

KSWB-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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Local Sales Manager	1, 3, 5, 7, 10, 13, 16, 18, 21, 23-29, 31, 33-34	18
Producer	1, 3, 5, 7, 10-11, 13, 16-18, 21, 23-29, 31, 33-34	18
Studio Technician	1, 3, 5, 7, 10, 13, 16-18, 23-29, 31, 33-34	18
Supervising Producer	1, 3, 5, 7-8, 10-11, 13, 16, 21, 23-27, 29, 31, 33-34	21
Weather Anchor	1, 3, 5, 7, 10-11, 13-14, 16, 18, 21, 23-29, 31, 33-34	18
Broadcast Engineer/IT Specialist	1, 3, 5, 7, 10, 13, 16-17, 21, 23-27, 29, 31, 33-34	17
General Sales Manager	1, 3, 5, 7, 10-11, 13, 16-18, 21, 23-27, 29, 31, 33-34	18
Photographer	1, 3, 5, 7, 10-11, 13, 16-17, 21, 23-27, 29, 31, 33-34	21
Assignment Editor	1, 3, 5, 7, 10-11, 13, 16, 21, 23-27, 29, 31, 33-34	21
Lead Studio Technician	1, 3, 5, 7, 10, 13, 16, 18, 23-27, 29, 31, 33-34	18
Lead Studio Technician	1, 3, 5, 7, 10, 13, 16, 18, 23-27, 29, 31, 33-34	18
Newscast Director	1, 3, 5, 7-8, 10-11, 13, 16-18, 21, 23-27, 29, 31, 33-34	18
Associate Producer	1, 3, 5, 7, 10, 13, 16, 18, 23-27, 29, 31, 33-34	18
Account Executive	1, 3, 5, 7, 10, 13, 16, 21, 23-27, 29, 31, 33-34	21
Reporter	1, 3, 5, 7, 10-11, 13, 16, 21, 23-27, 29, 31, 33-34	21
Broadcast Engineer/IT Specialist	1, 3, 5, 7, 10, 13, 16-17, 21, 23-27, 29, 31, 33-34	17
Integrated Digital Specialist	1, 3, 5, 7, 10-11, 13, 16, 18, 23-27, 29, 31, 33-34	11
Integrated Digital Specialist	1, 3, 5, 7, 10-11, 13, 16, 18, 23-27, 29, 31, 33-34	18

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Sports Producer	1, 3, 5, 7, 10, 13, 16, 23-27, 29, 31, 33-34	25
Associate Producer	1, 3, 5, 7, 10-11, 13, 16-17, 21, 23-27, 29, 31, 33-34	17
Digital Sales Manager	1, 3, 5, 7, 10-11, 13, 16, 19, 21, 23-27, 29, 31, 33-34	19
Producer	1, 3, 5, 7, 10, 13, 16, 21, 23-27, 29, 31, 33-34	25
News Photographer	1, 3, 5, 7, 10-11, 13, 16, 21, 23-27, 29, 31, 33-34	11
Account Executive	1, 3, 5, 7, 10-11, 13, 16, 23-27, 29, 31, 33-34	25
Talk Show Host	1, 3, 5, 7, 10-11, 13, 16-18, 23-27, 29, 31, 33-34	18
Executive Producer	1, 3, 5, 7, 10, 13, 16-18, 23-27, 29, 31, 33-34	18
Studio Technician	1, 3, 5, 7, 10, 13, 16-17, 21, 23-27, 29, 31, 33-34	17
Account Executive	1, 3, 5, 7, 10-11, 13, 16, 18, 23-27, 29, 31, 33-34	18
Photographer	1, 3, 5, 7, 10-11, 13, 16-17, 23-27, 29, 31, 33-34	11
Account Executive	1, 3, 5, 7, 10-11, 13, 16-17, 21, 23-27, 29, 31, 33-34	17
Studio Technician	1, 3, 5, 7-8, 10, 13, 16-17, 21, 23-27, 29, 31, 33-34	8
Assignment Editor	1-2, 4, 6, 9, 12, 15, 21-22, 24-25, 30, 32, 34	21
Technical Director	1, 3, 5, 7, 10-11, 13, 16-17, 21, 23-27, 29, 31, 33-34	17
Digital News Producer	1, 3, 5, 7, 10-11, 13, 16-17, 21, 23-27, 29, 33-34	21
Social Media Producer	1, 3, 5, 7, 10-11, 13-14, 16, 18, 21, 23-27, 29, 33-34	18
Photographer	1, 3, 5, 7, 10-11, 13, 16-17, 23-27, 29, 33-34	11

