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*

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Producer</td>
<td>1, 3-5, 7, 9-20, 22, 26-27, 29-33, 36-40</td>
<td>16</td>
</tr>
<tr>
<td>New Business Account Executive</td>
<td>1, 3-5, 7, 9-20, 25-27, 29-40</td>
<td>16</td>
</tr>
<tr>
<td>Sales Coordinator</td>
<td>1-5, 7, 9-20, 25, 27-33, 36-37, 39-40</td>
<td>16</td>
</tr>
<tr>
<td>Manager, Community Affairs</td>
<td>1-2, 4-5, 7-20, 22, 25-27, 29-33, 36-37, 39-40</td>
<td>16</td>
</tr>
<tr>
<td>Sales Coordinator</td>
<td>1-2, 4-10, 12-20, 25, 27, 29-33, 36-37, 39-40</td>
<td>16</td>
</tr>
<tr>
<td>Associate Director</td>
<td>1-2, 4-10, 12-20, 22-23, 25, 27, 29-33, 36-37, 39-40</td>
<td>23</td>
</tr>
<tr>
<td>5 Live Director</td>
<td>1-2, 4-10, 12-15, 17-21, 23, 26-27, 29-33, 36-37, 39-40</td>
<td>23</td>
</tr>
<tr>
<td>Sr Graphic Artist</td>
<td>1-2, 4-10, 12-20, 27, 29-33, 36-37, 39-40</td>
<td>16</td>
</tr>
<tr>
<td>5 Live Digital Multimedia Journalist</td>
<td>1-2, 4-10, 12-20, 22-23, 26-27, 29-33, 36-37, 39-40</td>
<td>23</td>
</tr>
<tr>
<td>Host</td>
<td>1-2, 4-10, 12-15, 17-20, 23, 27, 29-33, 36-37, 39-40</td>
<td>23</td>
</tr>
<tr>
<td>Material Manager</td>
<td>1-2, 4-10, 12-15, 17-20, 26-27, 29-33, 36-37, 39-40</td>
<td>33</td>
</tr>
<tr>
<td>Executive Producer, Entertainment</td>
<td>1-2, 4-10, 12-15, 17-20, 23, 26-27, 29-33, 36-37, 39-40</td>
<td>23</td>
</tr>
<tr>
<td>Field Segment Producer/LA Unscripted</td>
<td>1-2, 4-10, 12-20, 27, 29-34, 36-37, 39-40</td>
<td>16</td>
</tr>
<tr>
<td>Sales Coordinator</td>
<td>1-2, 4-10, 12-20, 27, 29-33, 36-37, 39-40</td>
<td>33</td>
</tr>
<tr>
<td>Assignment Editor</td>
<td>1-2, 4-10, 12-20, 23, 27, 29-33, 36-37, 39-40</td>
<td>23</td>
</tr>
<tr>
<td>Aggregated Content Producer</td>
<td>1-2, 4-10, 12-15, 17-20, 22, 24, 26-27, 29-33, 36-37, 39-40</td>
<td>24</td>
</tr>
<tr>
<td>New Business Account Executive</td>
<td>1-2, 4-10, 12-20, 27, 29-33, 36-37, 39-40</td>
<td>16</td>
</tr>
<tr>
<td>Sales Coordinator</td>
<td>1-2, 4-10, 12-20, 27, 29-33, 36-37, 39-40</td>
<td>16</td>
</tr>
<tr>
<td>Associate Director</td>
<td>1-2, 4-10, 12-20, 22, 24, 26-27, 29-33, 36-37, 39-40</td>
<td>24</td>
</tr>
</tbody>
</table>
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

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<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>News Director</td>
<td>1-2, 4-10, 12-20, 27, 29-33, 36-37, 39-40</td>
<td>33</td>
</tr>
<tr>
<td>KTLA+ Director</td>
<td>1-2, 4-10, 12-20, 27, 29-33, 36-37, 39-40</td>
<td>33</td>
</tr>
<tr>
<td>Digital News Producer</td>
<td>1-2, 4-10, 12-15, 17-20, 22-23, 26-27, 29-33, 36-37, 39-40</td>
<td>23</td>
</tr>
<tr>
<td>Digital News Producer</td>
<td>1-2, 4-10, 12-15, 17-20, 22-23, 26-27, 29-33, 36-37, 39-40</td>
<td>23</td>
</tr>
<tr>
<td>Digital News Producer</td>
<td>1-2, 4-10, 12-15, 17-20, 22-23, 26-27, 29-33, 36-37, 39-40</td>
<td>23</td>
</tr>
<tr>
<td>Digital News Producer</td>
<td>1-2, 4-10, 12-15, 17-20, 22, 26-27, 29-33, 36-37, 39-40</td>
<td>22</td>
</tr>
<tr>
<td>Digital Engagement Editor</td>
<td>1-20, 25-27, 29-33, 35-40</td>
<td>26</td>
</tr>
<tr>
<td>Associate Producer</td>
<td>1-2, 4-10, 12, 14-15, 17, 19-20, 23, 26-27, 29-33, 36-37, 39-40</td>
<td>23</td>
</tr>
<tr>
<td>Associate Producer</td>
<td>1-2, 4-10, 12, 14-15, 17, 19-20, 23, 27, 29-33, 36-37, 39-40</td>
<td>23</td>
</tr>
<tr>
<td>Line Producer</td>
<td>1-2, 4-10, 12, 14-15, 17, 19-20, 27, 29-33, 36-37, 39-40</td>
<td>33</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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         | 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 |
| 5         | 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 |
| 6         | Black Journalists Association of Southern California  
PO Box 75129  
Los Angeles, California 90075  
Email: info@nabjcareers.org  
