

KGPE, KSEE
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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Photographer	1-8, 12-17, 19, 21, 23-25, 27-31, 33, 38 -39	19
News Photographer	1-8, 12-17, 19, 21, 23-25, 27-31, 33, 38 -39	19
Account Executive	10, 18, 23, 31-32, 34	23
Account Executive	10, 17, 31, 34, 37	10
Master Control Operator	10, 17, 26, 31, 34	26
Master Control Operator	10, 17, 26, 31, 34	10
News Producer	3-4, 6-8, 10, 12-17, 21-22, 24-25, 27- 31, 33, 38	22
Integrated Digital Specialist	3-4, 6-8, 10, 12-18, 21, 24-25, 27-33, 38	17
Promotion Producer	3-4, 6-8, 10, 12-19, 21, 24-25, 27-33, 35, 37-38, 40	18
News Reporter	3-4, 6-9, 11-17, 21-22, 24-25, 27-33, 37 -38	32
Morning Anchor, News	3-4, 6-8, 12-17, 19, 21, 24-25, 27-31, 33	19
Account Executive	10, 31-32, 34	10
Account Executive	10, 31-32, 34	32
Master Control Operator	10, 17, 26, 31, 34, 37	26
Master Control Operator	10, 17, 26, 31, 34, 37	10
Director of Sales	7, 10, 12-15, 17, 19, 24, 27, 29-31, 37	10
Digital Media Specialist	3-4, 6-7, 10, 13-17, 21, 24-25, 27-31, 33, 37-38, 40	10
Account Executive	10, 18, 31-32, 34	10
Account Executive	10, 18, 31-32, 34	10
Account Executive	10, 18, 31-32, 34	32
Weekend Anchor	3-4, 6-7, 11, 13-17, 19-21, 24-25, 27- 33, 37-38, 40	20
News Reporter	3-4, 6-7, 10-11, 13-17, 21, 24-25, 27- 33, 37, 40	10

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Operations Technician	2, 10, 19, 31-32, 37	19
Operations Technician	2, 10, 19, 31-32, 37	19
News Reporter	10, 31, 37, 36	10

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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 Job Placement 1801 Panorama Drive Bakersfield, California 93305 Phone : 661-395-4061 Email : rugutier@bakersfieldcollege.edu Rudy Gutierrez	N	0
2	Calif. State Univeristy Fresno School of Mass Communications and Journalism 2225 E. San Ramon Ave. Fresno, California 93740 Phone : 559-287-5078 Email : donald-priest@csufresno.edu Don Priest	N	3
3	Calif. State Univeristy Hayward, Dept of Mass Communications 25800 Carlos Bee Blvd. Hayward, California 94542 Phone : 510-885-3292 Email : dsawka@csuhayward.edu Dana Sawka	N	0
4	California Indian Manpower Consortium 4153 Northgate Blvd. Sacramento, California 95832 Phone : 916-920-0285 Fax : 1-916-564-2345 Taralyn I	N	0
5	Career Planning & Placement 9001 Stockdale Highway Bakersfield, California 93311 Phone : 661-664-3033 Email : career@csu.edu Bill Perry	N	0
6	Center for Employment Training 6853 65th Street Sacramento, California 95828 Phone : 916-393-7401 Fax : 1-916-393-7347 Justo Gaitan	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
7	Central Hispanic Chamber of Commerce (CCHCC) 746 "P" Street Fresno, California 93721 Phone : 559-549-4480 Url : http://www.2017cchcc.biz Email : info@cchcc.net Job Listings	N	0
8	Community Resource Council 133 Church Street Roseville, California 95678-2294 Phone : 916-783-0481 Email : pancrfb@foothill.net Job Coordinator	N	0
9	Electronic Media Magazine 6500 Wilshire Blvd. Suite 2300 Los Angeles, California 90048 Phone : 323-370-2415 Email : echasko@crain.com Fax : 1-323-658-6174 Eric Chasko	N	0
10	Employee Referral	N	29
11	Fresno County Economic Opportunity Commission 1900 Mariposa Mall #303 Fresno, California 93727 Phone : 559-263-1116 Email : frank.franco@fresnoeoc.org Frank Franco	N	0
12	Fresno Regional WorkForce Connection 3302 N. Blackstone Avenue Suite 221 Fresno, California 93726 Phone : 559-230-4401 Url : http://www.workforce-connection.com Email : mlozada@workforce-connection.com Mark Lozada	N	0
13	Fresno Regional Workforce Development Board 7475 N Palm Avenue Suite 105 Fresno, California 93711 Phone : 559-490-7180 Url : http://www.fresnobsc.com Email : tthomas@workforce-connection.com Tamico Thomas	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
14	Fresno State Career Development Center 5241 N. Maple Ave. M/S TA61 Fresno, California Phone : 559-278-2381 Url : http://www.fresnostate.edu/careers Email : debbiey@csufresno.edu Debbie Young	N	0
15	Fresno State Career Development Center 5241 N. Maple Ave. M/S TA61 Fresno, California Phone : 559-278-2381 Url : http://www.fresnostate.edu/careers Email : css1@mail.fresnostate.edu Sheila Gallagher Price	N	0
16	In Alliance 6950 21st Avenue Sacramento, California 95820 Phone : 916-381-1300 Url : www.inallianceinc.com Email : info@inalliance.com Fax : 1-916-381-9026 Job Developer	N	0
17	Indeed, Inc. 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Url : http://www.indeed.com Job Listings Manual Posting	N	6
18	Indeed.com	N	8
19	Internal Promotion	N	15
20	Intracompany Transfer	N	1
21	Japanese Cultural/Community Center 1840 Sutter Street San Francisco, California 94115 Phone : 415-567-5505 Email : mfletcher@jccnc.org Marjorie Fletcher	N	0
22	Job Fair	N	2
23	Job/Bulletin Board	N	3

