

**KTLA-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
Producer	1, 3-5, 7, 9-20, 22, 26-27, 29-33, 36-40	16
New Business Account Executive	1, 3-5, 7, 9-20, 25-27, 29-40	16
Sales Coordinator	1-5, 7, 9-20, 25, 27-33, 36-37, 39-40	16
Manager, Community Affairs	1-2, 4-5, 7-20, 22, 25-27, 29-33, 36-37, 39-40	16
Sales Coordinator	1-2, 4-10, 12-20, 25, 27, 29-33, 36-37, 39-40	16
Associate Director	1-2, 4-10, 12-20, 22-23, 25, 27, 29-33, 36-37, 39-40	23
5 Live Director	1-2, 4-10, 12-15, 17-21, 23, 26-27, 29- 33, 36-37, 39-40	23
Sr Graphic Artist	1-2, 4-10, 12-20, 27, 29-33, 36-37, 39- 40	16
5 Live Digital Multimedia Journalist	1-2, 4-10, 12-20, 22-23, 26-27, 29-33, 36-37, 39-40	23
Host	1-2, 4-10, 12-15, 17-20, 23, 27, 29-33, 36-37, 39-40	23
Material Manager	1-2, 4-10, 12-15, 17-20, 26-27, 29-33, 36-37, 39-40	33
Executive Producer, Entertainment	1-2, 4-10, 12-15, 17-20, 23, 26-27, 29- 33, 36-37, 39-40	23
Field Segment Producer/LA Unscripted	1-2, 4-10, 12-20, 27, 29-34, 36-37, 39- 40	16
Sales Coordinator	1-2, 4-10, 12-20, 27, 29-33, 36-37, 39- 40	33
Assignment Editor	1-2, 4-10, 12-20, 23, 27, 29-33, 36-37, 39-40	23
Aggregated Content Producer	1-2, 4-10, 12-15, 17-20, 22, 24, 26-27, 29-33, 36-37, 39-40	24
New Business Account Executive	1-2, 4-10, 12-20, 27, 29-33, 36-37, 39- 40	16
Sales Coordinator	1-2, 4-10, 12-20, 27, 29-33, 36-37, 39- 40	16
Associate Director	1-2, 4-10, 12-20, 22, 24, 26-27, 29-33, 36-37, 39-40	24

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News Director	1-2, 4-10, 12-20, 27, 29-33, 36-37, 39-40	33
KTLA+ Director	1-2, 4-10, 12-20, 27, 29-33, 36-37, 39-40	33
Digital News Producer	1-2, 4-10, 12-15, 17-20, 22-23, 26-27, 29-33, 36-37, 39-40	23
Digital News Producer	1-2, 4-10, 12-15, 17-20, 22-23, 26-27, 29-33, 36-37, 39-40	23
Digital News Producer	1-2, 4-10, 12-15, 17-20, 22-23, 26-27, 29-33, 36-37, 39-40	23
Digital News Producer	1-2, 4-10, 12-15, 17-20, 22, 26-27, 29-33, 36-37, 39-40	22
Digital Engagement Editor	1-20, 25-27, 29-33, 35-40	26
Associate Producer	1-2, 4-10, 12, 14-15, 17, 19-20, 23, 26-27, 29-33, 36-37, 39-40	23
Associate Producer	1-2, 4-10, 12, 14-15, 17, 19-20, 23, 27, 29-33, 36-37, 39-40	23
Line Producer	1-2, 4-10, 12, 14-15, 17, 19-20, 27, 29-33, 36-37, 39-40	33

