

KGPE, KSEE

EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

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
Digital Reporter/Anchor	1-31	22
Talk Show Host/Producer, Reporter	1-7, 9-11, 14-31	17
Integrated Digital Specialist	1-4, 6-7, 9-11, 14-31	22
CBS47 Investigative Reporter	1-4, 6-7, 9-11, 13-31	22
Digital Sales Manager	1-3, 5-7, 9-11, 13-31	22
News Reporter	1-6, 9-11, 13-31	18
Account Executive	1-2, 5-7, 9-11, 13-23, 25-31	22
Account Executive	1-4, 6-7, 9-11, 13-31	14
News Anchor, Morning	1-7, 9-11, 13-31	18
Maintenance Engineer	1-7, 9-11, 13-31	22
News Photographer	1-7, 9-11, 13-31	22
Master Control Operator	1-4, 6-7, 9-11, 14-31	22
Master Control Operator	1-4, 6-7, 9-11, 13-31	14
News Photographer	1-2, 4, 6-7, 9-11, 14-31	17
Master Control Operator	1-4, 6-7, 9-11, 13-31	22
Digital Producer, Executive	1-4, 6-7, 9-11, 13-31	22
News Reporter	1-4, 6-7, 9-11, 13-23, 25-31	18
News Reporter	1-4, 6-7, 9-11, 13-31	29
KSEE/KGPE News Assignments Editor	2-4, 6-7, 9-11, 13-23, 25-31	14
Digital Anchor/Producer, Spanish Language	1-4, 6-7, 9-11, 13-23, 25-31	17
Digital News Producer	1-4, 6-7, 9-11, 13-23, 25-31	14
News Photographer	2-4, 6-7, 9-11, 13-23, 25-31	29
Digital Content Producer	1-3, 6-7, 9-11, 13-23, 25-31	17
Graphic Artist	1-4, 6-7, 9-11, 13-23, 25-31	17
Receptionist/Administrative Assistant	1-3, 6-7, 9, 11, 13-23, 25-31	22
Digital Sales Coordinator	1-3, 6-7, 9, 11, 13-23, 25-31	22

KGPE, KSEE
EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

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	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	CalJobs - Workforce Connection P.O. Box 826880, MIC83 Sacramento, California 94280-0001 Phone : 888-501-2278 Url : http://www.caljobs.ca.gov Fax : 1-559-230-4022 Arthur Moss	N	0

KGPE, KSEE
EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

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
6	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
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	DirectEmployers 9002 N. Purdue Rd. Ste. 100 Indianapolis, Indiana 46268 Phone : NA Url : www.directemployers.org Job Listings Manual Posting	N	0
9	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
10	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
11	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 : mespinosa@workforce-connection.com Martha Espinosa	N	0

KGPE, KSEE
EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

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
12	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
13	Glassdoor 2 Embarcadero Center San Francisco, California 94111 Phone : NA Url : www.glassdoor.com Job Listings Manual Posting	N	0
14	Indeed, Inc. 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Url : http://www.indeed.com Job Listings Manual Posting	N	37
15	Japanese Cultural/Community Center 1840 Sutter Street San Francisco, California 94115 Phone : 415-567-5505 Email : mfletcher@jccnc.org Marjorie Fletcher	N	0
16	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
17	LinkedIn 2029 Stierlin Ct. Ste. 200 Mountain View, California 94043 Phone : NA Url : www.linkedin.com Job Listings Manual Posting	N	40

KGPE, KSEE
EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

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
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	17
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
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 : info@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	59
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

KGPE, KSEE
EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

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
24	Recruit.net 8 FL, TOWER 2, ADMIRALTY CENTRE, 18 HARCOURT ROAD Hong Kong, Hong Kong Phone : NA Job Listings Manual Posting	N	0
25	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
26	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
27	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	1
28	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
29	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	21

KGPE, KSEE
EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

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
30	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	1
31	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:			176

KGPE, KSEE
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

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	General Manager Business Administrator
2	7/26/2021	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.	12	Business Administrator General Manager News Director Chief Engineer