

# KGET

## EEO PUBLIC FILE REPORT

### August 1, 2024 - July 31, 2025

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")<br>Used to Fill Vacancy | RS Referring<br>Hiree |
|-----------------------|----------------------------------------------------|-----------------------|
| Producer I, News      | 1-2, 7-9, 11-13                                    | 8                     |
| Producer I, News      | 1-2, 5-13                                          | 8                     |
| Website Producer      | 1-2, 7, 9, 11-13                                   | 9                     |
| Reporter I MMJ        | 1-2, 7-12                                          | 8                     |
| Reporter I MMJ        | 1-2, 7-12                                          | 8                     |
| Receptionist          | 1-4, 7-9, 11-12                                    | 3                     |
| Account Executive     | 1-2, 7-9, 11-12                                    | 8                     |
| Account Executive     | 1-2, 7-9, 11-12                                    | 8                     |
| Account Executive     | 1-2, 7-9, 11-12                                    | 8                     |
| Account Executive     | 1-2, 7-9, 11-12                                    | 8                     |
| Producer I, News      | 1-4, 7-12                                          | 10                    |
| Producer I, News      | 1-4, 7-12                                          | 3                     |
| Account Executive     | 8                                                  | 8                     |
| News Photographer/MMJ | 8                                                  | 8                     |
| News Photographer/MMJ | 1-2, 7-9, 11-12                                    | 8                     |

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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                | California Broadcasters Assoc.<br>915 "L" Street Suite #1150<br>Sacramento, California 95814<br>Phone : 916-444-2237<br>Url : <a href="http://www.yourcba.com">http://www.yourcba.com</a><br>Joe Berry<br>Manual Posting | N                                                        | 0                                                               |
| 2                | Career Services Center<br>1600 E Belle Terrace<br>Bakersfield, California 93307<br>Phone : 661-336-6904<br>Email : <a href="mailto:westl@co.kern.ca.us">westl@co.kern.ca.us</a><br>Linda West                            | N                                                        | 0                                                               |
| 3                | Employee Referral                                                                                                                                                                                                        | N                                                        | 2                                                               |
| 4                | Indeed.com                                                                                                                                                                                                               | N                                                        | 3                                                               |
| 5                | Internal Promotion                                                                                                                                                                                                       | N                                                        | 1                                                               |
| 6                | Job Fair                                                                                                                                                                                                                 | N                                                        | 1                                                               |
| 7                | Kern County Hispanic Chamber of Commerce<br>231 H Street<br>Bakersfield, California 93301<br>Phone : 661-633-5495<br>Email : <a href="mailto:officeadmin@kchcc.org">officeadmin@kchcc.org</a><br>Sylvia Picazo           | N                                                        | 0                                                               |
| 8                | Linked In                                                                                                                                                                                                                | N                                                        | 26                                                              |
| 9                | Nexstar Media Group, Inc.<br>545 E. John Carpenter Freeway Suite 700<br>Irving, Texas 75062<br>Phone : 214-765-4208<br>Lindsey Knapp<br>Manual Posting                                                                   | N                                                        | 13                                                              |
| 10               | Nexstar's Facebook Page                                                                                                                                                                                                  | N                                                        | 7                                                               |
| 11               | TVJobs.com<br>PO Box 4116<br>Oceanside, California 92052<br>Phone : 800-374-0119<br>Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a><br>Job Listings<br>Manual Posting                                    | N                                                        | 0                                                               |

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

| <b>RS<br/>Number</b>                           | <b>RS Information</b>                                                                                                                                                                                     | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 12                                             | www.mediagignow.com<br>550 W. Jackson Blvd Suite 200<br>Chicago, Illinois 60661<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N                                                                    | 0                                                                           |
| 13                                             | Z AppleOne<br>5201 California Ave Suite 350<br>Bakersfield, California 93309<br>Phone : 661-578-6218<br>Email : josephv@ain1.com<br>Joseph Valdez                                                         | N                                                                    | 0                                                                           |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |                                                                                                                                                                                                           |                                                                      | <b>53</b>                                                                   |

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**III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of<br/>Recruitment Initiative<br/>(Menu Selection)</b>            | <b>Brief Description Of Activity</b>                                                                                                                                                                                                                                                                              | <b>No. of<br/>Stations<br/>Participants</b> | <b>Participant Title</b>                                                      |
|---|-------------|---------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|-------------------------------------------------------------------------------|
| 1 | 3/18/2025   | Provision of training to management                                       | The Station conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussion regarding proper dissemination of job vacancy information, document retention and hiring procedures.                                                                     | 6                                           | VP GM<br>GSM<br>News Director<br>HRBA                                         |
| 2 | 6/29/2025   | Participation in other activities designed by the station employment unit | <p>The Station has an established Job Shadow program that allows students to explore their interests in a potential career in broadcasting through onsite observation and discussion with active Station personnel.</p> <p>During the current term, the Station hosted three (3) Senior High School students.</p> | 4                                           | News Director<br>Production Manager<br>Sports Director<br>Chief Meteorologist |