

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Morning Producer	1-6, 8, 10-13, 15, 17, 19-20, 23-25, 28-31, 33-41, 43-48, 50-54	39
Newscast Producer	1-6, 8, 10-14, 17, 19-20, 23-25, 28-31, 33-41, 43-48, 50-54	39
Morning Producer	1-6, 8, 10-13, 15, 17, 19-20, 23-25, 28-31, 33-41, 43-48, 50-54	39
Digital Reporter	1-6, 8, 10-13, 15, 17, 19-21, 23-25, 28-31, 33-41, 43-48, 50-54	39
Studio Remote Technician	1-6, 8, 10-13, 15, 17-20, 22-25, 28-31, 33-41, 43-48, 50-54	39
Broadcast Engineer Technician	1-6, 8, 10-13, 15, 17-20, 23-25, 28-31, 33-41, 43-48, 50-54	39
News Producer	1-4, 6-8, 10-13, 15, 17, 19-20, 23-25, 28-29, 31-48, 50-54	39
Photographer/Live Van Operator	1, 3-4, 6-8, 10-13, 15-17, 19-20, 23-25, 27-29, 31-41, 43-48, 50, 52-54	27
Commercial/Promo - Producer/Editor	1, 3-4, 6-8, 10-13, 15, 17, 19-20, 23-25, 28-29, 31, 33-41, 43-48, 50, 52-54	39
Executive Producer	1, 3-4, 6-8, 10-13, 17, 19-20, 22-25, 28-29, 31-41, 44-48, 50, 52-54	32
Integrated Digital Specialist	1, 3-4, 6-8, 10-13, 15, 17, 19-20, 22-25, 28-29, 31, 33-41, 44-48, 50, 52-54	22
News Producer	1, 3-4, 6-8, 10-13, 15, 17, 19-20, 23-25, 28-29, 31, 33-41, 44-48, 50, 52-54	39
New Business Account Executive	1, 3-4, 6-8, 10-13, 15, 17, 19-20, 22-25, 28-29, 31, 33-41, 44-48, 50, 52-54	39
New Business Account Executive	1, 3-4, 6-8, 10-13, 15, 17-20, 22-25, 28-29, 31, 33-41, 44-48, 50, 52-54	22
Video Journalist	1, 3-4, 6-13, 15, 17-20, 22-25, 28-29, 31-41, 44-48, 50, 52-54	32
Digital Producer	1, 3-4, 6-13, 15, 17, 19-20, 22-25, 28-29, 31, 33-40, 44-48, 50, 52-54	39
Digital Sales Assistant	1, 3-4, 6-8, 10-13, 15, 17-20, 22-25, 28-29, 31, 33-40, 44-48, 50, 52-54	22
Weekend Anchor/MultiMedia Journalist	1, 3-4, 6-8, 10-13, 15, 17, 19-20, 23-25, 28-29, 31-40, 44-48, 50, 52-54	39

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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
Executive Producer Digital	1, 3-4, 6-8, 10-13, 15, 17, 19-20, 23-29, 31, 33-40, 44-50, 52-54	26

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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	Adams Broadcast Consulting 17350 Mallard Drive Sonoma, California 95476 Email : dana@adamsconsulting.tv Dana Adams	N	0
2	Alumni Career Services 1 Alumni House - UCB Berkeley, California 94720 Phone : 510-642-1716 Email : ocr@berkeley.edu Nancy McNeil	N	0
3	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
4	Broadcast Cable Broadcast and Cable 12th Floor New York, New York 10016 Email : admin@tvjobs.com Jobs Listing	N	0
5	Burt Shaprio Management 2147 N. Beachwood Dr., #2 Los Angeles, California 90068 Fax : 1-801-653-6571 Burt Shapiro	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	CareerBuilder.com	N	2
10	Center for Independent Living 3075 Adeline St, Ste 110 Berkeley, California 94703 Phone : 510-841-4776 Email : pcortopassi@cilberkeley.org Paul Cortopassi	N	0
11	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
12	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
13	City College of San Francisco 50 Phelan Avenue San Francisco, California 94112 Phone : 415-239-3000 Email : jubungen@ccsf.edu Josephine Ubungen	N	0
14	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
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Department of Rehabilitation 301 Howard Street 7th Floor San Francisco, California 94015 Phone : 415-904-7100 Email : perry.wong@dor.ca.gov Perry Wong	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	7
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	Holy Names University 3500 Mountain Blvd. Oakland, California 94619 Phone : 510-436-1000 Email : careercouncilor@hnu.edu Jobs Listing	N	0
22	Indeed.com	N	16
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

