

KRON-TV

EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

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 |
|---------------------------------------|---|-----------------------|
| Integrated Digital Specialist | 1, 3-4, 6-17, 19-21, 23-25, 29-30, 32-34, 36-40, 42-44, 46, 48-49, 51-56, 59-61, 63 | 34 |
| Producer, Evening | 1, 3-4, 6, 8-21, 23-25, 29-30, 32-33, 36-40, 42-46, 48-49, 51-57, 59-61, 63 | 57 |
| Assignment Editor | 1, 3-4, 6, 8-21, 23-26, 29-30, 32-33, 36-40, 42-46, 48-49, 51-56, 59-61, 63 | 26 |
| Video Journalist | 1, 3, 6, 8-17, 19-21, 23-25, 29-30, 32-33, 36-40, 42-49, 51-57, 59-61, 63 | 47 |
| Assignment Desk | 1-3, 5-6, 8-12, 14-21, 23-25, 29-30, 33, 36-40, 42-46, 48, 51-57, 59-61, 63 | 18 |
| Newscast Producer | 1, 3, 5-12, 14-21, 23-25, 29-30, 33, 36-39, 42-46, 48, 51-57, 59-61, 63 | 18 |
| Newscast Producer | 1, 3, 5-12, 14-21, 23-25, 27, 29-31, 33-34, 36-39, 42-46, 48-49, 51-57, 59-61, 63 | 34 |
| Chief Meteorologist | 1, 3-6, 8-12, 14-17, 19-26, 29-30, 33-34, 36-39, 43-46, 48-49, 51-59, 61, 63 | 26 |
| Video Journalist/Live Van Operator | 1, 3, 5-6, 8-12, 14-17, 19-25, 29-30, 33-34, 36-39, 43-46, 48-49, 51-59, 61, 63 | 45 |
| Newscast Producer | 1, 3, 5-14, 16-25, 29-30, 33-34, 36-39, 43-46, 48-49, 51-57, 59, 61, 63 | 34 |
| Newscast Producer | 1, 3, 5-6, 8-12, 14-26, 29-30, 33-34, 36-39, 43-46, 48-49, 51-57, 59, 61, 63 | 26 |
| Newscast Producer | 1, 3, 5-6, 8-12, 14-17, 19-25, 28-30, 33-34, 36-39, 43-46, 48-49, 51-57, 59, 61, 63 | 34 |
| Photographer/Live Van Operator | 1, 3, 5-6, 8-12, 14-25, 29-30, 33-34, 36-39, 43-46, 48-49, 51-57, 59, 61, 63 | 45 |
| Bureau Reporter/Multimedia Journalist | 1, 3, 6-12, 14-21, 23-25, 29-30, 33, 36-40, 43-46, 48-49, 51-54, 56-57, 59, 61-63 | 40 |
| Video Journalist | 1, 3, 5-12, 14-17, 19-21, 23-25, 29-30, 33-34, 36-39, 43-46, 48-49, 51-54, 56-57, 59, 61-63 | 45 |

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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 |
|-------------------|--|-----------------------|
| Reporter, Sports | 1, 3, 5-6, 8-12, 14-17, 19-21, 23-25, 29-30, 33, 35-40, 43-46, 48, 51-54, 56-57, 59, 61-63 | 40 |
| Newscast Producer | 1, 3, 5-6, 8-12, 14-17, 19-25, 29-30, 33, 36-39, 43-46, 48-49, 51-54, 56-57, 59, 61-63 | 45 |
| Digital Producer | 1, 3, 5-6, 8-12, 14-17, 19-25, 29-30, 33-34, 36-39, 43-46, 48, 51-54, 56-59, 61-63 | 45 |
| Newscast Producer | 1, 3, 5-6, 8-12, 14-21, 23-25, 29-30, 33-34, 36-39, 43-46, 48, 51-54, 56-57, 59, 61-63 | 34 |
| Video Journalist | 1, 3, 5-6, 8-12, 14-15, 17-21, 23-25, 29-30, 33, 35-39, 43-46, 48, 51-54, 56-59, 61-63 | 18 |
| News Anchor | 1, 3-12, 14-15, 17-21, 23-25, 29-31, 33, 35-48, 51-54, 56-57, 59, 61-63 | 18 |
| Video Journalist | 1, 3, 5-14, 17-21, 23-25, 29-30, 33, 35-39, 42-46, 48, 50-54, 56-57, 59, 61-63 | 45 |
| News Anchor | 3, 5-12, 14-15, 17, 19-20, 23-25, 28-30, 33, 35-40, 42-48, 51-54, 56-57, 59, 61-63 | 45 |
| Newscast Producer | 3, 5-12, 14-15, 17-20, 23-25, 29-30, 33, 35-39, 42-46, 48, 51-54, 56-57, 59, 61-63 | 45 |

