

KSWB-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
Consultant, Marketing	1-4, 6-14, 16, 20-25, 27, 33, 35-37, 39-40, 42, 44, 46-49, 51, 57, 59-62, 64-66	21
Line Producer	1-14, 16-17, 19-20, 22-23, 25-27, 29-30, 33-35, 37-42, 44, 46-49, 51-55, 57-66	27
Photographer	1-14, 16-17, 19-25, 27, 29, 33-35, 37-40, 42, 44, 46-49, 51-55, 57, 59-66	27
Studio Technician	1-14, 16-17, 19-25, 27, 29, 33-35, 37-40, 42, 44, 46-49, 51-55, 57, 59-66	21
Anchor	3, 6-13, 16, 18, 21-23, 25, 27, 33, 35, 39-40, 42, 44, 47-49, 59-62, 66	59
Producer	3, 6-13, 16, 22-23, 25, 27, 33, 35-36, 39-40, 42, 44, 47-49, 59-62, 66	36
Reporter	3, 6-13, 16, 21, 23, 25, 27, 33, 35-36, 39-40, 42, 44, 47-49, 59-62, 66	21
Chief Photographer	3, 7-13, 16, 21-23, 25, 27, 33, 39-40, 42, 44, 47-49, 59-62, 66	59
Producer	1, 3, 7-13, 16, 21-23, 25, 27, 33, 35, 39-40, 42, 44, 47-49, 59-62, 66	21
Local Marketing Assistant	1, 3, 7-13, 16, 21-23, 25, 27-28, 31, 33, 39-40, 42, 44, 47-49, 59-62, 66	31
Producer	1, 3, 7-13, 16, 22-23, 25, 27, 33, 39-40, 42, 44, 47-49, 59-62, 66	60
Account Executive	7-8, 10-13, 16, 22, 25, 27-28, 39, 42-44, 47-49, 61, 66	27
National Sales Manager	1, 7-8, 10-13, 16, 21-22, 25, 28, 36, 39, 42-45, 47-49, 56, 61, 66	21
Broadcast Engineer/IT Specialist	4, 7-8, 10-13, 16, 22, 24-25, 28, 36, 39, 42-44, 47-51, 61, 66	28
Digital News Producer	7-8, 10-13, 15-16, 21-22, 24-25, 28, 36, 39, 42-44, 47-51, 61, 66	28
Executive Producer	7-8, 10-13, 16, 21-22, 24-25, 32, 36, 39, 42-44, 47-51, 61, 66	32
Sports Anchor	7-8, 10-13, 16, 21-22, 24-25, 39, 42-44, 47-51, 61, 66	21

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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	America's Job Center of California 1111 Bay Blvd Suite E Chula Vista, California 91911 Phone : 619 628-0341 Fax : 1-619-424-2218 Enemias Rocha	N	0
2	Asian American Journalists Association 1182 Market St suite 320 San Francisco, California 94102 Phone : 415 346-2051 Email : post@aaaja.org Albert Lee	N	0
3	Bakersfield College Job Placement 1801 Panorama Drive Bakersfield, California 93305 Phone : 661-395-4061 Email : rugutier@bakersfieldcollege.edu Rudy Gutierrez	N	0
4	Black Journalists Association of Southern California PO Box 75129 Los Angeles, California 90075 Email : info@nabjcareers.org Career Center	N	0
5	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
6	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
7	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

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8	California Chicano News Media Assn 3800 Figueroa St Los Angeles, California 90037 Phone : 213 743-4960 Email : ccnmainfo@ccnma.org Julio Moran	N	0
9	California Indian Manpower Consortium 4153 Northgate Blvd. Sacramento, California 95832 Phone : 916-920-0285 Fax : 1-916-564-2345 Taralyn I	N	0
10	California State University Northridge 11811 Nordhoff St Northridge, California 91330 Phone : 818 677-3135 Email : ann.morey@csun.edu Ann Morey	N	0
11	California State University of Fullerton 800 N. State College Blvd Fullerton, California 92831 Email : careercenter@fullerton.edu Job Postings	N	0
12	California State University of Long Beach 1250 Bellflower Blvd Long Beach, California 90840 Email : jf@careers.csulb.edu Job Postings	N	0
13	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
14	Caljobs (duplicate American job center) PO Box 826880 Sacramento, California 94280 Url : http://www.caljobs.ca.gov Email : enemias.rocha@edd.ca.gov Job Postings	N	0
15	CareerBuilder.com	N	1

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16	Chapman University One University Drive Orange, California 92866 Phone : 714 997-6942 Email : careers@lmu.edu Aaron Perez	N	0
17	Chinese Community Services Center 915 T Street Sacramento, California 95831 Phone : 916-442-1089 Kevin Thai	N	0
18	Cuyanaca College 900 Rancho San Diego Parkway El Cajon, California 92101 Phone : 619 660-4436 Email : Cindy.Morrin@gcccd.edu Cindy Morrin	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	24
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

