

KGPE, KSEE
EEO PUBLIC FILE REPORT
August 1, 2021 - July 31, 2022

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") Used to Fill Vacancy	RS Referring Hiree
News Reporter/Fill in Weather Anchor	1-3, 7-12, 14-15, 17-30	22
Executive Producer	1-5, 7-12, 14-15, 17-30	18
Digital Content Producer	1-5, 7-8, 10-12, 14-15, 17-30	12
News Producer	2, 5, 8, 10, 12, 14-15, 17-30	17
News Photographer	2, 5, 8, 10, 12, 14-15, 17-30	12
News Producer	2, 5, 8, 10, 12, 14-15, 17-30	28
News Producer	2, 5, 8, 10, 12, 14-15, 17-30	12
News & Special Projects Producer	2, 5-6, 8, 10, 12-30	6
Weekend News Anchor/Reporter	2, 5, 8, 10, 12, 14-30	22
News Producer	2, 5, 8, 10, 12, 14-15, 17-30	28
News Producer	2, 5, 8, 10, 12-15, 17-30	13
Reporter/Fill- In Anchor	2, 5, 8, 10, 12, 14-15, 17-30	22
News Reporter	2, 5, 8, 10, 12-30	22
News Photographer	2, 5, 8, 10, 12, 14-15, 17-30	12
News Photographer	2, 5, 8, 10, 12, 14-15, 17-30	12
Weekend Anchor/Reporter	2, 5, 8, 10, 12-15, 17-30	22
Sports Reporter/Anchor	2, 5, 8, 10, 12-30	22
Administrator, HR Business	2, 5, 8, 10, 12-15, 17-30	22
News Producer	2, 5, 8, 10, 12, 14-30	22
Receptionist, Programming Coordinator	2, 5, 8, 10, 12-15, 17-30	22
Medical Show Host	2, 5, 8, 10, 12-30	22
News Photographer	2, 5, 8, 10, 12-30	13
Social Media Producer	2, 5, 8, 10, 12-30	13
National Sales Assistant	2, 5-6, 8, 10, 12-15, 17-30	22
Social Media Producer	2, 5, 8, 10, 12-30	16

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	2, 5, 8, 10, 12, 14-30	22

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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	Calif. State University Hayward, Dept of Mass Communications 25800 Carlos Bee Blvd. Hayward, California 94542 Phone : 510-885-3076 Email : ld.larkins@csueastbay.edu LD Larkins	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	California Indian Manpower Consortium 5108 East Clinton Way Suite 127 Fresno, California 93727 Phone : 559-456-9195 Fax : 1-559-456-8330 Workforce Development Program, Fresno Field Office	N	0
4	California State University, Bakersfield Center for Community Engagement & Career Education 54 CAF 9001 Stockdale Highway Bakersfield, California 93311-1022 Phone : 661-654-3033 Url : www.scub.edu/cece Email : career@scub.edu Fax : 1-661-654-3345 CSUB CECE	N	0
5	Career Resources Center Fresno Pacific University 1717 S. Chestnut Ave. Fresno, California 93702 Phone : 559-453-7150 Url : www.fresno.edu Email : rose.winn@fresno.edu Fax : 1-559-453-7147 Rose Winn	N	0
6	CareerBuilder.com	N	2

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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.biz Job Listings	N	0
8	Fresno City College Employment Resource Center 1101 E. University Fresno, California 93706 Phone : 559-442-8294 Email : karin.collins@fresnocitycollege.edu Fax : 1-559-442-4850 Karin Collins	N	0
9	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
10	Fresno Regional Workforce Development Board-Business Services Center 7475 N Palm Avenue Suite 105 Fresno, California 93711 Phone : 559-490-7174 Url : http://www.fresnobsc.com Email : mepinosa@workforce-connection.com Martha Espinosa	N	0
11	Glassdoor 2 Embarcadero Center San Francisco, California 94111 Phone : NA Url : www.glassdoor.com Job Listings Manual Posting	N	0
12	Indeed, Inc. 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Url : http://www.indeed.com Job Listings Manual Posting	N	19
13	Indeed.com	N	24

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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	Japanese Cultural/Community Center 1840 Sutter Street San Francisco, California 94115 Phone : 415-567-5505 Email : mfletcher@jccnc.org Marjorie Fletcher	N	0
15	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
16	Linked In	N	14
17	LinkedIn 2029 Stierlin Ct. Ste. 200 Mountain View, California 94043 Phone : NA Url : www.linkedin.com Job Listings Manual Posting	N	23
18	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	1
19	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
20	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
21	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 : JobBoard@nlgja.org Sachelle Brooks	N	0
22	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	47
23	On-Air Announcements 5035 E. McKinley Ave. Fresno, California 93727 Phone : 559-761-0365 Url : www.yourcentralvalley.com Lisa Peoples Manual Posting	N	0
24	San Joaquin Valley College 295 E. Sierra Avenue Fresno, California 93710 Phone : 877-367-7582 Email : sjvconline@sjvc.edu Fax : 1-559-735-0219 SJVC Online	N	0
25	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
26	Station Facebook Page (KGPE) 5035 E. McKinley Ave Fresno, California 93727 Phone : 559.761.0365 Url : www.facebook.com/CBS47/ Lisa Peoples Manual Posting	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
27	Station Facebook Page (KSEE) 5035 E. McKinley Ave Fresno, California 93727 Phone : 559.761.0635 Url : www.facebook.com/KSEE24/ Lisa Peoples Manual Posting	N	0
28	Station Website (www.YourCentralValley.com) 5035 E. McKinley Ave. Fresno, California 93727 Phone : 559.761.0365 Url : www.yourcentralvalley.com Email : lpeoples@nexstar.tv Lisa Peoples	N	14
29	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	0
30	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			144

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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	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	The SEU regularly disseminates job vacancy notices, including upper level positions, to the California State Broadcasters Association, a media/trade organization with a broad based membership, including the participation of women and minorities.	2	VP/General Manager Business Administrator
2	7/12/2022	Provision of training to management	The SEU 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	8	VP/General Manager Business Administrator News Director Chief Engineer