

KGET
EEO PUBLIC FILE REPORT
August 1, 2023 - July 31, 2024

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" ("MRSList") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Weekend Anchor/Weekday MMJ	1-3, 5, 8, 10-16	8
Reporter I, MultiMedia Journalist	1-3, 5, 10-16	12
Reporter I, MultiMedia Journalist	1-3, 5, 9-16	9
Maintenance Engineer	1-3, 6-7, 10, 12, 14-16	7
Bilingual Reporter I, producer, telemundo	1-3, 10, 12, 14-16	12
Director I, Production	1-4, 10-12, 14-16	12
Digital Media Specialist	1-3, 6, 10-12, 14-16	11
Director, Newscast	1-3, 10, 12, 14-16	12
Bilingual Anchor/Reporter Telemundo	1-3, 10, 12, 14-16	12
News Photographer/MMJ	1-3, 10, 12, 14-16	12
Assignment Editor	1-3, 10, 12, 14-16	12
Account Executive III	1-3, 6, 10, 12, 14-16	12
Producer I, News	2-3, 10, 12, 14-16	12
Producer I, News	2-3, 10, 12, 14-16	12
Producer I, News	2-3, 7, 9-10, 12, 14-16	12
Producer I, News	2-3, 7, 9-10, 12, 14-16	7
General Sales Manager	7, 12	7

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II. MASTER RECRUITMENT SOURCE LIST ("MRSList")

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 : dcrawfor@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	CareerBuilder.com	N	1
5	Employee Referral	N	5
6	Indeed.com	N	8
7	Internal Promotion	N	3
8	Intracompany Transfer	N	1
9	Job Fair	N	3
10	Kern County Hispanic Chamber of Commerce 231 H Street Bakersfield, California 93301 Phone : 661-633-5495 Email : officeadmin@kchcc.org Sylvia Picazo	N	0
11	Linked In	N	33
12	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	37

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Santa Barbara Business College 5300 California Ave Bakersfield, California 93304 Phone : 661-835-1100 Email : melissa.rapoza@sbbcollege.edu Melissa Rapoza	N	0
14	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Listings Manual Posting	N	0
15	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
16	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:			91

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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	8/1/2023	Establishment of an intern program designed to assist members of the community	<p>The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, promotion.</p> <p>The Station hosted (2) interns from Syracuse, (1) intern from USC during the Summer 2023 Semester and (1) Syracuse intern during the Summer 2024 Semester.</p>	1	News Director
2	7/9/2024	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.	1	hiring managers