 8, 10-12, 14, 16, 19-21, 23-26	16
News Producer	1, 3-4, 6, 8, 10, 12, 14, 16, 18-21, 24-26	16
News Producer	1, 3-4, 6, 8, 10-12, 14-15, 18-21, 24-26	11
Assignment Editor	1, 3-4, 6, 8, 10, 12, 14, 18-21, 24-26	21
Digital Content Producer	1, 3-4, 6, 8, 10-12, 14, 18-21, 24-26	11
Creative Services Director	1, 3-4, 6, 8, 10-12, 14, 19-21, 24-26	11
Administrative Assistant	1, 3-4, 6, 8, 10, 12, 14-15, 18-21, 24-26	15

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Technician, Director/TD	1, 3-4, 6, 8, 10-14, 16, 19-21, 24-26	16
Chief Engineer	1, 3-4, 6, 8, 10, 12, 14, 19-21, 24-26	21
Photographer	1, 3-4, 6, 8, 10-12, 14, 18-21, 24-26	11
Producer	1, 3-4, 6, 8, 10, 12, 14, 16, 19-21, 24-26	16
Assignment Editor	1, 3-4, 6, 8, 10-12, 14, 18-21, 24-26	11
Multi-Media Journalist	1, 3-4, 6, 8, 10, 12, 14, 18-21, 25-26	21
Assignment Editor	1, 3-4, 6, 8, 10-12, 14-15, 19-21, 25-26	15
Coordinating Producer	1, 3-4, 6, 8, 10, 12, 14, 16, 19-21, 25-26	16
Digital Sales Specialist	1, 3-4, 6, 8-12, 14-15, 18-21, 25-26	11
National Sales Manager	1, 3-4, 6, 8, 10-12, 14, 16, 18-19, 21, 25-26	16
Producer	1, 3-4, 6, 8, 10, 12, 14, 18-19, 21, 25-26	21
Digital Distribution Producer	1, 3-4, 6, 8, 10, 12, 14, 17-19, 21, 25-26	17
Production Technician	1, 3-4, 6, 8, 10, 12, 14, 16, 19, 21-22, 25-26	16
Research Analyst	1, 3-4, 6, 8-10, 12, 14-16, 18, 21, 25-26	16
Photographer	1, 3-4, 6, 8, 10-12, 14-15, 18, 21, 25-26	15
Executive Producer	1, 3-4, 6, 8, 10, 12, 14, 16, 21, 25-26	16
Account Executive	1, 3-4, 6, 8, 10-12, 14-15, 19, 21, 25-26	15
Senior Broadcast Engineer	1, 3-4, 6, 8, 10, 12-14, 16, 18-19, 21, 25-26	16
Weekend Sports Anchor	1, 3-4, 6, 8, 10, 12-14, 16, 21, 23, 25-26	16
Lifestyle Show Producer	1, 3-4, 6, 8-15, 18, 21, 25-26	15
Graphic Designer	1, 3-4, 6, 8, 10, 12-15, 18-19, 21, 25-26	18
Account Executive	1, 3-4, 6, 8, 10-15, 19, 21, 25-26	11
Photographer	1, 3-4, 6, 8, 10, 12-15, 18-19, 21, 25-26	18
Broadcast Engineer	1, 3-4, 6, 8, 10-15, 18-19, 21, 25-26	18
Sports Reporter/MMJ	1, 3-4, 6, 8, 10-14, 21, 25-26	11
Promotions Manager	1, 3-4, 6, 8, 10-15, 21, 25-26	11

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Assignment Editor	1, 3-4, 6, 8, 10, 12-14, 18, 21, 25-26	21
Digital Producer	1, 3-4, 6, 8, 10, 12-15, 18, 21, 25-26	15
News Producer	1, 3-4, 6, 8, 10, 12-14, 18, 21, 25-26	21
Digital Producer	1, 3-4, 6, 8, 10, 12-14, 16, 18, 21, 25-26	16
Director of Sales	1, 3-4, 6, 8, 10, 12-14, 21, 25-26	21
Account Executive	1, 3-4, 6, 8, 10-15, 21, 25-26	11
Account Executive	1, 3-4, 6, 8, 10-14, 21, 25-26	21
Account Executive	1, 3-4, 6, 8, 10-14, 21, 25-26	11
Executive Producer	1, 3-4, 6, 8, 10, 12-14, 21, 25-26	21
Planning Producer	1, 3-4, 6, 8, 10-14, 21, 25-26	11
Account Executive	1, 3-4, 6, 8, 10-15, 21, 25-26	11
Account Executive	3-4, 6, 8, 10-15, 21, 25-26	11

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and Linked In. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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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	Black Journalists Association of Southern California PO Box 75129 Los Angeles, California 90075 Email : info@nabjcareers.org Career Center	N	0
2	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
3	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
4	California Chicano News Media Assn 3800 Figueroa St Los Angeles, California 90037 Phone : 213 743-4960 Email : ccnmainfo@ccnma.org Julio Moran	N	0
5	California State University Northridge 11811 Nordhoff St Northridge, California 91330 Phone : 818 677-3135 Email : ann.morey@csun.edu Ann Morey	N	0
6	California State University of Fullerton 800 N. State College Blvd Fullerton, California 92831 Email : careercenter@fullerton.edu Job Postings	N	0
7	California State University of Long Beach 1250 Bellflower Blvd Long Beach, California 90840 Email : jf@careers.csulb.edu Job Postings	N	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
8	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
9	CareerBuilder.com	N	6
10	Chapman University One University Drive Orange, California 92866 Phone : 714 997-6942 Email : careers@lmu.edu Aaron Perez	N	0
11	Employee Referral	N	78
12	Entertainmentcareers.net 2118 Wilshire Blvd #401 Santa Monica, California 90403 Url : http://www.entertainmentcareers.net Job Postings Manual Posting	N	0
13	Graeme Newell 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Url : http://www.602communications.com Email : gnewell@602communications.com Sandy Lizik	N	0
14	Imagen Foundation 18034 Ventura Blvd #261 Encino, California 91316 Phone : 626 376-9751 Email : jobs@imagen.org Helen Hernandez	N	0
15	Indeed.com	N	54
16	Internal Promotion	N	14
17	Intracompany Transfer	N	1
18	Linked In	N	52

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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
19	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
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	73
22	Nexstar's Facebook Page	N	1
23	Professional/Industry Trade Organization	N	4
24	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
25	Tvjobs PO Box 4116 Oceanside, California 92052 Phone : 800 374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Job Postings	N	0
26	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			283

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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 job banks, internet programs and other programs designed to promote outreach	The Station regularly disseminates job vacancy notices, including upper-level positions, to the California Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	General Manager
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	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. The Station hosted one (1) intern, from the University of Southern California (USC), during the 2022 Spring Semester	1	News Director
3	7/12/2022	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.	14	General Manager All Hiring Managers