

ANNUAL EEO PUBLIC FILE REPORT

KGET

August 1, 2013 through July 31, 2014

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

KGET

The information contained in this Report covers the time period beginning August 1, 2013 to and including July 31, 2014 (the “Applicable Period”). The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from August 1, 2013 through July 31, 2014

Station(s) Comprising the Station Employment Unit: KGET

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Local Sales Manager	08/01/13	F	6	A, B, C, E, F,G, H, I, J, K, M, O, P
2	eMedia Manager	08/01/13	F	3	A, B, C, E, F,G, H, I, J, K, M, O, P
3	Anchor / Reporter	08/07/13	M	3	A,B, C, E, G, H, I, J, K, M, N,O
4	Producer	08/07/13	O	2	B, C, E, G, H, I, J, K, M, N,O
5	Account Executive	08/07/13	O	3	B, C, D, E, G, H, I, J, K, L, M, O
6	Account Executive	08/07/13	I	2	B, C, D, E, G, H, I, J, K, L, M, O
7	Multimedia Journalist	09/03/13	M	5	B, C, D, E, G, H, I, J, K, L, M, O
8	Account Executive	09/30/13	I	4	B, C, D, E, G, H, I, J, K, L, M, O
9	Associate Producer	10/14/13	M	4	B, C, D, E, G, H, I, J, K, L, M, O, P, Q
10	News Photojournalist / Editor	10/14/13	I	4	B, C, D, G, H, I, J, K, L, M, O
11	Account Executive	10/16/13	O	2	B, C, D, E, G, H, I, J, K, L, M, O
12	Producer	11/18/13	O	5	B, C, D, G, H, I, J, K, L, M, O, P
13	Account Executive	2/28/14	O	3	B, C, D, E, G, H, I, J, K, L, M, O
14	Account Executive	4/11/14	O	2	B, C, D, E, G, H, I, J, K, L, M, O
15					
16					
17					

Total Number of Persons Interviewed During Applicable Period: 46

Appendix 2 to Annual EEO Public File Report

Covering the Period from August 1, 2013 through July 31, 2014

Station(s) Comprising the Station Employment Unit: KGET

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Act-1 Personnel Services	Paul Alcala	5201 California Avenue, Suite 350, Bakersfield, CA 93309 palcala@act-1.com	661-578-6218	N	0
B	Bakersfield College – Job Placement	Denise Crawford	1801 Panorama Drive, Bakersfield, CA 93305 http://www.collegecentral.com/bakersfieldcollege	661-395-4659	N	0
C	California Broadcasters Association	Lillie Player	915 L Street, Suite 1150, Sacramento, CA 95814 www.cabroadcasters.org	916-444-2237	N	0
D	California State University, Bakersfield	Katrina Gilmore	9001 Stockdale Hwy 54 CAF, Bakersfield, CA 93311 career@csub.edu	661-654-3033	N	0
E	Career Services Center	Kari McLeod	1600 E Belle Terrace, Bakersfield, CA 93307 Valerie.dixon@edd.ca.gov	661-336-6904	N	0
F	Internal Transfer/Promotion	N/A	2120 L Street, Bakersfield, CA 93301	661-283-1700	N	9
G	Kern County Black Chamber of Commerce	Carol Holley/ Ali Morris	1309 L Street, Bakersfield, CA 93301 carol@kcbcc.net , amorris@kcbcc.net	661-326-1529	N	0
H	Kern County Hispanic Chamber of Commerce	Sylvia Picazo/ J Tamsi	231 H Street, Bakersfield, CA 93301 officeadmin@kchcc.org , jtamsi@kchcc.org	661-633-5495	N	0

I	kerngoldenempire.com/Jobs	Scott Herrick	2120 L Street, Bakersfield, CA 93301 http://kerngoldenempire.com/jobs	661-283-1700	N	10
J	Media Line	Mark Shilstone	P O Box 51909, Pacific Grove, CA 93950 medialine@medialine.com	800-237-8073	N	0
K	Mexican American Opportunity Foundation	Magda Menendez	2001 28 th Street, Bakersfield, CA 93301 magdam@co.kern.ca.us	661-336-6969	N	0
L	Santa Barbara Business College	Jason Deming	211 South Real Road, Bakersfield, CA 93309 jason.deming@sbbcollege.edu	661-835-0242	N	0
M	TVJobs.com		P O Box 4116, Oceanside, CA 92052 www.tvjobs.com	800-374-0119	N	12
N	Walk-In	N/A	2120 L Street, Bakersfield, CA 93301	661-283-1700	N	0
O	Word of Mouth	N/A	N/A	N/A	N	17
P	Nexstar.tv/Jobs	Rachel Anderson	545 E John Carpenter Freeway, Suite 700, Irving, TX 75062 http://nexstar.tv/jobs , randerson@nexstar.tv	972-373-8800	N	0
Q	Job Fair/Conference	Various	Various locations	N/A	N	0
R	MediaRecruiter.com	Art Scott	9457 So University Blvd., #303, Highlands Ranch, CO 80126 www.mediarecruiter.com	303-400-5150	N	0
S	TVNewsCheck.com	Phil Kirk	24 West Lancaster Ave., Suite #205, Ardmore, PA 19003 www.tvnewscheck.com	917-658-9012	N	0

Appendix 3 to Annual EEO Public File Report

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KGET

	Recruitment Initiative	Description
1	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	KGET’s Assistant News Director, Mike Trihey attended the Excellence in Journalism Conference that took place on August 22 through August 26, 2013 in Anaheim, CA. The conference was sponsored by the National Association of Hispanic Journalists, The Society of Professional Journalists, and the Radio-Television-Digital News Association. Nexstar Broadcasting had a booth on the exhibit floor. In attendance at the booth were several Nexstar News Managers including, myself, Jerry Walsh, Mark Kraham, George Severson and Chad McCullum. All prospective employees were guided to the Nexstar job site. Mike had informal discussions with dozens of young journalists and longer interviews with a handful of candidates that would best fit the current job openings at KGET of Associate Producer and Photographer/Editor.
2	Hosting a job fair	KGET Co-Sponsored the Kern County Veteran’s Job Fair on November 6, 2013. The Director of Sales, Derek Jeffery, was in attendance the entire day. There were several companies in attendance. KGET Co-Sponsored and participated in the Bakersfield College Career Day event that took place Wednesday, April 30, 2014. KGET promoted the event and provided news coverage as well. The Director of Sales and News Director were in attendance.
3	Providing training to management level personnel as to methods of ensuring equal	KGET’s new Human Resource/Payroll Coordinator attended an EEO FCC training class on March 3, 2014 conducted by KGET’s Office Manager to

	opportunity employment opportunities and preventing discrimination	heighten the understanding and educate her on proper recruiting, tracking and hiring practices. The Nexstar HireCentric Applicant Tracking System was discussed and reviewed in detail.
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