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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 | Academy of Art College 79 New Montgomery San Francisco, California 94105 Phone : 800-544-2787 Email : industryoncampus@academyart.edu Ellen Supple | N | 0 |
| 2 | Adams Broadcast Consulting 17350 Mallard Drive Sonoma, California 95476 Email : dana@adamsconsulting.tv Dana Adams | N | 0 |
| 3 | Alumni Career Services 1 Alumni House - UCB Berkeley, California 94720 Phone : 510-642-1716 Email : ocr@berkeley.edu Nancy McNeil | N | 0 |
| 4 | Bell Talent 81-112 Avenida Castelar Indio, California 92203 Phone : 7603470500 Url : www.belltalent.com Email : belltalent@aol.com Fax : 1-760-347-0501 Roger Bell | N | 0 |
| 5 | Broadcast Cable Broadcast and Cable 12th Floor New York, New York 10016 Email : admin@tvjobs.com Jobs Listing | N | 0 |
| 6 | Cal State University, Chico Recruiting Chico, California 95929 Phone : 530-898-4636 Email : studemploy@csuchico.edu Jodie Veale | N | 0 |
| 7 | 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 |

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|------------------|---|--|---|
| 8 | California Broadcasting Association 915 L St #1150 Sacramento, California Email : jberry@yourCBA.com Joe Berry | N | 0 |
| 9 | Center for Independent Living 3075 Adeline St, Ste 110 Berkeley, California 94703 Phone : 510-841-4776 Email : pcortopassi@cilberkeley.org Paul Cortopassi | N | 0 |
| 10 | Centro Latino de SF, Inc. 1656 15th Street, SF San Francisco, California 94103 Phone : 415-861-8790 Email : olgapoveda@yahoo.com Maria Eugenia Sarti | N | 0 |
| 11 | City College Job Development Group John Adams Campus 1860 Hayes Street, Rm 234 San Francisco, California 94117 Phone : 415-561-1900 Email : sorille@ccsf.edu Shelly Orille | N | 0 |
| 12 | City College of San Francisco 50 Phelan Avenue San Francisco, California 94112 Phone : 415-239-3000 Email : jubungen@ccsf.edu Josephine Ubungen | N | 0 |
| 13 | City of Pasadena - Telecommunications Admin. 2057 N. Los Robles Avenue Suite 2 Pasadena, California 91104 Phone : 626-744-4366 Email : humanresources@cityofpasadena.net Alexis Alva | N | 0 |
| 14 | College of Marin 835 College Avenue Kentfield, California 94904 Phone : 415-457-8811 Email : job.placement@marin.edu Carol Perez | 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 |
|-----------|--|---|--|
| 15 | Commission on the Status of Women 100 N. Garfield Room 321 Pasadena, California 91104 Phone : 626-744-6530 Email : jchilin@cityofpasadena.net Yesceni Ramirez | N | 0 |
| 16 | Ecology Center 2530 San Pablo Avenue Berkeley, California 94702 Phone : 510-548-3402 Email : calendar@ecologycenter.org Jennifer Bresee | N | 0 |
| 17 | EDD 801 Turk Street San Francisco, California 94104 Phone : 415-749-7503 Email : sfjobs@edd.ca.gov Jobs Listing | N | 0 |
| 18 | Employee Referral | N | 17 |
| 19 | Entertainment Employment Journal P.O. Box 60163 Corpus Christi, Texas 78466 Phone : 716-673-3327 Email : careers@fredonia.edu Gregorio Carbajal | N | 0 |
| 20 | Goodwill Industries 1500 Mission Street San Francisco, California 94103 Phone : 415-575-2101 Email : psmith@sfgoodwill.org Peter Smith | N | 0 |
| 21 | Goodwill Industries of the Greater Bay Area 1301 30th Avenue Oakland, California 94601 Phone : 510-698-7200 Email : berben@eastbaygoodwill.org Fatima England | 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 |