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	3 Kings Entertainment 2 Primrose St Checy Chase, Maryland 20815 Phone : 773 687-8410 Url : <a href="http://www.3kingsentertainment.net">http://www.3kingsentertainment.net</a> Email : <a href="mailto:matthew@3kingsentertainment.net">matthew@3kingsentertainment.net</a> Job Postings	N	0
2	America's Job Center of CA-LA email Los Angeles, California Phone : 800 758-0398 Email : <a href="mailto:BServices@wdacs.lacounty.gov">BServices@wdacs.lacounty.gov</a> America's Job Center of California Los Angeles	N	0
3	American Women in Radio & Television 8405 Greensboro Dr Ste 800 McLean, Virginia 22102 Phone : 703 506-3290 Url : <a href="http://www.awrt.org">http://www.awrt.org</a> Email : <a href="mailto:info@awrt.org">info@awrt.org</a> Job Postings	N	0
4	Bell Talent 40992 Calle Pueblo Indio, California 92203 Phone : 310 372-4449 Url : <a href="http://www.belltalent.com">http://www.belltalent.com</a> Email : <a href="mailto:belltalent@aol.com">belltalent@aol.com</a> Roger Bell	N	0
5	Bienstock Agency 250 West 57th #333 New York, New York 10107 Phone : 212 765-3040 Url : <a href="http://www.nsbienstock.com">http://www.nsbienstock.com</a> Email : <a href="mailto:nsb@nsbtalent.com">nsb@nsbtalent.com</a> Job Postings	N	0
6	Black Journalists Association of Southern California PO Box 75129 Los Angeles, California 90075 Email : <a href="mailto:info@nabjcareers.org">info@nabjcareers.org</a> NABJ Careers	N	0

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7	Burt Shapiro Management 2147 N Beachwood Dr Los Angeles, California 90068 Phone : 323 469-9452 Url : <a href="http://www.burtshapiro.com">http://www.burtshapiro.com</a> Email : <a href="mailto:burtjay@mail.com">burtjay@mail.com</a> Job Postings	N	0
8	CA Chicano News Media Association 3800 S Figueroa St Los Angeles, California 90037 Phone : 213 437-4408 Email : <a href="mailto:sylvia@ccnma.org">sylvia@ccnma.org</a> Silvia Wells	N	0
9	California Broadcasters Assoc. 915 "L" Street Suite #1150 Sacramento, California 95814 Phone : 916-444-2237 Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a> Joe Berry Manual Posting	N	0
10	California Chicano News Media Assn 3800 Figueroa St Los Angeles, California 90037 Phone : 213 743-4960 Email : <a href="mailto:cnmainfo@ccnma.org">cnmainfo@ccnma.org</a> Julio Moran	N	0
11	California State University Northridge 11811 Nordhoff St Northridge, California 91330 Phone : 818 677-3135 Email : <a href="mailto:ann.morey@csun.edu">ann.morey@csun.edu</a> Ann Morey	N	0
12	California State University of Fullerton 800 N. State College Blvd Fullerton, California 92831 Email : <a href="mailto:careercenter@fullerton.edu">careercenter@fullerton.edu</a> Job Postings	N	0
13	California State University of Long Beach 1250 Bellflower Blvd Long Beach, California 90840 Email : <a href="mailto:jf@careers.csulb.edu">jf@careers.csulb.edu</a> Job Postings	N	0

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**August 1, 2020 - July 31, 2021**

