

KSWB-TV
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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 |
|------------------------------------|--|-----------------------|
| Account Executive | 2-5, 7-9, 11, 15-20, 22-25 | 15 |
| Supervising Director | 2-5, 7-13, 15, 18-20, 22, 24-25 | 13 |
| Photographer/Editor | 2-5, 7, 9-12, 18-20, 22, 24-25 | 12 |
| Producer - Fox 5 San Diego | 2-5, 7, 9-11, 15, 18-20, 22, 24-25 | 15 |
| Executive Producer | 2-5, 7-13, 15, 18-20, 22, 24-25 | 13 |
| Producer | 2-5, 7-11, 13, 15, 18-20, 22, 24-25 | 13 |
| Digital Sales Account Executive | 2-5, 7-11, 15, 18-20, 22, 24-25 | 15 |
| Photographer/Editor | 2-5, 7-11, 15, 18-20, 22, 24-25 | 15 |
| Reporter/Weekend Weather Anchor | 2-5, 7, 9-12, 14-15, 18-20, 22, 24-25 | 14 |
| Producer | 2-5, 7, 9-11, 15, 18-20, 22, 24-25 | 15 |
| Integrated Digital Specialist | 2-5, 7, 9-13, 15, 18-20, 22, 24-25 | 13 |
| Technician, Director/TD | 1-5, 7, 9-12, 18-20, 22, 24-25 | 12 |
| Digital Producer | 1-5, 7, 9-11, 15, 18-22, 24-25 | 15 |
| Broadcast Specialist | 1-5, 7, 10-11, 15, 18-22, 24-25 | 15 |
| Broadcast Specialist | 2-5, 7, 10-11, 15, 18-20, 22, 24-25 | 15 |
| Multi-Platform Promotions Producer | 1-5, 7-8, 10-13, 18-22, 24-25 | 13 |
| Integrated Sales Coordinator | 1-5, 7-8, 10-11, 18-22, 24-25 | 18 |
| Digital Reporter | 1-5, 7, 10-12, 15, 18-22, 24-25 | 15 |
| Fox 5 Photojournalist | 1-5, 7-8, 10-11, 15, 18-22, 24-25 | 15 |
| Digital Producer | 1-5, 7-8, 10-12, 15, 18-22, 24-25 | 15 |
| Associate Producer | 1-5, 7, 10-11, 13, 18-22, 24-25 | 13 |
| Commercial Producer | 1-5, 7-8, 10-12, 18-22, 24-25 | 8 |
| Studio Technician | 1-5, 7, 10-12, 15, 18-22, 24-25 | 12 |
| Reporter | 1-5, 7-8, 10-11, 13, 15, 18-22, 24-25 | 13 |
| Technical Director | 1-5, 7-8, 10-13, 18-22, 24-25 | 13 |
| Reporter | 1-8, 10-11, 13, 15, 18-22, 24-25 | 13 |
| Producer | 1-5, 10-11, 13, 15, 18-22, 24-25 | 13 |

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I. VACANCY LIST

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| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|---------------------|--|-----------------------|
| Photographer/Editor | 1-5, 8, 10-11, 15, 18-22, 24-25 | 8 |
| Photographer/Editor | 1-5, 8, 10-11, 15, 18-22, 24-25 | 15 |
| Associate Producer | 1-5, 10-13, 15, 18-22, 24-25 | 13 |
| Producer | 1-5, 10-12, 15, 18-22, 24-25 | 12 |
| Account Executive | 1-5, 10-12, 15, 18-22, 24-25 | 15 |
| Technical Director | 1-5, 8, 10-12, 15, 18-22, 24-25 | 15 |
| Account Executive | 2-5, 8, 10-12, 15, 18-22, 24-25 | 8 |

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and LinkedIn. 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 | Asian American Journalists Association 1182 Market St suite 320 San Francisco, California 94102 Phone : 415 346-2051 Email : info@aaajacareers.org Albert Lee | N | 0 |
| 2 | 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 |
| 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 Northridge 18111 Nordhoff St Northridge, California 91330 Phone : 818 677-3135 Email : linda.s.bowen@csun.edu Linda Bowen | N | 0 |
| 6 | CareerBuilder.com | N | 1 |
| 7 | Chapman University One University Drive Orange, California 92866 Phone : 714 997-6942 Email : careers@lmu.edu Aaron Perez | N | 0 |
| 8 | Employee Referral | N | 24 |

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|------------------|--|--|---|
| 9 | Entertainmentcareers.net 2118 Wilshire Blvd #401 Santa Monica, California 90403 Url : http://www.entertainmentcareers.net Job Postings Manual Posting | N | 0 |
| 10 | Graeme Newell 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Url : http://www.602communications.com Email : gnewell@602communications.com Sandy Lizik | N | 0 |
| 11 | Imagen Foundation 18034 Ventura Blvd #261 Encino, California 91316 Phone : 626 376-9751 Email : jobs@imagen.org Helen Hernandez | N | 0 |
| 12 | Indeed.com | N | 28 |
| 13 | Internal Promotion | N | 11 |
| 14 | Intracompany Transfer | N | 1 |
| 15 | Linked In | N | 78 |
| 16 | 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 |
| 17 | National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks | N | 0 |

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|------------------|---|--|---|
| 18 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting | N | 22 |
| 19 | 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 |
| 20 | 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 |
| 21 | 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 |
| 22 | San Diego Workforce San Diego Career Center San Diego, California Phone : 619 266-4208 Email : RaafatAlaraji@workforce.org Raafat Alaraji | N | 0 |
| 23 | 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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|--|--|--|---|
| 24 | Tvjobs PO Box 4116 Oceanside, California 92052 Phone : 800 374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Job Postings | N | 0 |
| 25 | 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: | | | 165 |

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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 | 8/1/2022 | 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 | 10/12/2022 | Participation in Job Fairs | Station participated at the San Diego 22nd Annual Diversity Employment Day Career Fair. Station personnel met with potential job applicants. | 4 | Executive Producer Assignment Manager Director of Sales Director of Creative Services |
| 3 | 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 University of San Diego and one (1) intern from Point Loma Nazarene University, during the 2023 Spring Semester. | 1 | Assistant News Director |
| 4 | 4/25/2023 | Participation in events or programs sponsored by educational institutions | Station personnel participated as speakers at Torrey Pines High School. They spoke about career decisions and job requirements. | 2 | Anchor Anchor |
| 5 | 7/18/2023 | 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 |