|-----------|--|---|--|
| 22 | Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 650-282-8066 Sunday Bejide Manual Posting | N | 11 |
| 23 | Independent Living Resources Center of San Francisco 649 Mission Street 3rd Floor San Francisco, California 94105 Phone : 415-543-6222 Email : info@ilrcsf.org Jobs Listing | N | 0 |
| 24 | Independent Living Resources of Contra Costa County 1850 Gateway Blvd. Ste 120 Concord, California 94520 Phone : 925-363-7293 Email : susane@ilrsc.org Jobs Listing | N | 0 |
| 25 | Intercollegiate Athletics and Sports/Cal Program 177 Hearst Gymnasium Berkeley, California 94720 Phone : 657-278-3122 Email : careercenter@fullerton.edu Jobs Listing | N | 0 |
| 26 | Internal Promotion | N | 3 |
| 27 | Job Fair | N | 1 |
| 28 | Job/Bulletin Board | N | 2 |
| 29 | John F. Kennedy University 100 Ellinwood Way Room 313 Pleasant Hill, California 94523 Phone : 925-969-3300 Email : career@jfku.edu Lynden Tripp | N | 0 |
| 30 | KELO-TV 501 South Phillips Avenue Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Email : lblankers@keloland.com Jobs Listing | 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 |
|-----------|---|---|--|
| 31 | Ken Lindner & Associates, Inc. 2029 Centure Park East Suite 1000 Los Angeles, California 90067 Fax : 1-310-277-5806 Jobs Listing | N | 1 |
| 32 | KLFY-TV 2410 Eraste Landry Road Lafayette, Louisiana 70506 Phone : 337-981-4823 Email : jponthie@klfy.com Jobs Listing | N | 0 |
| 33 | Laney College - Student Employment Services 900 Fallon St. Oakland, California 94607 Phone : 510-834-5740 Email : rzion@peralta.edu Raya Zion | N | 0 |
| 34 | LinkedIn 2029Stierlin Court Mountain View, California Job Listing Manual Posting | N | 24 |
| 35 | LornaDave Agency PO Box 368 Fogelsville, Pennsylvania 18051 Phone : 6102481317 Url : www.lornadave.com Email : John@lornadave.com John Derr | N | 2 |
| 36 | Media Alliance 1904 Franklin St Suite 500 Oakland, California 94612 Phone : 510-684-6853 Email : jobfile@media-alliance.org Jeff Perlstein | N | 0 |
| 37 | Media Line 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Jobs Listing | 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 |
|------------------|---|--|---|
| 38 | Menlo College 1000 El Camino Real Atherton, California 94027 Phone : 650-543-4097 Url : http://www.menlo.edu/student-life/career-services/ Email : zach.osborne@menlo.edu Kratt Hall | N | 0 |
| 39 | Mission Language and Vocational School 2929 19th Street San Francisco, California 94110 Phone : 415-622-5432 Email : vocschool@aol.com Gustavo Chavarria | N | 0 |
| 40 | Napoli Management Group 8844 West Olympic Blvd, Suite 100 Beverly Hills, California 90211 Phone : 310-385-8227 Email : mcInerneys@tvtaent.com Sue McInerney | N | 6 |
| 41 | Napoli Management Group 8844 West Olympic Blvd. Suite 100 Beverly Hills, California 90211 Phone : 310-385-8222 Gary Brown Manual Posting | N | 1 |
| 42 | National Association of Black Journalists 1100 Knight Hall 3100 College Park, Maryland 20742 Phone : 301-405-0248 Email : sberry@nabj.org Jobs Listing | N | 0 |
| 43 | National Gay & Lesbian Journalist Association 2120 L Street NW Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nljja.org Jobs Listing | N | 0 |
| 44 | National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, California 91105 Phone : 626-792-6462 Email : info@nhmc.org Claudia Flores | N | 0 |

