

KTLA-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
Anchor	1, 3, 6-8, 10-19, 21, 23-29, 31, 33, 35-36, 38, 42, 44-45, 47-48, 50, 52-53, 55-56, 58-61	31
Broadcast Operations Evening Manager	1, 3, 7-8, 10-19, 22-27, 29, 33, 35-38, 42, 44-45, 47-48, 52-53, 55-56, 58-61	53
Line Producer	1, 3, 5-8, 10-19, 21-27, 29, 33, 35-36, 38, 42, 44-45, 47-48, 52-53, 56, 58-61	22
Local Sales Manager	1, 3, 6-8, 10-11, 13-19, 21-27, 29, 31, 33, 35-36, 38, 42, 44-45, 47-48, 52-56, 58-61	22
Newscenter Operator	1, 3, 6-8, 10-11, 13-19, 21, 23-27, 29, 31, 33, 35-36, 38, 42, 44-45, 47-48, 52-56, 58-61	31
Executive Producer	1, 3, 6-8, 10-11, 13-19, 21-27, 29, 31, 33, 35-36, 38, 41-42, 44-45, 47-48, 52-53, 55-56, 58-61	31
Senior Marketing Sales Specialist	1, 3, 6-8, 10-11, 13-19, 21-27, 29, 33, 35-36, 38-39, 42, 44-48, 51-53, 55-61	22
Technician, Director/TD	1, 3, 6-8, 10-11, 13-19, 21-27, 29, 33, 35-36, 38, 44-45, 47-48, 52-53, 55-56, 58-59, 61	29
Executive Assistant	1, 3, 7-8, 10, 13-14, 16-19, 21, 23, 25-27, 29-30, 32, 38, 42-43, 45, 47-49, 55, 58-61	32
Digital Sales Manager	1, 3, 7-8, 10, 13-14, 16-19, 21-23, 25-27, 37-38, 42, 45, 47-49, 55, 58-61	22
Creative Services Director	1, 3, 7-8, 10, 13-14, 16-19, 21-23, 25-27, 30, 34-35, 37-38, 42, 45, 47-49, 55, 58-61	37
New Business Account Executive	1, 3, 7-8, 10, 13-14, 16-19, 21-23, 25-27, 30, 38, 42, 45, 47-49, 55, 58-61	22
Director-Newscast /Special Production	1-2, 7-8, 10-11, 13-14, 16-23, 25-27, 30, 32, 35, 38, 42, 45, 47-49, 55, 58, 60-61	32

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Writer/Producer	1-2, 7-8, 10-11, 13-14, 16-19, 21, 23, 25-27, 30, 32, 34-35, 38, 42, 45, 47-49, 55, 58, 60-61	32
Assignment Editor	1-2, 4, 7-11, 13-14, 16-19, 21-23, 25- 27, 32, 38, 40-42, 45-49, 54-55, 57-58, 60-61	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	3 Kings Entertainment 2 Primrose St Checy Chase, Maryland 20815 Phone : 773 687-8410 Url : http://www.3kingsentertainment.net Email : matthew@3kingsentertainment.net Job Postings	N	0
2	America's Job Center of CA-LA email Los Angeles, California Phone : 800 758-0398 Email : BServices@wdacs.lacounty.gov America's Job Center of California Los Angeles	N	0
3	American Women in Radio & Television 8405 Greensboro Dr Ste 800 McLean, Virginia 22102 Phone : 703 506-3290 Url : http://www.awrt.org Email : info@awrt.org Job Postings	N	0
4	Asian American Journalists Association 1182 Market St suite 320 San Francisco, California 94102 Phone : 415 346-2051 Email : post@aja.org Albert Lee	N	0
5	Asian American Journalists Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : http://www.aja.org/membership/corporate_membershi Job Postings Manual Posting	N	1
6	Bakersfield College Job Placement 1801 Panorama Drive Bakersfield, California 93305 Phone : 661-395-4061 Email : rugutier@bakersfieldcollege.edu Rudy Gutierrez	N	0

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7	Bell Talent 40992 Calle Pueblo Indio, California 92203 Phone : 310 372-4449 Url : http://www.belltalent.com Email : belltalent@aol.com Roger Bell	N	0
8	Bienstock Agency 250 West 57th #333 New York, New York 10107 Phone : 212 765-3040 Url : http://www.nsbienstock.com Email : nsb@nsbtalent.com Job Postings	N	0
9	Black Journalists Association of Southern California PO Box 75129 Los Angeles, California 90075 Email : info@nabjcareers.org NABJ Careers	N	0
10	Burt Shapiro Management 2147 N Beachwood Dr Los Angeles, California 90068 Phone : 323 469-9452 Url : http://www.burtshapiro.com Email : burtjay@mail.com Job Postings	N	0
11	CA Chicano News Media Association 3800 S Figueroa St Los Angeles, California 90037 Phone : 213 437-4408 Email : sylvia@cnma.org Silvia Wells	N	0
12	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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13	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
14	California Chicano News Media Assn 3800 Figueroa St Los Angeles, California 90037 Phone : 213 743-4960 Email : ccnmainfo@ccnma.org Julio Moran	N	0
15	California Indian Manpower Consortium 4153 Northgate Blvd. Sacramento, California 95832 Phone : 916-920-0285 Fax : 1-916-564-2345 Taralyn I	N	0
16	California State University Northridge 11811 Nordhoff St Northridge, California 91330 Phone : 818 677-3135 Email : ann.morey@csun.edu Ann Morey	N	0
17	California State University of Fullerton 800 N. State College Blvd Fullerton, California 92831 Email : careercenter@fullerton.edu Job Postings	N	0
18	California State University of Long Beach 1250 Bellflower Blvd Long Beach, California 90840 Email : jf@careers.csulb.edu Job Postings	N	0
19	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
20	CareerBuilder.com	N	1

