

KSWB-TV

EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

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
Digital News Producer	5-10, 12, 15, 17, 19, 22, 24-26, 29-31, 35-36	22
Anchor	5-12, 14-15, 17, 20, 22, 24-27, 29-31, 35-36	20
Associate Producer	5-10, 12, 15, 17-18, 22, 24-27, 29-31, 35-36	22
Commercial Producer	5-10, 12, 14-15, 17-19, 22, 24-27, 29- 31, 35-36	14
Broadcast Engineer/IT Specialist	5-10, 12, 15-18, 22, 24-26, 29-33, 35- 36	18
Producer	5, 7-10, 12, 14-17, 19, 24-26, 29-33, 35 -36	19
Producer	2, 5-10, 12, 15-17, 22, 24-26, 29-33, 35 -36	26
Sports MMJ	2-3, 5-10, 12, 14-17, 22-26, 28-36	22
Reporter	3, 5-10, 12-17, 20, 24-26, 29-33, 35-36	20
Producer	5-6, 8-12, 14-18, 22, 24-26, 29-33, 35- 36	18
Reporter	5-6, 8-10, 12, 14-17, 20, 22, 24-26, 29- 33, 35-36	20
Producer	5-6, 8-10, 12, 14-18, 20, 22, 24-26, 29- 33, 35-36	20
Reporter	5-6, 8-10, 12, 14-17, 21, 24-26, 29-33, 35-36	21
News Photographer	5-6, 8, 10, 12, 14-17, 19, 22, 24-26, 29- 33, 35-36	14
National Sales Assistant	5-6, 8, 10-12, 14-18, 22, 24-26, 29-33, 35-36	14
Studio Technician	5-6, 8, 10, 12, 14-18, 20, 24-26, 29-33, 35-36	20
Associate Producer	5-6, 8, 10, 12, 15-17, 20, 22, 24-26, 29- 33, 35-36	20
Account Executive	5-6, 8, 10-12, 14-17, 19, 22, 24-26, 29- 33, 35-36	11

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Digital Content Manager	5-6, 8, 10-12, 15-17, 20, 22, 24-26, 29-33, 35-36	20
Assignment Manager	1, 4-10, 12, 14-17, 19, 22, 24-27, 29-33, 35-36	22
Digital News Producer	5-6, 8, 10, 12, 14-17, 22, 24-26, 29-33, 35-36	22
News Photographer	5-6, 8, 10, 12, 14-15, 17-18, 22, 24-26, 29-33, 35-36	14
Studio Technician	5-6, 8, 10, 12, 15, 17, 19-20, 24-26, 29-33, 35-36	20

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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	America's Job Center of California 1111 Bay Blvd Suite E Chula Vista, California 91911 Phone : 619 628-0341 Fax : 1-619-424-2218 Enemias Rocha	N	0
2	Asian American Journalists Association 1182 Market St suite 320 San Francisco, California 94102 Phone : 415 346-2051 Email : post@aaaja.org Albert Lee	N	0
3	Black Journalists Association of Southern California PO Box 75129 Los Angeles, California 90075 Email : info@nabjcareers.org Career Center	N	0
4	CA Broadcasters Association 915 L Street #1150 Sacramento, California 95814 Url : http://www.yourcba.com Job Postings Manual Posting	N	0
5	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
6	California Chicano News Media Assn 3800 Figueroa St Los Angeles, California 90037 Phone : 213 743-4960 Email : ccnmainfo@ccnma.org Julio Moran	N	0
7	California State University Northridge 11811 Nordhoff St Northridge, California 91330 Phone : 818 677-3135 Email : ann.morey@csun.edu Ann Morey	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
8	California State University of Fullerton 800 N. State College Blvd Fullerton, California 92831 Email : careercenter@fullerton.edu Job Postings	N	0
9	California State University of Long Beach 1250 Bellflower Blvd Long Beach, California 90840 Email : jf@careers.csulb.edu Job Postings	N	0
10	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
11	CareerBuilder.com	N	5
12	Chapman University One University Drive Orange, California 92866 Phone : 714 997-6942 Email : careers@lmu.edu Aaron Perez	N	0
13	Cuyanaca College 900 Rancho San Diego Parkway El Cajon, California 92101 Phone : 619 660-4436 Email : Cindy.Morrin@gcccd.edu Cindy Morrin	N	0
14	Employee Referral	N	35
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 : slizik@602communications.com Sandy Lizik	N	0

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17	Imagen Foundation 18034 Ventura Blvd #261 Encino, California 91316 Phone : 626 376-9751 Email : jobs@imagen.org Helen Hernandez	N	0
18	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	9
19	Indeed.com	N	16
20	Internal Promotion	N	8
21	Intracompany Transfer	N	1
22	Linked In	N	42
23	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
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	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
26	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	28

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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	Palomar College 1140 West Mission Road San Marcos, California 92069 Url : http://www.palomar.edu/counseling/careercenter/ Email : ppierce@palomar.edu Pippa Pierce	N	0
28	San Diego County Office of Education 6401 Linda Vist Rd Room 408 San Diego, California 92111 Phone : 858 571-7243 Url : http://www.sdcoe.net Email : smiyasaki@sdcoe.net Suzanne Miyasaki	N	0
29	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
30	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
31	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
32	San Diego Workforce San Diego Career Center San Diego, California Phone : 619 266-4208 Email : RaafatAlaraji@workforce.org Raafat Alaraji	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
33	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
34	Tvgigs.com 2233 Wisconsin Avenue Suite 400 Washington, District of Columbia 20007 Phone : 202-965-1100 Email : postagig@tvigsonline.com Job Postings	N	0
35	Tvjjobs PO Box 4116 Oceanside, California 92052 Phone : 800 374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Job Postings	N	1
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:			145

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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. The Station also disseminated notices to California Chicano News Media Association of Black College Broadcasters in an effort to post all job vacancies including upper level category openings.	1	General Manager
2	3/30/2021	Participation in Job Fairs	The Station participated at the Cronkite School/Arizona State University Job Fair. Station personnel met with potential job applicants. 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	4/21/2021	Participation in Job Fairs	The Station participated at the Palomar College 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	Producer
4	7/12/2021	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