NABJ Careers | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 7         | 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 |
| 8         | CA Chicano News Media Association  
3800 S Figueroa St  
Los Angeles, California 90037  
Phone: 213 437-4408  
Email: sylvia@ccnma.org  
Silvia Wells | N | 0 |
| 9         | 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 |
| 10        | California Chicano News Media Assn  
3800 Figueroa St  
Los Angeles, California 90037  
Phone: 213 743-4960  
Email: ccnmainfo@ccnma.org  
Julio Moran | N | 0 |
| 11        | California State University Northridge  
11811 Nordhoff St  
Northridge, California 91330  
Phone: 818 677-3135  
Email: ann.morey@csun.edu  
Ann Morey | N | 0 |
| 12        | California State University of Fullerton  
800 N. State College Blvd  
Fullerton, California 92831  
Email: careercenter@fullerton.edu  
Job Postings | N | 0 |
| 13        | California State University of Long Beach  
1250 Bellflower Blvd  
Long Beach, California 90840  
Email: jf@careers.csulb.edu  
Job Postings | N | 0 |
### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification?</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>14</td>
<td>California State University of Northridge&lt;br&gt;18111 Nordhoff St&lt;br&gt;Northridge, California 91330&lt;br&gt;Phone: 818 677-3135&lt;br&gt;Email: <a href="mailto:linda.s.bowen@csun.edu">linda.s.bowen@csun.edu</a>&lt;br&gt;Linda Bowen</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>15</td>
<td>Chapman University&lt;br&gt;One University Drive&lt;br&gt;Orange, California 92866&lt;br&gt;Phone: 714 997-6942&lt;br&gt;Email: <a href="mailto:careers@lmu.edu">careers@lmu.edu</a>&lt;br&gt;Aaron Perez</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>16</td>
<td>Employee Referral&lt;br&gt;Entertainmentcareers.net&lt;br&gt;2118 Wilshire Blvd #401&lt;br&gt;Santa Monica, California 90403&lt;br&gt;Url: <a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a>&lt;br&gt;Job Postings</td>
<td>N</td>
<td>40</td>
</tr>
<tr>
<td>17</td>
<td>Entertainmentcareers.net&lt;br&gt;2118 Wilshire Blvd #401&lt;br&gt;Santa Monica, California 90403&lt;br&gt;Url: <a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a>&lt;br&gt;Job Postings&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>18</td>
<td>Graeme Newell&lt;br&gt;1011 Lyndhurst Falls Lane&lt;br&gt;Knightdale, North Carolina 27545&lt;br&gt;Url: <a href="http://www.602communications.com">http://www.602communications.com</a>&lt;br&gt;Email: <a href="mailto:slizik@602communications.com">slizik@602communications.com</a>&lt;br&gt;Sandy Lizik</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>19</td>
<td>Hollywood Worksource Center&lt;br&gt;4311 Melrose Ave&lt;br&gt;Los Angeles, California 90029&lt;br&gt;Phone: 323 953-4002&lt;br&gt;Email: <a href="mailto:info@careeronestop.org">info@careeronestop.org</a>&lt;br&gt;Job Postings</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>20</td>
<td>Imagen Foundation&lt;br&gt;18034 Ventura Blvd #261&lt;br&gt;Encino, California 91316&lt;br&gt;Phone: 626 376-9751&lt;br&gt;Email: <a href="mailto:jobs@imagen.org">jobs@imagen.org</a>&lt;br&gt;Helen Hernandez</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>21</td>
<td>Indeed&lt;br&gt;7501 N. Capital of Texas Hwy Bldg B&lt;br&gt;Austin, Texas 78731&lt;br&gt;Phone: 203-564-2418&lt;br&gt;Url: <a href="http://www.indeed.com">http://www.indeed.com</a>&lt;br&gt;Online Posting</td>
<td>N</td>
<td>4</td>
</tr>
</tbody>
</table>
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<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
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</tr>
</thead>
<tbody>
<tr>
<td>22</td>
<td>Indeed.com</td>
<td>N</td>
<td>17</td>
</tr>
<tr>
<td>23</td>
<td>Internal Promotion</td>
<td>N</td>
<td>11</td>
</tr>
<tr>
<td>24</td>
<td>Intracompany Transfer</td>
<td>N</td>
<td>2</td>
</tr>
</tbody>