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21	Chapman University One University Drive Orange, California 92866 Phone : 714 997-6942 Email : careers@lmu.edu Aaron Perez	N	0
22	Employee Referral	N	15
23	Entertainmentcareers.net 2118 Wilshire Blvd #401 Santa Monica, California 90403 Url : http://www.entertainmentcareers.net Job Postings Manual Posting	N	1
24	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
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	Hollywood Worksource Center 4311 Melrose Ave Los Angeles, California 90029 Phone : 323 953-4002 Email : info@careeronestop.org Job Postings	N	0
27	Imagen Foundation 18034 Ventura Blvd #261 Encino, California 91316 Phone : 626 376-9751 Email : jobs@imagen.org Helen Hernandez	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
28	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
29	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
30	Indeed.com	N	9
31	Internal Posting (Current Employee)	N	9
32	Internal Promotion	N	4
33	Japanese Cultural/Community Center 1840 Sutter Street San Francisco, California 94115 Phone : 415-567-5505 Email : mfletcher@jccnc.org Marjorie Fletcher	N	0
34	Job/Bulletin Board	N	6
35	Ken Lindner & Associates, Inc 2029 Century Park East Los Angeles, California 90067 Phone : 310 860-5510 Url : http://www.kenlindner.com Fax : 1-310-277-5806 Job Postings	N	0
36	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
37	Linked In	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	LornaDave Agency PO Box 368 Fogelsville, Pennsylvania 18051 Phone : 610 248-1317 Url : http://www.lornadave.com Email : john@lornadave.com Job Postings	N	0
39	Los Angeles Urban League 3450 Mt Vernon Drive Los Angeles, California 90008 Phone : 323 299-6660 x216 Email : areddock@laur.org Angela Reddook	N	0
40	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
41	MCS Workforce Development 3333 Wilshire Blvd Suite 405 Los Angeles, California 90010 Phone : 213-355-5300 Email : mgardner@mcsrehab.com Margorie Gardner	N	0
42	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
43	Mediamatch 8112 1/2 West 3rd Street Los Angeles, California 90048 Url : http://www.mediamatch.com Job Postings Manual Posting	N	0

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44	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
45	Mexican American Opportunity Foundation 401 N Garfield Ave Montebello, California 90640 Phone : 323 890-9600 Email : crufino@maof.org Fax : 1-323-890-9637 Claudia Rufino	N	0
46	NAACP Los Angeles Chapter 3910 Martin Luther King Jr Blvd #202 Los Angeles, California 90008 Phone : 323 296-2630 Email : naacpla@sbcglobal.net Geraldine Washington	N	0
47	Napoli Management Group 8844 West Olympic Blvd #100 Los Angeles, California 90211 Phone : 310 385-8222 Url : http://www.tvtalent.com Email : nmg@tvtalent.com Job Postings	N	0
48	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
49	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	12
50	Other Source	N	2

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51	San Diego Workforce Partnership 3910 University Avenue Suite 400 San Diego, California 92105 Phone : 619-228-2900 Url : http://www.workforce.org Email : danilo@workforce.org Job Postings	N	0
52	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting	N	1
53	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting	N	8
54	Tvgigs.com 2233 Wisconsin Avenue Suite 400 Washington, District of Columbia 20007 Phone : 202-965-1100 Email : postagig@tvigsonline.com Job Postings	N	0
55	Tvjjobs PO Box 4116 Oceanside, California 92052 Phone : 800 374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Job Postings	N	0
56	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

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57	US International Media, LLC 1201 Alta Loma Rd West Hollywood, California 90069 Phone : 310 482-6700 Url : http://www.usintlmedia.com Email : info@usinthemedia.com Job Postings	N	0
58	USC/Annenberg School of Communication 3502 Watt Way Los Angeles, California 90089 Phone : 213 740-3912 Email : meganh@asc.usc.edu Megan Hutaff	N	0
59	William Morris Agency, Inc 9601 Wilshire Blvd Beverly Hills, California 90210 Phone : 310 285-9000 Url : http://www.wma.com Fax : 1-310-285-9010 Job Postings	N	0
60	Willinger Talent Agency, Inc 875 Avenue of the Americas New York, New York 10001 Phone : 212 695-1950 Url : http://www.willingertalent.com Email : info@willingertalent.com Job Postings	N	0
61	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:			89

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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.	2	General Manager Regional HR Director
2	8/7/2019	Participation in Job Fairs	Attended National Association of 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	10/26/2019	Participation in events sponsored by community groups	NABJ, Los Angeles: Executive Producer and News VP attended NABJ. Met with candidates, discussed careers and reviewed reels.	2	Executive Producer VP News
4	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 Biola University, during the 2020 Summer Semester.	1	Assignments Manager
5	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