

KTLA-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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Assignment Manager	1-10, 12-18, 23-25, 27-29, 32-33, 35-36	14
KTLA Marketing Strategist	1-10, 12-15, 17-19, 22-25, 27-29, 32-33, 35-36	14
IT Systems Engineer	1-10, 12-13, 15-18, 20, 22-25, 27-29, 32-33, 35-36	20
News Anchor/Reporter	1-10, 12-13, 15, 17-18, 21, 23-25, 27-30, 32, 34-36	21
Line Producer	1-10, 12-13, 15, 17-20, 22-25, 27-29, 32, 34-36	20
Market and Sales Research Analyst	1-10, 12-13, 15, 17-20, 22-25, 27-29, 32, 35-36	20
Executive Producer	1-10, 12-13, 15, 17-18, 23-25, 27-29, 32, 34-36	29
Producer	1-10, 12-13, 15, 17-18, 20, 23-25, 27-29, 32, 34-36	20
MMJ Reporter (Inland Empire)	1-10, 12-13, 15, 17-18, 22-25, 27-29, 32, 34-36	22
Inland Empire Photographer/Live Truck Operator	1-10, 12-15, 17-18, 20, 22-25, 27-29, 32, 34-36	20
Technical Director	1-10, 12-15, 17-19, 22-25, 27-29, 32, 34-36	14
Producer/Writer	1-10, 12-13, 15, 17-18, 22-25, 27-29, 32, 34-36	22
Producer/Writer	1-10, 12-13, 15, 17-18, 20, 23-25, 27-29, 32, 34-36	20
Photographer/Editor	1-18, 20, 22-29, 32-36	20
Assistant News Director, Digital	1-10, 12-15, 17-18, 23-25, 27-30, 32, 34-36	14
Assignment Editor	1-10, 12-13, 15, 17-20, 22-25, 27-29, 32, 34-36	20
Segment Producer/LA Unscripted	1-10, 12-15, 17-18, 22-25, 27-29, 32, 34-36	22
Digital Producer	1-10, 12-15, 17-18, 23-25, 27-29, 32, 34-36	29

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Digital News Producer	1-10, 12-15, 17-18, 22-25, 27-29, 32, 34-36	14
Producer/Writer	1-10, 12-13, 15, 17-20, 22-25, 27-29, 32, 34-36	20
Producer	1-10, 12-15, 17-18, 20, 23-25, 27-29, 32, 34-36	20
Producer/Writer	1-10, 12-15, 17-20, 23-25, 27-29, 32, 34-36	20
Manager, Community Initiatives	1-10, 12-13, 15, 17-18, 20, 22-25, 27- 29, 32, 34-36	20
Associate Director	1, 3-10, 12-13, 15, 17-18, 20, 23-25, 27 -29, 32, 34-36	20
Production Lighting Board & Teleprompter Oper/Grip	1, 3-10, 12-13, 15, 17-18, 20, 22-25, 27 -29, 32, 34-36	20
Production Stage Manager/Prop Master	1, 3-10, 12-13, 15, 17-18, 20, 23-25, 27 -29, 32, 34-36	20
Associate Producer	1-10, 12-15, 17-18, 23-25, 27-29, 32, 34-36	29
Producer/Writer	1-10, 12-15, 17-18, 20, 23-25, 27-29, 32, 34-36	20
Editor	1-10, 12-13, 15-18, 23, 25, 27, 29, 32, 34-36	29
Associate Producer	1-10, 12-19, 22-23, 25, 27, 29, 32, 34- 36	14
Assignment Editor	1-10, 12-20, 23-25, 27, 29, 32, 34-36	20
News Producer	1-10, 12-13, 15-19, 23, 25, 27, 29, 32, 34-36	19
Producer/Writer	1-10, 12-13, 15-19, 21, 23, 25, 27, 29, 32, 34-36	21
Associate Producer	1-4, 6-10, 12-18, 20, 23, 25, 27, 29, 32, 34-36	20
Producer/Writer - KTLA, Los Angeles	1-4, 6-10, 12-13, 15-19, 23, 25, 27, 29, 31-32, 34-36	31

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.

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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	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
4	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
5	Black Journalists Association of Southern California PO Box 75129 Los Angeles, California 90075 Email : info@nabjcareers.org NABJ Careers	N	0
6	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

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7	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
8	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
9	California Chicano News Media Assn 3800 Figueroa St Los Angeles, California 90037 Phone : 213 743-4960 Email : ccnmainfo@ccnma.org Julio Moran	N	0
10	California State University of Fullerton 800 N. State College Blvd Fullerton, California 92831 Email : careercenter@fullerton.edu Job Postings	N	0
11	California State University of Long Beach 1250 Bellflower Blvd Long Beach, California 90840 Email : jf@careers.csulb.edu Job Postings	N	0
12	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
13	Chapman University One University Drive Orange, California 92866 Phone : 714 997-6942 Email : careers@lmu.edu Aaron Perez	N	0
14	Employee Referral	N	26

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15	Entertainmentcareers.net 2118 Wilshire Blvd #401 Santa Monica, California 90403 Url : http://www.entertainmentcareers.net Job Postings Manual Posting	N	0
16	Graeme Newell 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Url : http://www.602communications.com Email : gnewell@602communications.com Sandy Lizik	N	0
17	Hollywood Worksource Center 4311 Melrose Ave Los Angeles, California 90029 Phone : 323 953-4002 Email : info@careeronestop.org Job Postings	N	0
18	Imagen Foundation 18034 Ventura Blvd #261 Encino, California 91316 Phone : 626 376-9751 Email : jobs@imagen.org Helen Hernandez	N	0
19	Indeed.com	N	21
20	Internal Promotion	N	18
21	Intracompany Transfer	N	2
22	Linked In	N	25
23	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

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24	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
25	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
26	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
27	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
28	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
29	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	84
30	Professional/Industry Trade Organization	N	5
31	Re-hire	N	1

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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
33	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
34	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
35	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
36	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:			182

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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	Drafts
2	9/23/2021	Participation in Job Fairs	The Station participated at the Radio Television Digital News Association Job Fair. Station personnel met with potential job applicants to discuss career decisions and job requirements at the station and in the broadcasting industry.	1	News Director
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 intern from California State University of Northridge during the Spring 2022 Semester.	1	Assistant News Director
4	4/12/2022	Participation in events or programs sponsored by educational institutions	The Station participated at the St Francis High School/La Canada CareerFair. Station personnel met with potential job applicants to discuss career decisions and job requirements at the station and in the broadcasting industry.	1	Aggregated Content Producer
5	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.	32	General Manager All Hiring Managers