

**KGPE, KSEE**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 - July 31, 2023**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Anchor	1-2, 6-7, 9-27	13
Account Executive	1-2, 6-7, 9, 11-27	13
Associate Producer	1-2, 6-7, 9, 11-27	13
Digital News Producer	1-2, 6-7, 9-27	13
Digital News Manager	1-2, 6-7, 9, 11-12, 14-27	19
Investigative Reporter	1-2, 6-7, 9-12, 14-17, 19-27	19
Promotion Producer	1-2, 6-7, 9-24, 26-27	13
Social Media Producer	1-2, 6-7, 9-27	13
Master Control Operator (Seasonal)	1-2, 6-27	13
Master Control Operator (Seasonal)	1-2, 6-7, 9, 11-12, 14-27	19
Newscast Director	1-2, 6-7, 9, 11-27	19
Digital Sales Coordinator	1-2, 6-7, 9, 11-12, 14-27	19
News Reporter	1-2, 6-7, 9-27	13
Digital Reporter	1-3, 6-7, 9-27	10
News Photographer	1-2, 6-7, 9, 11-12, 14-27	19
Account Executive	1-2, 6-7, 9-27	10
News Producer	1-2, 6-7, 9, 11-27	13
Creative Services Director	1-2, 6-7, 9-27	19
Digital Content Producer	1-2, 6-7, 9, 11-27	13
News Producer	1-3, 6-7, 9-12, 14-27	10
Morning Anchor, News	1-2, 6-7, 9-12, 14-27	19
Commercial Producer	1-2, 6-7, 9-12, 14-27	19
News Director	1-2, 6-7, 9-27	19
Sales Assistant	1-2, 5-7, 9, 11-12, 14-27	19
Morning News Anchor	1-2, 6-7, 9-27	13

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## I. VACANCY LIST

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Senior Commercial Producer	1-2, 6-7, 9, 11-12, 14-27	19
News Producer	1-2, 6-7, 9-12, 14-27	19
Morning News Producer	1-2, 6-7, 9-12, 14-27	19
News Photographer	1-2, 6-7, 9-27	13
National Sales Assistant	1-2, 6-7, 9-27	19
Receptionist, Programming Coordinator	1-2, 6-7, 9-27	13
CBS Morning News Producer	1-2, 4, 6-7, 9, 11-27	13

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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	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
2	Career Resources Center Fresno Pacific University 1717 S. Chestnut Ave. Fresno, California 93702 Phone : 559-453-7150 Url : <a href="http://www.fresno.edu">www.fresno.edu</a> Email : <a href="mailto:rose.winn@fresno.edu">rose.winn@fresno.edu</a> Fax : 1-559-453-7147 Rose Winn	N	0
3	CareerBuilder.com	N	2
4	Educational Institution	N	1
5	Employee Referral	N	1
6	Fresno City College Employment Resource Center 1101 E. University Fresno, California 93706 Phone : 559-442-8294 Email : <a href="mailto:karin.collins@fresnocitycollege.edu">karin.collins@fresnocitycollege.edu</a> Fax : 1-559-442-4850 Karin Collins	N	0
7	Fresno Regional Workforce Development Board-Business Services Center 7475 N Palm Avenue Suite 105 Fresno, California 93711 Phone : 559-490-7174 Url : <a href="http://www.fresnobsc.com">http://www.fresnobsc.com</a> Email : <a href="mailto:mespinosa@workforce-connection.com">mespinosa@workforce-connection.com</a> Martha Espinosa	N	0
8	GlassDoor	N	1
9	Indeed, Inc. 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Job Listings Manual Posting	N	4

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10	Indeed.com	N	28
11	Japanese Cultural/Community Center 1840 Sutter Street San Francisco, California 94115 Phone : 415-567-5505 Email : mfletcher@jccnc.org Marjorie Fletcher	N	0
12	Journalism Jobs.com 72 Plaza Drive Second Floor Berkeley, California 94705 Phone : 510-508-7386 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:info@journalismjobs.com">info@journalismjobs.com</a> Job Listings	N	0
13	Linked In	N	40
14	LinkedIn 2029 Stierlin Ct. Ste. 200 Mountain View, California 94043 Phone : NA Url : <a href="http://www.linkedin.com">www.linkedin.com</a> Job Listings Manual Posting	N	2
15	Media Recruiter 9457 So. University Blvd. Suite 303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : <a href="http://www.mediarecruiter.com">http://www.mediarecruiter.com</a> Email : <a href="mailto:art@mediarecruiter.com">art@mediarecruiter.com</a> Art Scott	N	0
16	Mexican American Opportunity Foundation 2001 28th Street Bakersfield, California 93301 Phone : 661-861-2800 Email : <a href="mailto:mlaris@co.kern.ca.us">mlaris@co.kern.ca.us</a> Fax : 1-661-336-6861 Mauro Laris	N	0

