

**KGET**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2018 - July 31, 2019**

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
Multimedia Journalist	3-4, 6, 8-9, 11-12, 14, 16	11
KGET Newscast and Digital Content Producer	3-4, 6-9, 11, 13-14, 16	7
General Sales Manager	2-4, 7-9, 11-14, 16-17	7
Digital Sales Manager	2-4, 8-9, 11, 13-14, 16-17	11
Multimedia Journalist	2-6, 8-9, 11, 13-14, 16	6
Morning News Producer	1-4, 6, 8-9, 11, 13-14, 16	11
Morning News Producer	1-4, 6, 8-9, 11, 13-14, 16	11
Sales Assistant	1-4, 8-9, 11, 13-14, 16	11
Multimedia Journalist	1, 3-4, 6, 8-9, 11, 13-14, 16	6
Account Executive	1, 3-4, 8-11, 13-17	11
Digital Content Manager	1-4, 6, 8-9, 11, 13-14, 16	6
Account Executive	1-4, 8-9, 11, 13-14, 16	11
Account Executive	1-4, 8-9, 11, 13-14, 16	11
Video Editor	1-4, 6, 8-9, 11, 13-14, 16	6
Multimedia Journalist	1-4, 6, 8-9, 11, 13-14, 16	11
News Photographer/MMJ	1-4, 6, 8-9, 11, 13-14, 16	6

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

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 : <a href="http://www.yourcba.com">http://www.yourcba.com</a> Joe Berry Manual Posting	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	0
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	GlassDoor	N	1
6	Indeed.com	N	29
7	Internal Promotion	N	2
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	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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10	MediaRecruiter.com 9457 So University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : <a href="http://www.mediarecruite.com">http://www.mediarecruite.com</a> Art Scott Manual Posting	N	0
11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	27
12	Professional/Industry Trade Organization	N	5
13	Santa Barbara Business College 5300 California Ave Bakersfield, California 93304 Phone : 661-835-1100 Email : <a href="mailto:Norma.Dunn@sbbcollege.edu">Norma.Dunn@sbbcollege.edu</a> Norma Dunn	N	0
14	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	0
15	TVNewsCheck.com 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 917-658-9012 Url : <a href="http://www.tvnewscheck.com">http://www.tvnewscheck.com</a> Phil Kerk Manual Posting	N	0
16	<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

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17	Z Act-1 personnel Services 5201 California Ave Suite 350 Bakersfield, California 93309 Phone : 661-578-6218 Email : palcala@act-1.com Paul Alcala	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>64</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	6/11/2019	Establishment of training programs for station personnel	The Station has a training program designed to allow employees to gain knowledge and skills that would enable them to qualify and apply for higher level jobs. During the current reporting term, there were three (3) participants.	3	Anchor MMJ Web/Content Manager
2	6/20/2019	Participation in events sponsored by community groups	The Station participated at the Bakersfield Young Professionals. Station personnel were able to meet with individuals and discuss vacancies at the Station and in the broadcasting industry.	1	General Manager
3	6/24/2019	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 two (2) interns, from the Kern High School District, during the 2019 Summer Semester.	2	News Director Assignment Manager