

KRON-TV
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

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" ("MRS�") for recruitment source data

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|--|---|-------------------------------|
| Bureau Reporter/Multimedia Journalist | 1, 3, 8, 10, 12-16, 18-20, 22-25, 30-32, 35-36, 39, 43-46, 48-51, 53-54, 57-63, 65-67, 69-70 | 53 |
| Morning Producer | 3, 8, 10, 12-16, 18-19, 22, 24-25, 30-32, 35-36, 39, 41, 43-46, 49-51, 53-54, 57-63, 65-67, 69-70 | 53 |
| Sports Reporter | 3, 8, 10, 12-16, 18-19, 22, 24-25, 30-32, 34-36, 39, 42-46, 49-51, 53-54, 57-63, 65-67, 69-70 | 34 |
| Video Journalist/Producer/Reporter | 2-3, 7-8, 10, 12-16, 18-20, 22, 24-25, 30-32, 35-36, 39, 42-47, 49-51, 53-54, 57-63, 65-67, 69-70 | 20 |
| Video Journalist/Producer/Reporter | 2-3, 7-8, 10, 12-16, 18-19, 22, 24-25, 30-32, 34-36, 39, 42-47, 49-51, 53-54, 57-63, 65-67, 69-70 | 34 |
| Digital Content Producer | 2-3, 7-8, 10, 12-16, 18-19, 22, 24-25, 30-32, 35-36, 39, 42-47, 49-54, 57-63, 65-67, 69-70 | 53 |
| Digital Content Producer | 2-3, 7-10, 12-16, 18-19, 22, 24-26, 30-32, 35-36, 39, 42-47, 49-51, 53-54, 57-63, 65-67, 69-70 | 53 |
| Assignment Editor/Digital Content Producer | 2-10, 12-19, 21-22, 24-27, 30-32, 35-36, 38-39, 42-47, 49-51, 53-54, 56-70 | 53 |
| Digital Content Producer | 2-3, 7-10, 12-16, 18-19, 22, 24-25, 30-32, 35-36, 39, 42-47, 49-51, 53-54, 57-63, 65-67, 69-70 | 53 |
| Digital Producer | 2-3, 7-10, 12-16, 18-19, 22, 24-25, 30-32, 35-36, 39, 42-47, 49-51, 53-54, 57-63, 65-67, 69-70 | 53 |
| Video Journalist | 2-3, 7-10, 12-16, 18-19, 22, 24-25, 30-32, 35-36, 39, 42-47, 49-51, 53-54, 57-63, 65-67, 69-70 | 53 |
| Morning Producer | 2-3, 7-10, 12-16, 18-19, 22, 24-25, 30-32, 35-36, 39, 42-47, 49-54, 57-63, 65-67, 69-70 | 53 |

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I. VACANCY LIST

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| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|--------------------------|--|-----------------------|
| Account Executive | 2-3, 7-10, 12-16, 18-19, 22, 24-25, 30-32, 35-37, 39, 41-47, 49-51, 53-54, 57-63, 65-67, 69-70 | 41 |
| Account Executive | 2-3, 7-10, 12-16, 18-19, 22, 24-25, 29-32, 35-37, 39, 42-47, 49-51, 53-54, 57-63, 65-67, 69-70 | 53 |
| Video Journalist | 2-3, 7-10, 12-16, 18-19, 22, 24-25, 30-32, 34-37, 39, 42-47, 49-51, 53-54, 57-63, 65-67, 69-70 | 34 |
| Sports Reporter | 2-3, 7-10, 12-16, 18-19, 22, 24-25, 30-32, 35-37, 39, 42-47, 49-51, 53-54, 57-63, 65-67, 69-70 | 53 |
| Digital Producer | 2-3, 7-10, 12-16, 19, 22, 24-25, 30-32, 35-37, 39, 42-47, 49-51, 53-54, 57-63, 65-67, 69-70 | 53 |
| Morning Producer | 2-3, 7-10, 12-16, 19, 22-26, 30-32, 35-37, 39, 42-47, 49-51, 53-54, 57-63, 65-70 | 53 |
| Digital Producer | 2-3, 7-16, 19, 22, 24-25, 30-32, 35-37, 39, 42-47, 49-51, 53-54, 57-63, 65-67, 69-70 | 53 |
| Digital Producer | 2-3, 7-16, 19, 22, 24-25, 30-33, 35-37, 39, 42-47, 49-51, 53-54, 57-63, 65-67, 69-70 | 33 |
| Studio Remote Technician | 2-3, 7-10, 12-16, 19, 22, 24-25, 30-33, 35-37, 39, 42-47, 49-51, 53-54, 57-63, 65-67, 69-70 | 33 |
| Studio Remote Technician | 2-3, 7-10, 12-16, 19, 22-25, 30-33, 35-37, 39, 42-44, 46-47, 49-51, 53-54, 57-63, 65-67, 69-70 | 33 |
| Video Journalist | 2-3, 7-10, 12-16, 19, 22, 24-25, 30-32, 35-37, 39, 42-47, 49-51, 53-55, 57-63, 65-67, 69-70 | 55 |
| Video Journalist | 2-3, 7-10, 12-16, 19, 22, 24-25, 30-32, 35-37, 39, 42-44, 46-47, 49-51, 53-55, 57-63, 65-67, 69-70 | 53 |