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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	1
27	Intracompany Transfer	N	4
28	John F. Kennedy University 100 Ellinwood Way Room 313 Pleasant Hill, California 94523 Phone : 925-969-3300 Email : career@jfk.edu Lynden Tripp	N	0
29	KELO-TV 501 South Phillips Avenue Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Email : lblankers@keloland.com Jobs Listing	N	0
30	Ken Lindner & Associates, Inc. 2029 Centure Park East Suite 1000 Los Angeles, California 90067 Fax : 1-310-277-5806 Jobs Listing	N	0
31	Laney College - Student Employment Services 900 Fallon St. Oakland, California 94607 Phone : 510-834-5740 Email : rzion@peralta.edu Raya Zion	N	0
32	Linked In	N	8

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33	LornaDave Agency PO Box 368 Fogelsville, Pennsylvania 18051 Phone : 6102481317 Url : www.lornadave.com Email : John@lornadave.com John Derr	N	0
34	Media Alliance 1904 Franklin St Suite 500 Oakland, California 94612 Phone : 510-684-6853 Email : jobfile@media-alliance.org Jeff Perlstein	N	0
35	Media Line 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Jobs Listing	N	0
36	Mission Language and Vocational School 2929 19th Street San Francisco, California 94110 Phone : 415-622-5432 Email : vocschool@aol.com Gustavo Chavarria	N	0
37	Napoli Management Group 8844 West Olympic Blvd, Suite 100 Beverly Hills, California 90211 Phone : 310-385-8227 Email : mcInerneys@tv talent.com Sue McInerney	N	1
38	National Gay & Lesbian Journalist Association 2120 L Street NW Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nlgja.org Jobs Listing	N	0
39	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	48

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40	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
41	Ohlone College 43600 Mission Boulevard Fremont, California 94539 Phone : 510-659-6000 Email : rhernandez@ohlone.edu Jobs Listing	N	0
42	Professional/Industry Trade Organization	N	2
43	San Francisco State University 1600 Holloway Avenue San Francisco, California 94132 Phone : 415-338-1111 Email : recruit@sfsu.edu Jobs Listing	N	0
44	San Jose State University Recruiting San Jose, California 95192 Phone : 415-338-6237 Email : babak.sarrafan@sjsu.edu Jobs Listing	N	0
45	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
46	Skyline College Career Center 3300 College Drive San Bruno, California 94066 Phone : 650-738-4100 Email : jenneyb@smccd.edu Jobs Listing	N	0

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47	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
48	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	0
49	Station's Facebook Page	N	1
50	WATE-TV 1306 Broadway, NE Knoxville, Tennessee 37917 Phone : 865-637-6666 Email : mmorris@wate.com Jobs Listing	N	0
51	WBAY-TV 115 South Jefferson Street Green Bay, Wisconsin 54301 Phone : 920-432-3331 Email : mfeldman@wbay.com Peggy Wilcox	N	0
52	WLNS-TV 2820 East Saginaw Lansing, Michigan 48912 Phone : 517-372-8282 Email : csullivan@wlns.com Jobs Listing	N	0
53	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
54	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:			90

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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	8/1/2019	Establishment of an intern program designed to assist members of the community	<p>The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, sports and production.</p> <p>The Station hosted two (2) interns, from University of Berkeley and Pepperdine University, during the 2019 Fall Semester; and four (4) interns, from the San Francisco State University during the 2020 Winter Semester.</p>	3	News Director Sr. Assignment Editor Assignment Editor
2	8/1/2019	Participation in job banks, internet programs and other programs designed to promote outreach	The Station regularly disseminated job vacancy notices to the Employment Development Department (EDD), for the State of California, a general vacancy job bank.	1	Business and HR Administrator
3	10/8/2019	Participation in events sponsored by community groups	Station personnel participated as a guest speaker at the San Francisco State University Broadcast Electronic Communications Arts Class (BECA). Station personnel were able to discuss job qualifications and careers and opportunities at the Station and within the broadcasting industry.	1	Weather Anchor
4	10/18/2019	Participation in events sponsored by community groups	Station personnel participated as a guest speaker at the Armenian Women in Media National Convention. Station personnel spoke about career decisions and job requirements and discussed broadcasting jobs in general and at the Station and in the broadcast industry.	1	News Anchor