

WBRE-TV
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

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
Account Executive	1, 4, 6, 10, 15-16, 18-20, 22, 24, 27, 31-33	10
Director of Sales	1, 4, 6, 8, 10, 15-16, 18-20, 22, 24, 27, 31-33	10
Multimedia Journalist	1, 4, 6, 8, 12, 15-16, 18-20, 22, 24, 27, 30-33	8
Morning Co-Anchor	1, 4, 6, 9-11, 15-16, 18-20, 22, 24, 27, 30-33	11
Account Executive	1, 3-4, 6, 15-20, 22, 24, 27, 29-33	17
Account Executive	1, 3-4, 6, 15-20, 22, 24, 27, 29-33	22
Promotion Producer	1, 4, 6, 8, 10, 15-16, 18-22, 24, 27, 31-33	22
Local Sales Manager	1, 3-4, 6, 8, 15-16, 18-20, 22, 24, 27, 29-33	22
Assignment Editor	1-2, 4-9, 12, 14-16, 18-20, 22-25, 27, 29-33	8
Multimedia Journalist	1, 4, 6, 15-16, 18-20, 22, 24, 27, 29-33	22
Account Executive	1, 3-4, 6, 8, 15-16, 18-20, 22, 24, 26-27, 29, 31-33	26
News Producer	1, 4, 6-7, 9, 15-16, 18-20, 22, 24, 27, 29-33	9
Promotions Producer	1, 4, 6, 8-10, 15-16, 18-20, 22, 24, 27, 31-33	10
Production Assistant	1, 3-4, 6, 8, 15-16, 18-20, 22, 24, 27, 31-33	8
Digital Marketing Services Account Executive	1, 3-4, 6, 15-20, 22, 24, 27, 29-33	17
Account Executive	1, 3-4, 6, 15-20, 22, 24, 27, 30-33	22
Account Executive	1, 3-4, 6, 15-20, 22, 24, 27, 30-33	17
Account Executive	1, 3-4, 6, 15-20, 22, 24, 27, 30-33	22
Meteorologist / Multimedia Journalist	1, 3-4, 6, 8-9, 15-16, 18-20, 22, 24, 27, 30-33	30
News Producer	1, 3-4, 6, 15-16, 18-20, 22, 24, 26-28, 31-33	26

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Media Manager	1, 3-4, 6, 9-10, 13, 15-16, 18-20, 22, 24, 27, 30-34	10

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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	Bloomsburg University 400 E Second Street 201 Student Services Center Bloomsburg, Pennsylvania 17815 Phone : 570-389-4000 Email : hireahusky@bloomu.edu Career Center	N	0
2	CareerBuilder.com	N	1
3	Christ Episcopal Church 205 North Seventh Street Stroudsburg, Pennsylvania 18360 Phone : 570-421-7481 Email : christchurchsburg@gmail.com Cheryl McPherson	Y	0
4	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
5	Duquesne University Career Services Center 600 Forbes Ave. Pittsburgh, Pennsylvania 15282 Phone : 412-396-6644 Email : careerservices@duq.edu Sandy Skriba	N	0
6	East Stroudsburg University East Stroudsburg University East Stroudsburg, Pennsylvania 18301 Phone : 570-422-3219 Email : careerdevelopment@esu.edu Career Development	N	0
7	Educational Institution	N	2
8	Employee Referral	N	10
9	Indeed.com	N	8
10	Internal Promotion	N	7
11	Intracompany Transfer	N	1
12	Job Fair	N	2
13	Job/Bulletin Board	N	1