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|-----------|---|---|--|
| 45 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting | N | 54 |
| 46 | Notre Dame de Namur University 1500 Ralston Avenue Belmont, California 94002 Phone : 650-508-3667 Url : http://www.ndnu.edu/ Email : careercenter@ndnu.edu Robert Moon | N | 0 |
| 47 | NWT Group 2110 Elmwood Bryan, Texas 77802 David Christopher Manual Posting | N | 3 |
| 48 | Ohlone College 43600 Mission Boulevard Fremont, California 94539 Phone : 510-659-6000 Email : rhernandez@ohlone.edu Jobs Listing | N | 0 |
| 49 | Pasadena Media 150 S Los Robles Avenue Pasadena, California 94101 Phone : 626-794-8585 Url : http://www.pasadenamedia.org Email : info@pasadenamedia.org Quyen Lovrich | N | 0 |
| 50 | Professional/Industry Trade Organization | N | 1 |
| 51 | San Francisco State University 1600 Holloway Avenue San Francisco, California 94132 Phone : 415-338-1111 Email : recruit@sfsu.edu Jobs Listing | N | 0 |

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|------------------|--|--|---|
| 52 | San Jose State University Recruiting San Jose, California 95192 Phone : 415-338-6237 Email : babak.sarrafan@sjsu.edu Jobs Listing | N | 0 |
| 53 | Silicon Valley Independence Living 2202 N 1st Street San Jose, California 95131 Phone : 408-894-9041 Url : http://svilc.org/ Email : francesm@svilc.org Jobs Listing | N | 0 |
| 54 | Skyline College Career Center 3300 College Drive San Bruno, California 94066 Phone : 650-738-4100 Email : jenneyb@smccd.edu Jobs Listing | N | 0 |
| 55 | Society for Professional Journalists 3909 N. Meridian Street Indianapolis, Indiana 46208 Phone : 317-927-8000 Email : spj@spj.org Renee Vaske | N | 0 |
| 56 | St. Mary's College Career Center P.O. Box 3421 Moraga, California 94575 Phone : 925-631-4000 Email : careers@stmarys-ca.edu Jim Weyland | N | 0 |
| 57 | Station Website-WWW.KRON4.COM 900 Front Street San Francisco, California 94111 Phone : 415-441-4444 Url : WWW.KRON4.COM Email : fawcett@kron.com Fax : 1-415-561-8174 Angela Fawcett | N | 7 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|---|---|--|
| 58 | TV Jobs P O Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Jobs Listing | N | 7 |
| 59 | WATE-TV 1306 Broadway, NE Knoxville, Tennessee 37917 Phone : 865-637-6666 Email : mmorris@wate.com Jobs Listing | N | 0 |
| 60 | WBAY-TV 115 South Jefferson Street Green Bay, Wisconsin 54301 Phone : 920-432-3331 Email : mfeldman@wbay.com Peggy Wilcox | N | 0 |
| 61 | WLNS-TV 2820 East Saginaw Lansing, Michigan 48912 Phone : 517-372-8282 Email : csullivan@wlns.com Jobs Listing | N | 0 |
| 62 | www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| 63 | YWCA Career Services 375 S. Third Street San Jose, California 95112 Phone : 408-295-4011 Email : mbejarano@ywca-sv.org Erica Rivera | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 140 |