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I. VACANCY LIST

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| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|--|---|-----------------------|
| Newscast Producer | 2-3, 7-10, 12-16, 19, 22, 24-25, 30-32, 35-37, 39-40, 42-44, 46-47, 49-51, 53-54, 57-63, 65-67, 69-70 | 53 |
| Account Executive | 2-3, 7-10, 12-16, 19, 22, 24-25, 28, 30-32, 35-37, 39, 42-44, 46-47, 49-51, 53-54, 57-59, 61-63, 65-67, 69-70 | 28 |
| Integrated Digital Specialist | 2-3, 7-10, 12-16, 19, 22-25, 28, 30-32, 35-37, 39, 41-44, 46-47, 49-51, 53-54, 57-63, 65-67, 69-70 | 23 |
| Account Executive | 2-3, 7-10, 12-16, 19, 22, 24-25, 28, 30-32, 35-37, 39, 41-44, 46-47, 49-50, 54, 57-63, 65-67, 69-70 | 41 |
| Account Executive | 2-3, 7-10, 12-16, 19, 22-25, 28, 30-32, 35-37, 39, 42-44, 46-47, 49-50, 53-54, 57-63, 65-67, 69-70 | 23 |
| Digital Account Executive | 2-3, 7-10, 12-16, 19, 22, 24-25, 28, 30-32, 35-37, 39, 41-44, 46-47, 50, 53-54, 57-63, 65-67, 69-70 | 41 |
| Morning Producer | 2-3, 7-16, 19, 22, 24-25, 30-32, 35-37, 39, 42-44, 46-47, 50, 53-54, 57-63, 65-67, 69-70 | 53 |
| Assignment Editor/Digital Content Producer | 2-3, 7-16, 19, 22-25, 30-33, 35-37, 39, 42-44, 46-47, 50, 53-54, 57-67, 69-70 | 33 |
| Digital Producer | 2-3, 7-16, 19, 22, 24-25, 30-32, 35-37, 39, 42-44, 46-47, 50, 53-54, 57-63, 65-67, 69-70 | 53 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 1 | A United Talent Agency Company 250 West 57th Street Suite 333 New York, New York 10107 Phone : 212-756-3040 Steve Sadicario Manual Posting | N | 1 |
| 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 | Art Institute of Cal-Sunnyvale 1120 Kifer Road Sunnyvale, California 94086 Phone : 408-962-6400 Email : afbryant@aia.edu Darchele Smith | N | 0 |
| 5 | Art Institute of California, SF 1170 Market Street San Francisco, California 94102 Phone : 415-865-0198 Email : pmanley@aia.edu Philippa Manley | N | 0 |
| 6 | Art Institute of Seattle 2323 Elliott Avenue Seattle, Washington 98121 Phone : 206-448-6600 Email : aegbert@aia.edu Allison Egbert | N | 0 |
| 7 | 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 |