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Segment Producer	1, 3, 5, 7-8, 10-11, 13-14, 16-17, 21, 23, 25-27, 29, 33-34	17
Promotion Manager	1, 3, 5, 7, 10, 13-14, 16-17, 23, 25-27, 29, 33-34	17
Photographer	1, 3, 5, 7, 10-11, 13, 16-17, 25-27, 29, 33-34	11
Technician, Director/TD	1, 3, 5, 7, 10-11, 13-14, 16, 21, 25-27, 29, 33-34	21
Technician, Director/TD	1, 3, 5, 7, 10-11, 13-14, 16, 18, 21, 25-27, 29, 33-34	18
News Producer	1, 3, 5, 7, 10-11, 13-14, 16, 21, 23, 25-27, 29, 33-34	11
Photographer	1, 3, 5, 7, 10-11, 13-14, 16, 18, 21, 23, 25-27, 29, 33-34	18
Lead Studio Technician	1, 3, 5, 7, 10, 13-14, 16, 18, 21, 23, 25-27, 29, 33-34	18
Sports MMJ/Reporter	1, 3, 5, 7, 10-11, 13-14, 16-17, 19, 25-27, 29, 33-34	19
Studio Technician	1, 3, 5, 7, 10-11, 13-14, 16-18, 21, 25-27, 29, 33-34	18
Assignment Editor	1, 3, 5, 7, 10-11, 13-14, 16, 18, 21, 23, 25-27, 29, 33-34	18
Supervising Producer	1, 3, 5, 7, 10-11, 13-14, 16, 18, 21, 25-27, 29, 33-34	18
Photographer/Editor	1, 3, 5, 7, 10-11, 13-14, 16-17, 21, 25-27, 29, 33-34	11
Studio Technician	1, 3, 5, 7, 10-11, 13-14, 16-17, 21, 25-27, 29, 33-34	11
Photographer	1, 3, 5, 7, 10-11, 13-14, 16-17, 25-27, 29, 33-34	11
Associate Producer	1, 3, 5, 7, 10, 13-14, 16-18, 20-21, 25-27, 29, 33-34	18
Studio Technician	1, 3, 5, 7, 10-11, 13-14, 16, 21, 25-27, 29, 33-34	11
Studio Technician	1, 3, 5, 7, 10-11, 13-14, 16-18, 21, 25-27, 29, 33-34	18

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
National Sales Assistant	1, 3, 5, 7, 10-11, 13-14, 16-17, 21, 25-27, 29, 33-34	11
Technician, Director/TD	1, 3, 5, 7, 10-11, 13-14, 16-17, 21, 25-27, 29, 33-34	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.

KSWB-TV
EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

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
1	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
2	California Chicano News Media Assn 3800 Figueroa St Los Angeles, California 90037 Phone : 213 743-4960 Email : ccnmainfo@ccnma.org Julio Moran	N	0
3	California Chicano News Media Assn 3800 Figueroa St Los Angeles, California 90037 Phone : 213 743-4960 Email : ccnmainfo@ccnma.org Julio Moran	N	0
4	California State University of Fullerton 800 N. State College Blvd Fullerton, California 92831 Email : careercenter@fullerton.edu Job Postings	N	0
5	California State University of Fullerton 800 N. State College Blvd Fullerton, California 92831 Email : careercenter@fullerton.edu Job Postings	N	0
6	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
7	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
8	CareerBuilder.com	N	5

KSWB-TV
EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

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
9	Chapman University One University Drive Orange, California 92866 Phone : 714 997-6942 Email : careers@lmu.edu Aaron Perez	N	0
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	70
12	Entertainmentcareers.net 2118 Wilshire Blvd #401 Santa Monica, California 90403 Url : http://www.entertainmentcareers.net Job Postings Manual Posting	N	0
13	Entertainmentcareers.net 2118 Wilshire Blvd #401 Santa Monica, California 90403 Url : http://www.entertainmentcareers.net Job Postings Manual Posting	N	2
14	Graeme Newell 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Url : http://www.602communications.com Email : gnewell@602communications.com Sandy Lizik	N	0
15	Imagen Foundation 18034 Ventura Blvd #261 Encino, California 91316 Phone : 626 376-9751 Email : jobs@imagen.org Helen Hernandez	N	0
16	Imagen Foundation 18034 Ventura Blvd #261 Encino, California 91316 Phone : 626 376-9751 Email : jobs@imagen.org Helen Hernandez	N	0

KSWB-TV
EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

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
17	Indeed.com	N	82
18	Internal Promotion	N	22
19	Intracompany Transfer	N	2
20	Job/Bulletin Board	N	1
21	Linked In	N	106
22	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
23	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
24	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
25	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	73
26	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

KSWB-TV
EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	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
28	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
29	San Diego Workforce San Diego Career Center San Diego, California Phone : 619 266-4208 Email : RaafatAlaraji@workforce.org Raafat Alaraji	N	0
30	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
31	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
32	Tvjobs PO Box 4116 Oceanside, California 92052 Phone : 800 374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Job Postings	N	0

KSWB-TV
EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

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
33	Tvjobs PO Box 4116 Oceanside, California 92052 Phone : 800 374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Job Postings	N	0
34	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:			363

KSWB-TV
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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	11/5/2021	Participation in events or programs sponsored by educational institutions	The Station participated at the Point Loma Fall 2021 Executive Networking Event. Station personnel met with students to discuss career decisions and job requirements at the station and in the broadcasting industry.	3	General Manager News Director Assistant News Director
3	3/28/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a host and speaker before a College of 60 seniors. They provided a tour and spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	3	General Manager News Director Assistant News Director
4	4/20/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Point Loma Nazarene University. He spoke about career decisions and job requirements.	1	Executive Producer
5	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>The Station hosted one (1) intern, from San Diego State University, during the 2022 Summer Semester; one (1) intern, from University of California San Diego, during the 2022 Summer Semester, and one (1) intern, from San Diego City College, during the 2022 Summer Semester.</p>	1	Assistant News Director
6	5/19/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the North County Academy speaking to High School Seniors. He spoke about career decisions and job requirements.	1	Timms

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	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.	16	General Manager All Hiring Managers