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17	National Association of Hispanic Journalist 1050 Connecticut Avenue, NW Floor 5 Washington, District of Columbia 20036 Phone : 202-853-7760 Url : <a href="http://www.nahj.org">http://www.nahj.org</a> Email : <a href="mailto:nahj@nahj.org">nahj@nahj.org</a> Yaneth Guillen-Diaz	N	0
18	National Lesbian and Gay Journalists Association (NLGJA) 2120 L Street NW Washington, District of Columbia 20037 Phone : 202-588-9888 Url : <a href="http://www.nlgja.org">http://www.nlgja.org</a> Email : <a href="mailto:JobBoard@nlgja.org">JobBoard@nlgja.org</a> Sachelle Brooks	N	0
19	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	57
20	On-Air Announcements 5035 E. McKinley Ave. Fresno, California 93727 Phone : 559-761-0365 Url : <a href="http://www.yourcentralvalley.com">www.yourcentralvalley.com</a> Lisa Peoples Manual Posting	N	0
21	San Joaquin Valley College 295 E. Sierra Avenue Fresno, California 93710 Phone : 877-367-7582 Email : <a href="mailto:sjvconline@sjvc.edu">sjvconline@sjvc.edu</a> Fax : 1-559-735-0219 SJVC Online	N	0
22	State of Calif. Employment Development Department 801 Turk Street San Francisco, California 94544 Phone : 415-749-7551 Email : <a href="mailto:sfjobs@edd.ca.gov">sfjobs@edd.ca.gov</a> Thomas Swinnerton	N	0

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23	Station Facebook Page (KGPE) 5035 E. McKinley Ave Fresno, California 93727 Phone : 559.761.0365 Url : <a href="http://www.facebook.com/CBS47/">www.facebook.com/CBS47/</a> Lisa Peoples Manual Posting	N	0
24	Station Facebook Page (KSEE) 5035 E. McKinley Ave Fresno, California 93727 Phone : 559.761.0635 Url : <a href="http://www.facebook.com/KSEE24/">www.facebook.com/KSEE24/</a> Andrea Sanchez Manual Posting	N	0
25	Station Website ( <a href="http://www.YourCentralValley.com">www.YourCentralValley.com</a> ) 5035 E. McKinley Ave. Fresno, California 93727 Phone : 559.761.0365 Url : <a href="http://www.yourcentralvalley.com">www.yourcentralvalley.com</a> Email : <a href="mailto:lpeoples@nexstar.tv">lpeoples@nexstar.tv</a> Andrea Sanchez	N	0
26	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark C. Holloway	N	0
27	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>136</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	10/12/2022	Participation in events or programs sponsored by educational institutions	SEU hosted a group of students from Hoover High School. SEU personnel were able to meet with students and discuss vacancies at the Stations and within the broadcasting industry.	2	VP/General Manager Meteorologist
2	10/21/2022	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at Reedley City College. He spoke about career decisions and job requirements.	1	News Anchor
3	10/21/2022	Participation in events or programs sponsored by educational institutions	SEU Personnel spoke and hosted a guided tour of the Station to Fresno State's RTDNA. She spoke about career decisions and job requirements.	1	News Director
4	11/14/2022	Participation in events or programs sponsored by educational institutions	SEU Personnel spoke to Fresno City College's journalism students. She spoke about career decisions and job requirements.	1	News Director
5	4/14/2023	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at Fresno State University physics class. She spoke about career decisions and job requirements	1	Meteorologist
6	4/21/2023	Participation in events or programs sponsored by educational institutions	The SEU participated as a speaker at Gateway High School. SEU personnel spoke about job qualifications and career opportunities at the Stations and within the broadcasting industry.	1	News Reporter
7	7/13/2023	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	7	VP/General Manager Business Administrator News Director Chief Engineer