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	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
15	Chapman University One University Drive Orange, California 92866 Phone : 714 997-6942 Email : careers@lmu.edu Aaron Perez	N	0
16	Employee Referral	N	40
17	Entertainmentcareers.net 2118 Wilshire Blvd #401 Santa Monica, California 90403 Url : <a href="http://www.entertainmentcareers.net">http://www.entertainmentcareers.net</a> Job Postings Manual Posting	N	0
18	Graeme Newell 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Url : <a href="http://www.602communications.com">http://www.602communications.com</a> Email : slizik@602communications.com Sandy Lizik	N	0
19	Hollywood Worksource Center 4311 Melrose Ave Los Angeles, California 90029 Phone : 323 953-4002 Email : info@careeronestop.org Job Postings	N	0
20	Imagen Foundation 18034 Ventura Blvd #261 Encino, California 91316 Phone : 626 376-9751 Email : jobs@imagen.org Helen Hernandez	N	0
21	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting	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
22	Indeed.com	N	17
23	Internal Promotion	N	11
24	Intracompany Transfer	N	2
25	Ken Lindner & Associates, Inc 2029 Century Park East Los Angeles, California 90067 Phone : 310 860-5510 Url : <a href="http://www.kenlindner.com">http://www.kenlindner.com</a> Fax : 1-310-277-5806 Job Postings	N	0
26	Linked In	N	31
27	LornaDave Agency PO Box 368 Fogelsville, Pennsylvania 18051 Phone : 610 248-1317 Url : <a href="http://www.lornadave.com">http://www.lornadave.com</a> Email : <a href="mailto:john@lornadave.com">john@lornadave.com</a> Job Postings	N	0
28	Los Angeles Urban League 12700 S Avalon Blvd Los Angeles, California 90061 Phone : 323 600-1106 x234 Email : <a href="mailto:pphipps@laul.org">pphipps@laul.org</a> Patricia Phipps	N	0
29	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Rich Shilstone	N	0
30	Mexican American Opportunity Foundation 401 N Garfield Ave Montebello, California 90640 Phone : 323 890-9600 Email : <a href="mailto:crufino@maof.org">crufino@maof.org</a> Fax : 1-323-890-9637 Claudia Rufino	N	0

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31	Napoli Management Group 8844 West Olympic Blvd #100 Los Angeles, California 90211 Phone : 310 385-8222 Url : <a href="http://www.tvtalent.com">http://www.tvtalent.com</a> Email : <a href="mailto:nmg@tvtalent.com">nmg@tvtalent.com</a> Job Postings	N	1
32	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : <a href="mailto:lojelks@aol.com">lojelks@aol.com</a> Lo Jelks	N	0
33	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	77
34	Professional/Industry Trade Organization	N	2
35	San Diego Workforce Partnership 3910 University Avenue Suite 400 San Diego, California 92105 Phone : 619-228-2900 Url : <a href="http://www.workforce.org">http://www.workforce.org</a> Email : <a href="mailto:danilo@workforce.org">danilo@workforce.org</a> Job Postings	N	0
36	Tvjobs PO Box 4116 Oceanside, California 92052 Phone : 800 374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Job Postings	N	0
37	USC/Annenberg School of Communication 3502 Watt Way Los Angeles, California 90089 Phone : 213 740-3912 Email : <a href="mailto:meganh@asc.usc.edu">meganh@asc.usc.edu</a> Megan Hutaff	N	0

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38	William Morris Agency, Inc 9601 Wilshire Blvd Beverly Hills, California 90210 Phone : 310 285-9000 Url : <a href="http://www.wma.com">http://www.wma.com</a> Fax : 1-310-285-9010 Job Postings	N	0
39	Willingert Talent Agency, Inc 875 Avenue of the Americas New York, New York 10001 Phone : 212 695-1950 Url : <a href="http://www.willingertalent.com">http://www.willingertalent.com</a> Email : <a href="mailto:info@willingertalent.com">info@willingertalent.com</a> Job Postings	N	0
40	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>185</b>



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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
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, Hollywood Workforce Center and San Diego Workforce Partnership in an effort to post all job vacancies including upper lever category openings.	2	General Manager Regional HR Director
2	Ongoing Event	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 one (1) intern, from Biola University, during the 2020 Summer Semester.	1	Assignments Manager
3	3/30/2021	Participation in events or programs sponsored by educational institutions	The Station participated at the Cronkite School/Arizona State University 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	Executive Producer
4	5/27/2021	Participation in other activities designed by the station employment unit	The Station in collaboration with CBA has an established a job shadowing program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.  The station hosted (2) students for 1 day of job shadowing.	2	News Director Creative Services Director
5	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.	36	General Manager All hiring Managers