

KRON-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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 3-7, 9-18, 20-23, 26-38, 42-50	20
New Business Account Executive	1, 3-7, 9-12, 14-18, 20-24, 26-28, 30-37, 42-50	24
Newscast Producer	1-7, 9-12, 14-15, 17-18, 21-23, 26-28, 30-37, 42-50	36
Newscast Producer	1-7, 9-12, 14-15, 17-18, 21-23, 26-28, 30-37, 42-50	36
News Director	1-7, 9-12, 14-18, 21-24, 26-37, 42-50	24
Account Executive	1-7, 9-12, 14-15, 17-18, 20-23, 26-37, 42-50	29
Newscast Producer	1-7, 9-12, 14-18, 21-23, 26-28, 30-37, 40, 42-50	40
Newscast Producer	1-7, 9-12, 14-15, 17-18, 21-24, 26-37, 42-50	24
General Sales Manger	1-7, 9-12, 14-18, 21-24, 26-37, 42-50	24
Video Journalist	1-12, 14-15, 17-18, 21-23, 25-28, 30-37, 42-44, 46-50	25
Account Executive III	1-7, 9-12, 14-15, 17-18, 20-23, 26-28, 30-37, 42-44, 46-50	20
Photographer/Live Van Operator	1-7, 9-12, 14-15, 17-18, 20-23, 26-37, 42-44, 46, 48-50	29
Local Sales Manager	1-7, 9-12, 14-15, 17-18, 20-23, 26-28, 30-37, 42-44, 46, 48-50	36
Assistant Chief Engineer	1-7, 9-12, 14-15, 17-18, 21-24, 26-28, 30-37, 42-44, 46, 48-50	24
New Business Account Executive	1-7, 9-12, 14-15, 17-18, 20-23, 26-37, 41-44, 46, 48-50	29
Newscast Producer	1-7, 9-12, 14-15, 17-18, 21-23, 26-37, 42-44, 46, 48-50	29
Broadcast Engineer	1-7, 9-12, 14-15, 17-18, 21-23, 26-28, 30-37, 42-44, 46, 48-50	36

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Assistant News Director	1-7, 9-12, 14-15, 17-18, 21-24, 26-28, 30-37, 42-44, 46, 48-50	24
Lifestyle Show Producer	1-7, 9-12, 14-15, 17-18, 21-23, 26-37, 42-44, 46, 48-50	29
Lifestyle Show Host	1-7, 9-12, 14-18, 20-23, 26-37, 42-44, 46, 48-50	20
Anchor/Multi-Media Journalist	1-7, 9-12, 14-15, 17-18, 21-23, 26-28, 30-38, 42-44, 46, 48-50	36
Newscast Producer	1-7, 9-12, 14-18, 21-23, 26-38, 42-44, 46, 48-50	29
Studio Remote Technician	1-7, 9-12, 14-15, 17-18, 21-24, 26-38, 40, 42-44, 46, 48-50	24
Video Journalist, Silicon Valley Bureau	1-7, 9-12, 14-18, 21-23, 26-38, 42-44, 46, 48-50	16
Digital Producer	1-7, 9-12, 14-15, 17-18, 21-23, 26-28, 30-38, 42-44, 46, 48-50	36
Executive Producer	1-7, 9-12, 14-15, 17, 21-24, 26, 28, 30- 37, 42-44, 46, 48-50	24
Broadcast Engineer	1-7, 9-12, 14-15, 17, 21-23, 26, 28, 30- 31, 33-37, 42-44, 46, 48-50	36
Studio Remote Technician	1-7, 9-12, 14-15, 17, 21-24, 26, 28, 30- 31, 33-38, 42-44, 46, 48-50	24
Silicon Valley Photographer/Live Van Operator	1-7, 9-12, 14-17, 21-24, 26, 28, 30-31, 33-37, 42-44, 46, 48-50	36
Newscast Producer	1-7, 9-12, 14-15, 17, 21-24, 26, 28-31, 33-37, 42-44, 46, 48-50	36
Chief Engineer	1-7, 9-12, 14-17, 21-24, 26, 28, 30-31, 33-38, 42-44, 46, 48-50	16
Executive Producer	1-7, 9-12, 14-15, 17, 19, 21-24, 26, 28- 31, 33-37, 42-44, 46, 48-50	24
Digital Producer	1-7, 9-12, 14-15, 17, 21-23, 26, 28-37, 42-44, 46, 48-50	36