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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 | Broadcast Cable Broadcast and Cable 12th Floor New York, New York 10016 Email : admin@tvjobs.com Jobs Listing | N | 0 |
| 9 | Burt Shaprio Management 2147 N. Beachwood Dr., #2 Los Angeles, California 90068 Fax : 1-801-653-6571 Burt Shapiro | N | 0 |
| 10 | Cal State University, Chico Recruiting Chico, California 95929 Phone : 530-898-4636 Email : studemploy@csuchico.edu Jodie Veale | N | 0 |
| 11 | 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 |
| 12 | California Broadcasting Association 915 L St #1150 Sacramento, California Email : jberry@yourCBA.com Joe Berry | N | 0 |
| 13 | Center for Independent Living 3075 Adeline St, Ste 110 Berkeley, California 94703 Phone : 510-841-4776 Email : pcortopassi@cilberkeley.org Paul Cortopassi | N | 0 |
| 14 | 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 |

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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 | 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 |
| 16 | City College of San Francisco 50 Phelan Avenue San Francisco, California 94112 Phone : 415-239-3000 Email : jubungen@ccsf.edu Josephine Ubungen | N | 0 |
| 17 | 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 |
| 18 | College of Marin 835 College Avenue Kentfield, California 94904 Phone : 415-457-8811 Email : job.placement@marin.edu Carol Perez | N | 0 |
| 19 | 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 |
| 20 | DCA Talent PO Box 100 Raleigh, North Carolina 27615 Phone : 9198686088 Url : www.dccatalent.com John Walton | N | 2 |
| 21 | 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 |

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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 | EDD 801 Turk Street San Francisco, California 94104 Phone : 415-749-7503 Email : sfjobs@edd.ca.gov Jobs Listing | N | 0 |
| 23 | Employee Referral | N | 11 |
| 24 | Entertainment Employment Journal P.O. Box 60163 Corpus Christi, Texas 78466 Phone : 716-673-3327 Email : careers@fredonia.edu Gregorio Carbajal | N | 0 |
| 25 | Goodwill Industries 1500 Mission Street San Francisco, California 94103 Phone : 415-575-2101 Email : psmith@sfgoodwill.org Peter Smith | N | 0 |
| 26 | Headline Media Management 888 Seventh Avenue Suite 503 New York, New York 10106 Phone : 212-728-2062 Email : Leff@Headlinemedia.tv Carol Leff | N | 0 |
| 27 | Holy Names University 3500 Mountain Blvd. Oakland, California 94619 Phone : 510-436-1000 Email : careercouncilor@hnu.edu Jobs Listing | N | 0 |
| 28 | Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 650-282-8066 Sunday Bejide Manual Posting | N | 18 |
| 29 | Indeed.com | N | 4 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|--|---|
| 30 | 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 |
| 31 | 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 |
| 32 | Intercollegiate Athletics and Sports/Cal Program 177 Hearst Gymnasium Berkeley, California 94720 Phone : 657-278-3122 Email : careercenter@fullerton.edu Jobs Listing | N | 0 |
| 33 | Internal Promotion | N | 4 |
| 34 | Intracompany Transfer | N | 3 |
| 35 | 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 |
| 36 | KELO-TV 501 South Phillips Avenue Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Email : lblankers@keloland.com Jobs Listing | N | 0 |
| 37 | Ken Lindner & Associates, Inc. 2029 Centure Park East Suite 1000 Los Angeles, California 90067 Fax : 1-310-277-5806 Jobs Listing | N | 0 |