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24	Journalism Jobs.com 72 Plaza Drive Second Floor Berkeley, California 94705 Phone : 510-508-7386 Url : http://www.journalismjobs.com Email : info@journalismjobs.com Job Listings	N	0
25	La Familia Counseling Center 5523 34th Street Sacramento, California 95820 Phone : 916-227-2584 Email : jrpeters@delpaso.seta.net Fax : 1-916-452-7628 Jennifer Peterson	N	0
26	Linked In	N	3
27	Media Recruiter 9457 So. University Blvd. Suite 303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Email : art@mediarecruiter.com Art Scott	N	0
28	Mexican American Opportunity Foundation 2001 28th Street Bakersfield, California 93301 Phone : 661-861-2800 Email : mlaris@co.kern.ca.us Fax : 1-661-336-6861 Mauro Laris	N	0
29	National Association of Hispanic Journalist 1050 Connecticut Avenue, NW Floor 5 Washington, District of Columbia 20036 Phone : 202-853-7760 Url : http://www.nahj.org Email : nahj@nahj.org Yaneth Guillen-Diaz	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
30	National Lesbian and Gay Journalists Association (NLGJA) 2120 L Street NW Washington, District of Columbia 20037 Phone : 202-588-9888 Url : http://www.nlgja.org Email : info@nlgja.org Sachelle Brooks	N	0
31	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
32	Nexstar's Facebook Page	N	13
33	State of Calif. Employment Development Department 801 Turk Street San Francisco, California 94544 Phone : 415-749-7551 Email : sfjobs@edd.ca.gov Thomas Swinnerton	N	0
34	Station Website 5035 E. McKinley Ave. Fresno, California 93727 Url : www.yourcentralvalley.com Email : mrosenfeld@nexstar.tv Elena Villegas	N	0
35	Station's Facebook Page	N	1
36	TVJobs.com	N	1
37	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark C. Holloway	N	6

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38	University of Pacific 3601 Pacific Avenue Stockton, California 95211 Phone : 209-946-2361 Email : jcarvana@pacific.edu Fax : 1-209-946-2760 Career/Internship Programmer	N	0
39	Women's Civic Improvement Club 3555 3rd Avenue Sacramento, California 95817 Phone : 916-457-8661 Email : wvicinc@sbcglobal.net Fax : 1-916-457-0109 Charles Coger	N	0
40	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	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	9/7/2017	Participation in Job Fairs	The SEU participated at the Society of Professional Journalism & National Association of Hispanic Journalists Job Fair, where over the course of 2 days personnel were able to meet & interview students and discuss vacancies at the Stations and in the broadcasting industry.	3	News Director News Director News Director
2	10/3/2017	Participation in Job Fairs	The SEU participated at the Gateway High School Career Fair. The SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Reporter
3	4/28/2018	Participation in Job Fairs	The SEU participated in the SAG-AFTRA and the California State University Entertainment Alliance one-day College Broadcast News Workshop at Fresno State. Designed to offer a pathway to employment in broadcast journalism. The SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	4	News Director News Director Production Director Reporter
4	5/23/2018	Establishment of training programs for station personnel	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. In the past EEO reporting 12 months, five (5) personnel have been promoted to higher level positions.	18	News Director Production Manager Creative Services Director Executive Producer
5	5/31/2018	Participation in Job Fairs	The SEU participated in the Bullard High School Career Fair at Bullard High. The SEU personnel met with to meet with students and potential job applicants, and discussed vacancies at the Stations and in the broadcasting industry.	1	Meteorologist
6	7/25/2018	Provision of training to management	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	3	General Manager Executive Assistant Production Manager News Director