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Executive Producer Digital	1-7, 9-12, 14-15, 17, 21-24, 26, 28, 30-37, 42-44, 46, 48-50	36
Newscast Producer	1-7, 9-12, 14-17, 21-23, 26, 28-31, 33-38, 40, 42-44, 46, 48-50	29
Morning Show Senior PProducer	1-7, 9-12, 14-15, 17, 21-24, 26, 28-31, 33-38, 42-44, 46, 48-50	24
Newscast Producer	1-7, 9-13, 15, 17, 21-23, 26, 28-31, 33-38, 42-44, 46, 48-50	36
Digital Producer	1-7, 9-12, 14-17, 21-23, 26, 28, 30-31, 33-37, 42-44, 46, 48-50	36
Photographer/Live Van Operator	1-7, 9-12, 14-15, 17, 21-24, 26, 28, 30-37, 42-44, 46, 48-50	24
Studio Remote Technician	1-7, 9-13, 15-17, 21-23, 26, 28, 30-31, 33-37, 42-44, 46, 48-50	16
Primetime News Producer	1-7, 9-12, 14-15, 17, 21-24, 26, 28-31, 33-37, 39-40, 42-44, 46, 48-50	24
Newscast Producer	1-7, 9-12, 14-15, 17, 21-23, 26, 28-31, 33-37, 42-44, 46, 48-50	36

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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	Cal State University, Chico Recruiting Chico, California 95929 Phone : 530-898-4636 Email : studemploy@csuchico.edu Jodie Veale	N	0
6	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
7	California Broadcasting Association 915 L St #1150 Sacramento, California Email : jberry@yourCBA.com Joe Berry	N	0
8	CareerBuilder.com	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	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
15	EDD 801 Turk Street San Francisco, California 94104 Phone : 415-749-7503 Email : sfjobs@edd.ca.gov Jobs Listing	N	0
16	Employee Referral	N	19

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17	Entertainment Employment Journal P.O. Box 60163 Corpus Christi, Texas 78466 Phone : 716-673-3327 Email : careers@fredonia.edu Gregorio Carbajal	N	0
18	Goodwill Industries 1500 Mission Street San Francisco, California 94103 Phone : 415-575-2101 Email : psmith@sfgoodwill.org Peter Smith	N	0
19	Holy Names University 3500 Mountain Blvd. Oakland, California 94619 Phone : 510-436-1000 Email : careercouncilor@hnu.edu Jobs Listing	N	0
20	Indeed.com	N	20
21	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
22	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
23	Intercollegiate Athletics and Sports/Cal Program 177 Hearst Gymnasium Berkeley, California 94720 Phone : 657-278-3122 Email : careercenter@fullerton.edu Jobs Listing	N	0
24	Internal Promotion	N	26
25	Intracompany Transfer	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	John F. Kennedy University 100 Ellinwood Way Room 313 Pleasant Hill, California 94523 Phone : 925-969-3300 Email : career@jfkku.edu Lynden Tripp	N	0
27	KELO-TV 501 South Phillips Avenue Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Email : lblankers@keloland.com Jobs Listing	N	0
28	Laney College - Student Employment Services 900 Fallon St. Oakland, California 94607 Phone : 510-834-5740 Email : rzion@peralta.edu Raya Zion	N	0
29	Linked In	N	50
30	LornaDave Agency PO Box 368 Fogelsville, Pennsylvania 18051 Phone : 6102481317 Url : www.lornadave.com Email : John@lornadave.com John Derr	N	0
31	Media Alliance 1904 Franklin St Suite 500 Oakland, California 94612 Phone : 510-684-6853 Email : jobfile@media-alliance.org Jeff Perlstein	N	0
32	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
33	Mission Language and Vocational School 2929 19th Street San Francisco, California 94110 Phone : 415-622-5432 Email : vocschool@aol.com Gustavo Chavarria	N	0
34	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
35	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
36	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	95
37	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
38	Ohlone College 43600 Mission Boulevard Fremont, California 94539 Phone : 510-659-6000 Email : rhernandez@ohlone.edu Jobs Listing	N	0
39	Professional/Industry Trade Organization	N	1
40	Re-hire	N	4

