

WTAJ
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Multimedia Journalist/Bureau Reporter	1-3, 5-20	10
Account Executive	1-3, 5-21	10
Multi-Media Journalist (4308)	1-3, 5-20	10
Multi-Media Journalist/Reporter	1-3, 5-20	10
Weekend Weather Anchor/Digital Weather Specialist	1-3, 5-20	10
Digital Executive Producer	1-3, 5-20	10
Lifestyle Show Host	1-3, 5-20	11
News Producer	1-3, 5-20	10
Lifestyle Show Producer	1-3, 5-20	10
Weekend Photographer/Editor	1-3, 5-20	10
Morning Producer	1-3, 5-20	10
News Producer	1-3, 5-7, 9-20	10
News Videographer/Photographer	1-3, 5-7, 9-20	10
Account Executive	1-20	4
Account Executive Sales	1-20	11

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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	Broadcast Employment Services (TVJobs.com) P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0017 Url : https://www.tvjobs.com/ Job Listing Manual Posting	N	0
2	Bucknell University One Dent Drive Lewisburg, Pennsylvania 17837 Phone : 570-577-2000 Email : acs@bucknell.edu Tess Marsh	N	0
3	Clearfield County Career and Technology Center 1620 River Rd. Clearfield, Pennsylvania 16830 Phone : 814-765-5308 Email : jwomer@ccctc.edu Jennifer Womer	N	0
4	Employee Referral 5000 6th Ave Altoona, Pennsylvania 16602 Job Listing Manual Posting	N	2
5	Greater Altoona Career & Technology Center 1500 Fourth Avenue Altoona, Pennsylvania 16602 Phone : 814-505-1256 Email : nicole.zernick@gactc.edu Nicole Zernick	N	0
6	Indeed.com No Physical Address Altoona, Pennsylvania 16602 Phone : 1-800-475-4361 Indeed Support Manual Posting	N	5
7	Indiana University of Pennsylvania Career Services 201 Pratt Drive Indiana, Pennsylvania 15705 Phone : 724-357-2235 Email : janice.shellenbarger@iup.edu Janice Shellenbarger	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
8	Juniata College Office of Career Services 1700 Moore St. Huntingdon, Pennsylvania 16652 Phone : 814-641-3351 Email : kysord@juniata.edu Darwin Kysor	N	0
9	National Association of Broadcasters Edu. Foundation 1771 N Street N.W. Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nmann@nab.org Nate Mann	N	0
10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	37
11	On Site Posting 5000 6th Ave Altoona, Pennsylvania 16602 Kylei Sell Manual Posting	N	2
12	PA CareerLink 3001 Fairway Drive Altoona, Pennsylvania 16602 Phone : 814-940-6200 Email : cmccllellan@piccc.org Chuck McClellan	N	0
13	Penn State Altoona 3000 Ivyside Park Altoona, Pennsylvania 16601 Phone : 814-949-5047 Email : sra1@psu.edu Sherri McGregor	N	0
14	Penn State DuBois 1 College Place DuBois, Pennsylvania 15801 Phone : 814-372-3015 Email : aaa39@psu.edu Anna Akintunde	N	0

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15	Pennsylvania Association of Broadcasters 208 North 3rd Street Suite 105 Harrisburg, Pennsylvania 17101 Phone : 717-482-4820 Gail Ponti Manual Posting	N	0
16	Pennsylvania Highlands Community College 101 Community College Way Johnstown, Pennsylvania 15904 Phone : 814-262-6400 Email : careerservices@pennhighlands.edu Larry Brugh	N	0
17	South Hills School of Business & Technology 508 58th St. Altoona, Pennsylvania 16602 Phone : 814-234-7755 Email : lbeamenderfer@southhills.edu Lora Beamenderfer	N	0
18	Syracuse University Career Development Center 215 University Place Syracuse, New York 13244 Phone : 315-443-1913 Email : belichti@syr.edu Bridget Lichtinger	N	0
19	wearcentralpa.com 5000 6th Ave Altoona, Pennsylvania 16602 Phone : 814-942-1010 Kylei Sell Manual Posting	N	1
20	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
21	Zip Recruiter Zip Recruiter Santa Monica, California Url : ziprecruiter.com Online Nocontact 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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			47

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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	4/1/2019	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices, including upper-level positions to the NAB Education Foundation, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	Administrative Assistant
2	5/10/2019	Establishment of an intern program designed to assist members of the community	The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. The Station hosted four (4) interns, from the Pennsylvania State University, during the 2019 Summer Semester.	2	Chief Meteorologist Executive Producer
3	6/27/2019	Participation in events or programs sponsored by educational institutions	Staff met with educators and program directors, from the Community Education Center of Elk & Cameron Counties (CEC) to work on opportunities for students to create, learn, and grow through local media resources.	2	Vice President/General Manager News Operations Manager
4	8/22/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers before students at Alumni Hall at Mount Aloysius college. They spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	4	News Anchor News Producer Meteorologist News Anchor
5	10/24/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers before St. Marys school 10th and 11th grade civics class. The spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	2	News Operations Manager News Anchor
6	10/24/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Penn State College of Earth and Mineral Sciences. She spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	Meteorologist