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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 | 8/1/2017 | Participation in events sponsored by community groups | KRON-TV Reporter/Video Journalist was a guest speaker at "National Night Out" program in Mountain View and Belmont which is an annual community building event to make neighborhoods safer. The reporter does a segment focusing on ride along's with the police. He spoke about his segment and pursuing a career in news media as a news reporter and broadcaster. He had Q & A about his career in broadcasting, future opportunities, and possible internships. | 1 | Reporter/Video Journalist |
| 2 | 8/1/2017 | Establishment of an intern program designed to assist members of the community | KRON-TV 2017 Fall Internship Program. We had six (6) students who participated in the Fall Internship Program. The six (6) students came from San Jose University, SF State University, City College of San Francisco and Chabot College. These six (6) interns worked in the News department. KRON-TV has maintained a strong internship program to place interns in news, local programming, creative services, community relations, sales, and website departments. Interns come from local and national colleges and universities. Interns must receive college credit for their internships. | 3 | News Director Sr. Assignment Editor Assignment Editor |
| 3 | 8/2/2017 | Participation in events sponsored by community groups | KRON-TV main Evening News Anchor was a speaker for the Summer Cultural Enrichment Program for the East Oakland Youth Development Center. She spoke about her career in broadcasting, work in journalism and future career opportunities. The Annual luncheon provided an opportunity for the kids to be exposed to different opportunities. | 1 | Evening News Anchor |

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|---|-------------|--|--|-------------------------------------|---|
| 4 | 8/5/2017 | Participation in events sponsored by community groups | KRON-TV Reporter/Video Journalist was a guest at the Miss Middle East Beauty Pageant which allows contestants the opportunity to expand their intelligence, talents and cultures. It also fulfills their goals, dreams and career aspirations. She spoke and had Q & A about her career in broadcasting and future career opportunities. | 1 | Reporter/Video Journalist |
| 5 | 8/19/2017 | Participation in events sponsored by community groups | KRON-TV Reporter/Video Journalist was guest speaker at the Lafayette Police Department Motorcycle Challenge. He did a presentation discussing his segment "People Behaving Badly" and answered questions during a 15-20 minute Q & A session. He discussed his career in broadcasting and his special segment which focuses on drivers behaving badly in every day life along with future opportunities in broadcasting. | 1 | Reporter/Video Journalist |
| 6 | 8/26/2017 | Participation in events sponsored by community groups | KRON-TV Evening Anchor hosted a fundraiser as a founding member of the Friends of Faith Breast Cancer Organization who was a fellow broadcaster. She spoke about his career experiences in broadcasting, shared advice with attendees on broadcasting and future career opportunities, All funds raised are distributed locally in all the Bay Area communities. KRON-TV Weather Anchor also attended. | 2 | Evening News Anchor Weather Anchor |
| 7 | 9/12/2017 | Participation in events sponsored by community groups | Business and HR Administrator hosted a tour of the KRON-TV station and studio for 10 college students from San Francisco State University majoring in Broadcast Journalism. A presentation and Q&A were provided that covered employment or careers in broadcasting when applicable. | 3 | Business and HR Administrator Talent Assignment Editor |

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|----|-------------|--|--|-------------------------------------|-------------------------------|
| 8 | 9/16/2017 | Participation in events sponsored by community groups | KRON-TV Evening Anchor hosted the Gala Fundraiser for the Sun Reporter Newspaper which serves the African-American community of San Francisco and the Bay Area. She spoke about her career experiences in broadcasting, shared advice with attendees on broadcasting and future career opportunities. | 1 | Evening News Anchor |
| 9 | 9/23/2017 | Participation in events sponsored by community groups | KRON-TV Evening Anchor was the special guest at the 22nd Annual Back-To-School Shoe Giveaway "Put Your Best Foot Forward." The African Methodist Episcopal (FAME) Church has hosted this event for over 21 years. Last year, 2,500 free new pairs of shoes were distributed to low-income K-12th grade students across Alameda County. 5,000 people enjoyed a safe afternoon filled with community and health resources as well as family oriented activities. | 1 | Evening News Anchor |
| 10 | 9/29/2017 | Participation in events sponsored by community groups | Business and HR Administrator hosted a tour of the KRON-TV station and studio for 10 students from Central Middle School in San Carlos who produce a weekly news show. A presentation and Q&A was provided that covered employment or careers in broadcasting when applicable. | 1 | Business and HR Administrator |
| 11 | 10/3/2017 | Participation in events sponsored by community groups | KRON-TV Evening Anchor was Guest Speaker at the Veterans Resource Fair. This event provides Bay Area veterans, active duty, and transitioning military with the opportunity to meet with potential employers, veteran support agencies, academic institutions, and training program providers. A presentation and Q & A was provided that covered employment or careers in broadcasting. | 1 | Evening News Anchor |