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41	San Francisco State University 1600 Holloway Avenue San Francisco, California 94132 Phone : 415-338-1111 Email : recruit@sfsu.edu Jobs Listing	N	0
42	San Jose State University Recruiting San Jose, California 95192 Phone : 415-338-6237 Email : babak.sarrafan@sjsu.edu Jobs Listing	N	0
43	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
44	Skyline College Career Center 3300 College Drive San Bruno, California 94066 Phone : 650-738-4100 Email : jenneyb@smccd.edu Jobs Listing	N	0
45	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
46	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	WATE-TV 1306 Broadway, NE Knoxville, Tennessee 37917 Phone : 865-637-6666 Email : mmorris@wate.com Jobs Listing	N	0
48	WLNS-TV 2820 East Saginaw Lansing, Michigan 48912 Phone : 517-372-8282 Email : csullivan@wlns.com Jobs Listing	N	0
49	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
50	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:			218

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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	8/13/2021	Participation in events sponsored by organizations representing the community	Station personnel attended the Bay Area Health Symposium which was held in San Francisco, California. During that event, 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.	1	Anchor
2	8/30/2021	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	10/2/2021	Participation in events sponsored by organizations representing the community	Station personnel attended the 14th annual Fundraising Gala for Moms Against Poverty which was held in San Francisco, California. During that event, 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.	1	Anchor
4	2/10/2022	Participation in events sponsored by organizations representing the community	Station personnel attended the Lawyers Committee for Civil Right Luncheon which was held in San Francisco, California. During that event, Station personnel were able to discuss broadcasting jobs in general and at the station and provided guidance on how and where to apply for Nexstar jobs.	1	Anchor
5	3/10/2022	Participation in events sponsored by organizations representing the community	Station personnel attended the NARL Pro-Choice America Power of Choice event which was held in San Francisco, California. During the event, Station personnel were able to discuss broadcasting in general and at the station and provided guidance on how and where to apply for jobs at Nexstar.	1	Anchor
6	4/29/2022	Participation in events sponsored by organizations representing the community	Station personnel attended the Girls INC. Virtual Video Conference which was held in Oakland, California. During that event, 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.	1	Anchor

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7	5/30/2022	Participation in events sponsored by organizations representing the community	Station personnel attended the San Francisco National Cemetery Memorial Day Ceremony which was held in San Francisco, California. During that event, 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.	1	Anchor
8	6/1/2022	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 three (4) interns from San Francisco State, Brown University, Tuskegee University and the University of San Francisco for the summer semester.	1	Internship Coordinator
9	6/11/2022	Participation in events sponsored by organizations representing the community	Station personnel attended the Oakland Black Food and Wine Experience which was held in Oakland, California. During that event, 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.	1	Anchor
10	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.	15	VP and GM News Director Chief Engineer General Sales Manager
11	7/12/2022	Participation in events sponsored by organizations representing the community	Station personnel attend the Harvard Business School which was held in San Francisco, California. During that event, Station personnel were able to discuss broadcasting jobs in general and at the Station and provide guidance on how and where to apply for jobs at Nexstar.	1	Vice President and General Manager

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12	7/27/2022	Participation in events sponsored by organizations representing the community	Station personnel attended the East Oakland Youth Development Center luncheon which was held in Oakland, California. During the event, 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.	1	Anchor