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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	King's College 133 North River St. Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Email : theresakinney@kings.edu Fax : 1-570-208-5941 Theresa Kinney	N	0
15	King's College 133 N River Street Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Email : patriciasprague@kings.edu Patricia Sprague	N	0
16	Lackawanna College 501 Vine Street LAC 224 Scranton, Pennsylvania 18509 Phone : 570-961-7810 Email : careerservices@lackawanna.edu Trevor Woodruff	N	0
17	Linked In	N	6
18	Luzerne County Community College Prospect St & Middle Road Nanticoke, Pennsylvania 18634 Phone : 570-740-0450 Email : jkaczmarczyk@luzerne.edu Janet Kaczmarczyk	N	0
19	Marywood University 2400 Adams Avenue Scranton, Pennsylvania 18503 Phone : 570-348-6247 Email : careerservices@marywood.edu Christina Brundage	N	0
20	Misericordia University 301 Lake Street Dallas, Pennsylvania 18612 Phone : 570-674-6400 Email : iccareer@misericordia.edu Career Services	N	0
21	Monster	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	21
23	Northampton Community College 3835 Green Pond Rd. Bethlehem, Pennsylvania 18015 Phone : 610-861-5344 Email : careers@northampton.edu Fax : 1-610-861-5374 Lynn Fischer	N	0
24	Penn State College of Communications 208 Carnegie Building University Park, Pennsylvania 16802 Phone : 814-865-4349 Email : sfg10@psu.edu Bob Martin	N	0
25	Philadelphia College of Textiles & Science School House Lane & Henry Ave. Philadelphia, Pennsylvania 19144 Phone : 215-951-2738 Email : shafert@philau.edu Fax : 1-215-951-6884 Trish Shafer	N	0
26	Re-hire	N	2
27	S.I. Newhouse School 215 University Place Syracuse, New York 13244 Phone : 315-443-2302 Email : belichti@syr.edu Bridget Lichtinger	N	0
28	Station's Facebook Page	N	1
29	Temple University 220 Mitten Hall 1913 N Broad Street Philadelphia, Pennsylvania 19122 Phone : 215-204-7981 Career Center Manual Posting	N	0

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30	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Mark Holloway Manual Posting	N	9
31	University of PA 3718 Locust Walk Philadelphia, Pennsylvania 19104 Phone : 215-898-7529 Email : mylene@pobox.upenn.edu Mylene Kerschner	N	0
32	University of Scranton Office of Career Services Scranton, Pennsylvania 18504 Phone : 570-941-7640 Email : careers@scranton.edu Christina Whitney	N	0
33	Wilkes University PO Box 11 Wilkes-Barre, Pennsylvania 18766 Phone : 570-408-4063 Email : carol.bosack@wilkes.edu Carol Bosack	N	0
34	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			72

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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	4/1/2017	Participation in events or programs sponsored by educational institutions	The SEU participated in the 2017 Career Expo @ Columbia Journalism School. SEU personnel were able to meet students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
2	4/3/2017	Participation in events or programs sponsored by educational institutions	The SEU participated at the King's College Career & Internship Expo. SEU personnel were able to meet students and discuss vacancies at the Stations and in the broadcasting industry.	1	Creative Services Director Promotion Producer
3	4/12/2017	Participation in events or programs sponsored by educational institutions	The SEU participated at the Luzerne County Community College Annual Job Fair 2017. SEU personnel were able to meet students and discuss vacancies at the Stations and in the broadcasting industry.	2	Creative Services Director News Director
4	10/19/2017	Participation in events or programs sponsored by educational institutions	The SEU participated in the Wilkes University 2017 Internship & Career Fair. SEU personnel were able to meet students and discuss vacancies at the Stations and in the broadcasting industry.	2	News Director Host/Meteorologist
5	12/18/2017	Establishment of an intern program designed to assist members of the community	The SEU sponsors an internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. The SEU hosted (3) interns, from Luzerne County Community College, Syracuse University, and Indiana University during the 2017 Summer Semester; (1) intern from King's College during the 2017 Fall Semester (1) intern from Wilkes University for the 2017 Winter/2018 Spring Semester.	1	News Director
6	3/15/2018	Participation in events or programs sponsored by educational institutions	The SEU participated at the Wilkes University 2018 Spring Career & Internship Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	VP/GM

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	3/16/2018	Participation in events or programs sponsored by educational institutions	The SEU participated at the Penn State University Job Expo.comm 2018. SEU personnel were able to meet students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
8	3/20/2018	Participation in Job Fairs	SEU personnel attended the Northeast Broadcast Employment Fair at the WVIA Public Media Center, which was held in Pittston, Pennsylvania. During the event, the SEU had a booth where potential employees were able to discuss broadcasting jobs in general and at the Stations and provided guidance on how and where to apply for jobs at Nexstar.	1	Chief Engineer