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| 12 | 10/4/2017 | Participation in events sponsored by community groups | Business and HR Administrator hosted a tour of the KRON-TV station and studio for 23 students from Aptos Middle School who produce a weekly news show. A presentation and Q&A was provided that covered employment or careers in broadcasting when applicable. | 1 | Business and HR Administrator |
| 13 | 10/18/2017 | Participation in events sponsored by community groups | KRON-TV Reporter/Video Journalist was a guest lecturer/speaker at Women of Blackhawk Country Club. He spoke and had Q & A about his career in broadcasting and future career opportunities. | 1 | Reporter/Video Journalist |
| 14 | 11/9/2017 | Participation in events sponsored by community groups | KRON-TV Reporter/Video Journalist was guest speaker at the Association of California School Administrators. The ACSA believes every student deserves equal opportunities to succeed. He spoke of opportunities in his field and showed various video segments along with answering some questions during an open Q & A. | 1 | Reporter/Video Journalist |
| 15 | 11/9/2017 | Participation in events sponsored by community groups | Business and HR Administrator hosted a tour of the KRON-TV station and studio for 24 students from Brentwood Middle School who produce a weekly news show. A presentation and Q&A was provided that covered employment or careers in broadcasting when applicable. | 1 | Business and HR Administrator |
| 16 | 11/10/2017 | Participation in events sponsored by community groups | KRON-TV News Anchor was a guest presenter at Career Day for the Westborough student body. He did a 15 minute presentation per class for a total of seven classes and answered Q & A in each class. He spoke about his career experiences in broadcasting, shared advice with students on broadcasting and future career opportunities for growth in his field. | 1 | Evening News Anchor |
| 17 | 11/10/2017 | Participation in events sponsored by community groups | KRON-TV main evening News Anchor was the Mistress of Ceremony and guest speaker at the Annual SF Free Clinic Luncheon which honors their volunteers and donors. She spoke about her career in broadcasting, work in journalism and future career opportunities. | 1 | Evening News Anchor |

