

**KGET**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2017 - July 31, 2018**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive, Sales	2-5, 9-12, 14-16	5
Account Executive, Sales	2-5, 9-12, 14-16	14
Web Writer	2-6, 9-10, 12, 14-16	14
Local Sales Manager	2-5, 9-10, 12, 15-16	5
Video Editor, Newscast	2-5, 9-10, 12, 15-16	12
Director, Newscast	2-4, 7, 9-10, 12, 15-16	7
Videojournalist and Reporter	2-5, 8-10, 12, 15-16	8
Producer, News	3-6, 8-10, 12, 15-16	5
Producer, News	3-6, 8-10, 12, 15-16	3
Multimedia Journalist	3-4, 6, 9-10, 12-13, 15-16	13
Account Executive	3-5, 9-10, 12-13, 15-17	13
Receptionist	1, 3-4, 9-10, 12, 16-17	1
KGET Associate Producer/Sunrise	3-4, 6, 9-10, 12-13, 16-17	6
Multimedia Journalist	3-4, 9-10, 12-13, 16-17	13

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

<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	Act-1 personnel Services 5201 California Ave Suite 350 Bakersfield, California 93309 Phone : 661-578-6218 Email : palcala@act-1.com Paul Alcala	N	1
2	Bakersfield College 1801 Panorama Dr Bakersfield, California 93305 Phone : 661-395-4659 Email : dcrawfor@bakersfieldcollege.edu Denise Crawford	N	0
3	California State University, Bakersfield 9001 Stockdale Hwy 54 CAF Bakersfield, California 93311 Phone : 661-654-3033 Url : <a href="http://www.csuib.edu/cece">http://www.csuib.edu/cece</a> Katrina Gilmore Manual Posting	N	2
4	Career Services Center 1600 E Belle Terrace Bakersfield, California 93307 Phone : 661-336-6904 Email : westl@co.kern.ca.us Linda West	N	0
5	Employee Referral	N	10
6	Indeed.com	N	11
7	Internal Promotion	N	1
8	Job Fair	N	3
9	Kern County Hispanic Chamber of Commerce 231 H Street Bakersfield, California 93301 Phone : 661-633-5495 Email : officeadmin@kchcc.org Sylvia Picazo	N	0
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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11	Monster	N	1
12	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	10
13	Professional/Industry Trade Organization	N	9
14	Re-hire	N	3
15	Santa Barbara Business College 5300 California Ave Bakersfield, California 93304 Phone : 661-835-1100 Email : jazmin.olsen@sbbcollege.edu Jazmin Olsen	N	0
16	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Job Listings Manual Posting	N	7
17	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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>58</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	1/19/2018	Participation in events sponsored by community groups	The Station participated at the Leadership Bakersfield. Station personnel discussed broadcasting, including opportunities within the industry.	1	VP/General Manager
2	3/14/2018	Participation in Job Fairs	The Station participated at the Job-Fest Kern County held in Bakersfield at the Rabobank Convention Center. Station personnel met with potential job applicants.	2	Local Sales Manager E-Media Manager
3	4/4/2018	Participation in events or programs sponsored by educational institutions	The Station participated at the Career Day hosted by Greenfield Middle School. Station personnel spoke about opportunities in the broadcast industry, personal career decisions and specific job requirements.	4	News Director Multimedia Journalist Multimedia Journalist Chief Photographer
4	4/28/2018	Participation in events or programs sponsored by educational institutions	The Station participated in the Navigating a Career in Broadcasting hosted by California State University, Fresno. Station personnel participated as mock interviewers and provided feedback to students.	1	News Director
5	6/11/2018	Establishment of an intern program designed to assist members of the community	The Station participates in an internship program with PG&E. The internship allows members of the Boys and Girls club to gain practical experience in all areas of our operations, including news, production, sports and weather. The Station hosted two interns during the reporting period.	1	News Director
6	7/31/2018	Provision of training to management	The Station's hiring managers participated in an EEO training session which discussed changes in the Commission's EEO rule and the prevention of discrimination in the hiring process	3	Vice President/General Manager General Sales Manager HR/PR Coordinator