

KGET

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
Spanish Language Producer, Anchor	1-3, 6, 8-14	9
Weekend Anchor/Weekday MMJ	1-3, 6, 8, 10-14	6
MMJ/Digital Content Producer	1-3, 5-6, 8, 10-15	5
Multimedia Journalist/Television News Photographer	1-3, 5-6, 8-14	9
Sales Assistant	1-3, 5-6, 8-15	6
Morning News Producer	1-3, 5, 8, 10-15	11
Account Executive	1-3, 6, 8, 10-15	11
Multimedia Journalist	1-3, 7-8, 10-15	7
Multimedia Journalist	1-3, 5-6, 8, 10-15	6
Account Executive	1-3, 7-8, 10-15	7
Multimedia Journalist	1-3, 6, 8, 10-15	11
Digital Ad Ops Coordinator	1-3, 6, 8-15	9
Digital MMJ/News Producer	1-3, 5-6, 8, 10-15	11
Account Executive	1-3, 6, 8-15	9
Spanish Language Producer, Anchor	1-5, 8, 10-15	4
Lifestyle Host	1-3, 7-15	7
Account Executive	1-3, 5, 8, 10-15	11
Account Executive	1-3, 5, 8-15	5
KGET Associate Producer/Sunrise	1-6, 8, 10-15	6
Multimedia Journalist	1-6, 8, 10-15	11
Producer, Lifestyle Show	1-3, 5-6, 8, 10-15	6

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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	Bakersfield College 1801 Panorama Dr Bakersfield, California 93305 Phone : 661-395-4659 Email : ddrawfor@bakersfieldcollege.edu Denise Crawford	N	0
2	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
3	Career Services Center 1600 E Belle Terrace Bakersfield, California 93307 Phone : 661-336-6904 Email : westl@co.kern.ca.us Linda West	N	0
4	Educational Institution	N	3
5	Employee Referral	N	17
6	Indeed.com	N	30
7	Internal Promotion	N	3
8	Kern County Hispanic Chamber of Commerce 231 H Street Bakersfield, California 93301 Phone : 661-633-5495 Email : officeadmin@kchcc.org Sylvia Picazo	N	0
9	Linked In	N	16
10	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	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
11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	20
12	Santa Barbara Business College 5300 California Ave Bakersfield, California 93304 Phone : 661-835-1100 Email : melissa.rapoza@sbbcollege.edu Melissa Rapoza	N	0
13	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Listings Manual Posting	N	0
14	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
15	Z AppleOne 5201 California Ave Suite 350 Bakersfield, California 93309 Phone : 661-578-6218 Email : josephv@ain1.com Joseph Valdez	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			89

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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	4/8/2021	Participation in events or programs sponsored by educational institutions	The Station participated in the Loyola Marymount University class zoom meeting. Station personnel discussed remote newscasting and producing as well as job vacancies at the station and in the broadcasting industry.	1	VP/General Manager
2	6/14/2021	Establishment of an intern program designed to assist members of the community	The Station has established an internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. The Station hosted two (2) interns, from the Boys and Girls Club of Kern County from 6/14/2021 to 7/15/2021	2	News Director Assignment Manager
3	7/14/2021	Participation in Job Fairs	The Station participated in the National Association of Hispanic Journalists Convention. Recruiting and interviews through Zoom.	1	Assignment Manager
4	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 the Kern County Hispanic Chamber of Commerce in an effort to post all job vacancies including upper-level category openings.	2	VP/General Manager Business Administrator