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| 18 | 12/2/2017 | Participation in events sponsored by community groups | KRON-TV Reporter/Video Journalist attended the Associated Press Television and Radio Association (APTRA) Academy Boot Camp type of learning experience for aspiring reporters in broadcast media. The event took place at the Malibu Canyon Summer Camp facility where he was mentor for the weekend. He spoke of his decades of knowledge to prepare the next generation of reporters and MMJ's, for the pursuit of News. | 1 | Reporter/Video Journalist |
| 19 | 1/14/2018 | Participation in events sponsored by community groups | KRON-TV main evening News Anchor was the Mistress of Ceremony and guest speaker at the Manzanita Recreation Center 20th Anniversary celebrating Rev. Dr. Martin Luther King Jr. She spoke about her career in broadcasting, work in journalism and future career opportunities. | 1 | Reporter/Video Journalist |
| 20 | 1/21/2018 | Establishment of training programs for station personnel | Promising Production Assistants are offered training in the Associate Producer Position and Associate Producers are offered training as News and Web Producers, rendering them eligible for promotion should opportunities arise. The training includes company website updating, assignment desk duties, desktop editing, video server usage, and news publishing systems. We had (1) employee who successfully completed this training program, and was placed in a position of News Producer on 1/21/2018. | 4 | News Director Assistant News Director Executive Producer Executive Producer Digital Content |
| 21 | 1/26/2018 | Participation in events sponsored by community groups | KRON-TV main evening Anchor emcee's the 50th Anniversary Gala for the Background of Lawyers Committee for Civil Rights. The work to advance, protect and promote the legal rights of communities of color, and low-income persons, immigrants, and refugees. She spoke about her career in broadcasting and future career opportunities. She also answered Q&A following the event. | 1 | Evening News Anchor |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|----|-------------|--|--|-------------------------------------|---|
| 22 | 2/1/2018 | Establishment of an intern program designed to assist members of the community | KRON-TV 2017 Winter Internship Program. We had eight (8) students who participated in the Winter Internship Program. The eight (8) students came from San Francisco State University, San Jose State University, Arizona State University, Chabot College and Lahey College. These eight (8) interns worked in the News department. KRON-TV has maintained a strong internship program to place interns in news, local programming, creative services, community relations, sales, and website departments. Interns come from local and national colleges and universities. Interns must receive college credit for their internships. | 3 | News Director Sr. Assignment Editor Assignment Editor |
| 23 | 2/19/2018 | Participation in events sponsored by community groups | Business and HR Administrator hosted a tour of the KRON-TV station and studio for 2 community members as part of a Fundraiser Auction at a Community Outreach Clinic. A presentation and Q&A was provided that covered employment or careers in broadcasting when applicable. | 1 | Business and HR Administrator |
| 24 | 2/26/2018 | Participation in events sponsored by community groups | KRON-TV Reporter/Video Journalist was a panelist at the American Public Transportation Association Marketing & Communications workshop. He did a presentation discussing his segment "People Behaving Badly" and answered questions. He discussed his career in broadcasting and his special segment which focuses on drivers behaving badly in every day life along with future opportunities in broadcasting. | 1 | Reporter/Video Journalist |
| 25 | 3/7/2018 | Participation in events sponsored by community groups | Business and HR Administrator hosted a tour of the KRON-TV station and studio for 12 students from Tennyson High School who produce a weekly news show. A presentation and Q&A was provided that covered employment or careers in broadcasting when applicable. | 1 | Business and HR Administrator |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|----|-------------|--|--|-------------------------------------|--|
| 26 | 3/7/2018 | Sponsorship of events in the community designed to increase public awareness | KRON-TV Anchor was moderator and panelist for the Commonwealth Club of Marin. There was a featured presentation on predictions of rising sea levels, melting glaciers and increasing temperatures have filled the news for decades. How does this affect us on the local level? What is happening in Marin County and how are our local leaders tackling sea level rise, higher temperatures and an increasing risk of dangerous wildfires? A presentation and Q&A were provided that covered employment or careers in broadcasting when applicable. | 1 | Anchor |
| 27 | 3/13/2018 | Participation in events sponsored by community groups | KRON 4 News staff visited City College of Francisco for a Q & A session with young broadcasting students in the (BEMA) Program-Broadcast Electronic Media. They spoke and had Q & A about their career in broadcasting, future career opportunities and possible internships. | 4 | Weather Anchor Reporter/Video Journalist Producer Director |
| 28 | 3/16/2018 | Participation in events sponsored by community groups | KRON-TV Weather Anchor visited Rosa Parks elementary school in Berkeley for career week/women's month! She talked about the news business, created their very own newscast and discussed the importance of education. She had Q & A about her career in broadcasting and future career opportunities. | 1 | Weather Anchor |
| 29 | 3/17/2018 | Participation in events sponsored by community groups | KRON-TV main evening News Anchor attended the San Francisco Chapter of the National Coalition of 100 Black Women, Inc. and was honored with the Trailblazer Award for her dedication to community service, leadership development, education, health, political action and economic empowerment of women and girls of African descent. She spoke about her career in broadcasting and future career opportunities for women coming up in the industry. | 1 | Evening News Anchor |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|----|-------------|--|--|-------------------------------------|--|
| 30 | 4/1/2018 | Participation in events sponsored by community groups | KRON-TV Reporter/Video Journalist was a guest speaker International Peace Office Association. He works with CHP frequently in his featured segment on KRON-TV focusing on people in the San Francisco Bay Area violating various laws and educating the community on ways to be a better member of their community by the way they drive. He spoke and had a Q & A about his career in broadcasting and future career opportunities. | 1 | Reporter/Video Journalist |
| 31 | 4/4/2018 | Participation in events sponsored by community groups | Business and HR Administrator hosted a tour of the KRON-TV station and studio for 25 students from a Mexico girls school doing a Bay Area tour of various career options for young women in TV, Print and Social Media Tech companies. A presentation and Q&A was provided that covered employment or careers in broadcasting when applicable. | 1 | Business and HR Administrator |
| 32 | 4/4/2018 | Participation in events sponsored by community groups | Business and HR Administrator hosted a tour of the KRON-TV station and studio for 6 college students from City College of San Francisco majoring in Broadcast Journalism. A presentation and Q&A was provided that covered employment or careers in broadcasting when applicable. | 2 | Business and HR Administrator News Producer |
| 33 | 4/5/2018 | Participation in events sponsored by community groups | Business and HR Administrator hosted a tour of the KRON-TV station and studio for 9 college students from City College of San Francisco majoring in Broadcast Journalism. A presentation and Q&A was provided that covered employment or careers in broadcasting when applicable. | 2 | Business and HR Administrator News Producer |
| 34 | 4/18/2018 | Participation in events sponsored by community groups | Business and HR Administrator hosted a tour of the KRON-TV station and studio for 13 college students from Pacific Union College majoring in Broadcast Journalism. A presentation and Q&A were provided that covered employment or careers in broadcasting when applicable. | 1 | Business and HR Administrator |