</table>
| 25        | 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                                                       |
| 26        | Linked In                                                                      | N                                                | 31                                                      |
| 27        | 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                                                       |
| 28        | Los Angeles Urban League  
12700 S Avalon Blvd  
Los Angeles, California 90061  
Phone: 323 600-1106 x234  
Email: phipps@laul.org  
Patricia Phipps | N                                                | 0                                                       |
| 29        | 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                                                       |
| 30        | 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                                                       |
# KTLA-TV
## EEO PUBLIC FILE REPORT
### August 1, 2020 - July 31, 2021

## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 31        | 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 | 1 |
| 32        | National Association of Black College Broadcasters  
PO Box 3191  
Atlanta, Georgia 30326  
Phone : 404-523-6136  
Email : lojelks@aol.com  
Lo Jelks | N | 0 |
| 33        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone : 972-764-6715  
Terri Bush  
Manual Posting | N | 77 |
| 34        | Professional/Industry Trade Organization | N | 2 |
| 35        | 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 |
| 36        | Tvjobs  
PO Box 4116  
Oceanside, California 92052  
Phone : 800 374-0119  
Url : http://www.tvjobs.com  
Email : jobs@tvjobs.com  
Job Postings | N | 0 |
| 37        | USC/Annenberg School of Communication  
3502 Watt Way  
Los Angeles, California 90089  
Phone : 213 740-3912  
Email : meghanh@asc.usc.edu  
Megan Hutaff | N | 0 |
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</tr>
</thead>
</table>
| 38        | 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 |
| 39        | 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 |
| 40        | 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:** 185
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Ongoing Event</td>
<td>Listing of each upper-level category opening in a job bank or newsletter</td>
<td>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. The Station also disseminated notices to California Chicano News Media Association, Hollywood Workforce Center and San Diego Workforce Partnership in an effort to post all job vacancies including upper level category openings.</td>
<td>2</td>
<td>General Manager Regional HR Director</td>
</tr>
<tr>
<td>2 Ongoing Event</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>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.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 3/30/2021</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>The Station participated at the Cronkite School/Arizona State University Job Fair. Station personnel met with potential job applicants to discuss career decisions and job requirements at the station and in the broadcasting industry.</td>
<td>1</td>
<td>Executive Producer</td>
</tr>
<tr>
<td>4 5/27/2021</td>
<td>Participation in other activities designed by the station employment unit</td>
<td>The Station in collaboration with CBA has an established a job shadowing program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. The station hosted (2) students for 1 day of job shadowing.</td>
<td>2</td>
<td>News Director Creative Services Director</td>
</tr>
<tr>
<td>5 7/12/2021</td>
<td>Provision of training to management</td>
<td>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.</td>
<td>36</td>
<td>General Manager All hiring Managers</td>
</tr>
</tbody>
</table>