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|------------------|---|--|---|
| 38 | KLFY-TV 2410 Eraste Landry Road Lafayette, Louisiana 70506 Phone : 337-981-4823 Email : jponthie@klfy.com Jobs Listing | N | 0 |
| 39 | Laney College - Student Employment Services 900 Fallon St. Oakland, California 94607 Phone : 510-834-5740 Email : rzion@peralta.edu Raya Zion | N | 0 |
| 40 | Linked In | N | 2 |
| 41 | LinkedIn 2029Stierlin Court Mountain View, California Job Listing Manual Posting | N | 12 |
| 42 | LornaDave Agency PO Box 368 Fogelsville, Pennsylvania 18051 Phone : 6102481317 Url : www.lornadave.com Email : John@lornadave.com John Derr | N | 0 |
| 43 | Media Alliance 1904 Franklin St Suite 500 Oakland, California 94612 Phone : 510-684-6853 Email : jobfile@media-alliance.org Jeff Perlstein | N | 0 |
| 44 | 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 |
|------------------|---|--|---|
| 45 | 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 |
| 46 | Mission Language and Vocational School 2929 19th Street San Francisco, California 94110 Phone : 415-622-5432 Email : vocschool@aol.com Gustavo Chavarria | N | 0 |
| 47 | 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 | 0 |
| 48 | 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 |
| 49 | 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 |
| 50 | 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 |
| 51 | 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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|------------------|--|--|---|
| 52 | News Media Association USC School of Journalism 3502 Watt Way Los Angeles, California 90089 Phone : 213-821-1660 Jobs Listing Manual Posting | N | 2 |
| 53 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting | N | 123 |
| 54 | 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 |
| 55 | NWT Group 2110 Elmwood Bryan, Texas 77802 David Christopher Manual Posting | N | 2 |
| 56 | Oakland Career Center 1212 Broadway Suite 100 Oakland, California 94612 Phone : 510-768-4473 Email : rhawthorne@oaklandpic.org Jobs Listing | N | 0 |
| 57 | Ohlone College 43600 Mission Boulevard Fremont, California 94539 Phone : 510-659-6000 Email : rhernandez@ohlone.edu Jobs Listing | N | 0 |
| 58 | 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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|------------------|--|--|---|
| 59 | San Jose State University Recruiting San Jose, California 95192 Phone : 415-338-6237 Email : babak.sarrafan@sjsu.edu Jobs Listing | N | 0 |
| 60 | 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 |
| 61 | Skyline College Career Center 3300 College Drive San Bruno, California 94066 Phone : 650-738-4100 Email : jenneyb@smccd.edu Jobs Listing | N | 0 |
| 62 | 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 |
| 63 | 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 |
| 64 | The Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216-242-4342 Email : ocb@beonair.com Jobs Listing | N | 0 |

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|--|--|--|---|
| 65 | WATE-TV 1306 Broadway, NE Knoxville, Tennessee 37917 Phone : 865-637-6666 Email : mmorris@wate.com Jobs Listing | N | 0 |
| 66 | WBAY-TV 115 South Jefferson Street Green Bay, Wisconsin 54301 Phone : 920-432-3331 Email : mfeldman@wbay.com Peggy Wilcox | N | 0 |
| 67 | WLNS-TV 2820 East Saginaw Lansing, Michigan 48912 Phone : 517-372-8282 Email : csullivan@wlms.com Jobs Listing | N | 0 |
| 68 | WRIC-TV 301 Arboretum Place Richmond, Virginia 23236 Phone : 804-330-8888 Email : sburnette@wric.com Jobs Listing | N | 0 |
| 69 | 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 |
| 70 | 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: | | | 185 |

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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 | 8/6/2018 | 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. | 3 | General Manager and Vice President Business and HR Administrator Regional Business Manager |
| 2 | 8/6/2018 | 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 | 8/27/2018 | Establishment of an intern program designed to assist members of the community | KRON 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 eight (8) interns, from San Francisco State University, Canada College, University of Berkeley and California State University East Bay, during the 2018 Spring Semester; eight (8) interns, from the San Francisco State University, Academy of Art University and Pacific Union College, during the 2018 Winter Semester, and two (2) interns, from Pepperdine University and University of Berkeley, during the 2019 Summer Semester. | 3 | News Director Sr. Assignment Editor Assignment Editor |
| 4 | 11/13/2018 | Participation in events sponsored by community groups | Station personnel participated as guest speaker at San Francisco City College Broadcast Electronic Media Arts program. Station personnel spoke about career decisions and job requirements and discussed broadcasting jobs in general and at the Station and in the broadcast industry. | 2 | Weather Anchor Traffic Anchor |
| 5 | 12/7/2018 | Participation in events sponsored by community groups | The Station hosted a tour for journalism students from San Francisco City College. Station personnel were able to discuss broadcasting jobs in general and at the Station. | 2 | Business and HR Administrator Assignment Editor |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|---|---|--|
| 6 | 4/23/2019 | Participation in events sponsored by community groups | The Station hosted a tour for students from James Logan High School who participate in the Electronic Media Production (EMP) Academy. Station personnel were able to discuss broadcasting jobs in general and at the Station and provided guidance on how and where to apply for jobs at Nexstar. | 2 | Business and HR Administrator Assignment Editor |
| 7 | 5/4/2019 | Participation in events sponsored by community groups | Station personnel participated as a guest speaker at the African American Community Service Agency Leadership Class (AACSA). Station personnel were able to discuss job qualifications and careers and opportunities at the Station and within the broadcasting industry. | 1 | Traffic/News Anchor |