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24	Graeme Newell 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
25	Imagen Foundation 18034 Ventura Blvd #261 Encino, California 91316 Phone : 626 376-9751 Email : jobs@imagen.org Helen Hernandez	N	0
26	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
27	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
28	Indeed.com	N	6
29	Institute For Career Development 1080 N.7th Street San Jose, California 95112-4425 Phone : 408-998-5787 X218 Gina Pichinino	N	0
30	Internal Candidate	N	2
31	Internal Hire	N	1
32	Internal Promotion	N	1
33	Japanese Cultural/Community Center 1840 Sutter Street San Francisco, California 94115 Phone : 415-567-5505 Email : mfletcher@jccnc.org Marjorie Fletcher	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
34	Kern County Hispanic Chamber of Commerce 1401 19th Street Suite 110 Bakersfield, California 93301 Phone : 661-633-5495 Lou Gomez	N	0
35	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
36	Linked In	N	10
37	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
38	Marynard Institute of Journalism 409 13th Street 9th Floor Oakland, California 94612 Phone : 510-891-9202 Amanda Elliot	N	0
39	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
40	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
41	Micro Computer Education Center 2002 N. Gateway Blvd. Fresno, California 93727 Phone : 559-456-0623 Rick Trevino	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	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
43	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	1
44	Palomar College 1140 West Mission Road San Marcos, California 92069 Url : http://www.palomar.edu/counseling/careercenter/ Email : ppierce@palomar.edu Pippa Pierce	N	0
45	Professional/Industry Trade Organization	N	1
46	San Diego County Office of Education 6401 Linda Vist Rd Room 408 San Diego, California 92111 Phone : 858 571-7243 Url : http://www.sdcoe.net Email : smiyasaki@sdcoe.net Suzanne Miyasaki	N	0
47	San Diego Mesa College 7250 Mesa College Dr San Diego, California 92111 Phone : 619 388-2777 Url : http://www.sdmesa.edu/career-center Email : mesacareer@sdccd.edu Job Postings	N	0
48	San Diego State University 5500 Campanile Drive San Diego, California 92182 Phone : 619 594-6851 Url : http://www.career.sdsu.edu Email : pnieves@mail.sdsu.edu Fax : 1-619-594-2650 Patricia Nieves	N	0

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49	San Diego State University/Journalism & Media Studies Department 5500 Campanile Dr San Diego, California 92182 Phone : 619 855-4140 Email : critter@sdsu.edu Christie Ritter	N	0
50	San Diego Workforce San Diego Career Center San Diego, California Phone : 619 266-4208 Email : RaafatAlaraji@workforce.org Raafat Alaraji	N	0
51	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
52	San Francisco Chamber of Commerce 235 Montgomery 12th Floor San Francisco, California 94104 Phone : 415-433-3565 Janet Beach	N	0
53	San Francisco Vocational Services 814 Mission Street #600 San Francisco, California 94103-3018 Phone : 415-512-9500 Susan Pender	N	0
54	State of Calif. Employment Development Department 24100 Amador Street 3rd Floor Hayward, California 94544 Phone : 510-670-5728 Oscar Amador	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's Facebook Page	N	1

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57	The Art Institute of CA (school closed) 7650 Mission Valley Rd San Diego, California 92108 Phone : 858 598-1431 Url : http://new.artinstitutes.edu/san-diego Email : adowsing@aii.edu Fax : 1-858-598-1550 Annette Dowsing	N	0
58	The Women's Foundation 340 Pine Street Suite 302 San Francisco, California 94104 Phone : 415-837-1113 Debi Black	N	0
59	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting	N	3
60	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting	N	11
61	Tvjobs PO Box 4116 Oceanside, California 92052 Phone : 800 374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Job Postings	N	0
62	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
63	Veterans Employment/Training Services 71 Stevenson #705 San Francisco, California 94105 Phone : 415-975-4700 Nelia .	N	0

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64	Women Escaping a Violent Environment P.O. Box 161389 Sacramento, California 95816 Phone : 916-448-2321 Email : weave@weaveinc.org Nicolette Bautista	N	0
65	Women's Civic Improvement Club 3555 3rd Avenue Sacramento, California 95817 Phone : 916-457-8661 Email : wcicinc@sbcglobal.net Charles Coger	N	0
66	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:			77

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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 California 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 Black Journalist (NABJ). Spoke with over 150 journalists, media executives, public relations professionals, and students who expressed a strong interest in career opportunities at Tribune. Candidates were asked to deliver a pitch/presentation or submit reels for review as interviewers provided candidates with critiques.	2	HR Manager Talent Acquisition Manager
3	9/1/2019	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 two (2) interns, from Point Loma Nazarene University and San Diego State University, during 2019 Fall Semester.	1	News Director
4	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