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III. RECRUITMENT INITIATIVES

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|----|-------------|--|---|-------------------------------------|--------------------------------------|
| 35 | 4/23/2018 | Participation in events sponsored by community groups | KRON-TV Weather Anchor attended the "Power Of Her" brunch in Oakland. She served as a panelist/speaker representing women in media. The event highlighted successful business women from Oakland. It focused on community involvement, mentoring and entrepreneurship. She spoke and had Q & A about her career in broadcasting and future career opportunities. | 1 | Weather Anchor |
| 36 | 4/27/2018 | Participation in events sponsored by community groups | KRON-TV main evening News Anchor was the Mistress of Ceremony and guest speaker at the Annual Girls, Inc. Luncheon. She spoke about her career in broadcasting, work in journalism and future career opportunities. The Annual fundraiser celebrated amazing women who are influencing the world every day, empowering individuals, agencies, and the entire communities to create meaningful change. | 1 | Evening News Anchor |
| 37 | 5/7/2018 | Participation in events sponsored by community groups | Director of Promotions and Production hosted a tour of the KRON-TV station and studio for 10 students from Charlotte Woods Middle School who are in a video production class. A presentation and Q&A was provided that covered employment or careers in broadcasting when applicable. | 1 | Director of Promotion and Production |
| 38 | 5/14/2018 | Participation in events sponsored by community groups | Director of Promotions and Production hosted a tour of the KRON-TV station and studio for 10 students from Charlotte Woods Middle School who are in a video production class. A presentation and Q&A was provided that covered employment or careers in broadcasting when applicable. | 1 | Director of Promotion and Production |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|----|-------------|--|---|-------------------------------------|--|
| 39 | 6/1/2018 | Establishment of an intern program designed to assist members of the community | KRON-TV 2018 Summer Internship Program. We had ten (10) students who participated in the Summer Internship Program. The ten (10) students came from California Sate University, City College of San Francisco, Northwestern University, Brigham Young University, UC Berkeley, Diablo Valley College, San Francisco State University and University of California Berkeley. Nine (9) of these interns worked in News and one (1) in the Engineering. KRON-TV has maintained a strong internship program to place interns in news, local programming, creative services, community relations, sales, and website departments. Interns come from local and national colleges and universities. Interns must receive college credit for their internships. | 4 | News Director Sr. Assignment Editor Assignment Editor Chief Engineer |
| 40 | 7/3/2018 | Participation in events sponsored by community groups | Evening News Anchor hosted a tour of the KRON-TV station and studio for 25 students from East Oakland Youth Development Center who were exploring career options in Broadcast Journalism and Engineering. A presentation and Q&A was provided that covered employment or careers in broadcasting when applicable. | 4 | Evening News Anchor Sports Anchor Executive Producer Business and HR Administrator |