

WFXP, WJET
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
Account Executive	1-2, 7-8, 11-12, 15-17, 19, 22, 25-29, 34-36	19
Digital Sales Specialist	2, 5-9, 11-17, 19-20, 22, 25-29, 31, 34- 36	19
News Reporter	2, 4, 7-8, 11-13, 15, 17-18, 20-22, 26- 27, 29, 32, 35-36	18
News Reporter	2, 4-8, 11-13, 15, 19-20, 22, 26-29, 31, 34-36	27
Website Administrator	2, 5-8, 10-15, 17, 20, 22-24, 26-29, 31, 34-36	17
Photographer, MultiMedia Journalist	2, 5-8, 11-13, 15, 20, 22-23, 26-29, 33- 36	35
Local Sales Manager	2, 5-8, 11-13, 15, 19-23, 26-30, 34-36	19
Meteorologist/Weather Reporter	2-3, 5-8, 10-13, 15, 20, 22-23, 26-31, 33-36	33
Morning News Anchor	2-3, 5, 7-8, 11-13, 15, 20, 22-23, 26-29, 31, 34-36	35
News Reporter	2-3, 7-8, 11-12, 15, 22, 26-27, 29, 35- 36	27
Digital Content Manager	2-3, 7-8, 11-12, 15, 17, 22, 26-27, 29, 34-36	35

WFXP, WJET
EEO PUBLIC FILE REPORT

April 1, 2019 - March 31, 2020

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	Advertisement-Print	N	1
2	Allegheny College 454 N. Main Street Meadville, Pennsylvania 16335 Phone : 814-332-3100 Email : jobline@allegheny.edu Jim Fitch	N	0
3	Booker T. Washington Center 1720 Holland Street Erie, Pennsylvania 16503 Phone : 814-453-5744 Fax : 1-814-453-5749 Shantel Hilliard	N	0
4	CareerBuilder.com	N	2
5	DirectEmployers directemployers.org Indianapolis, Indiana Phone : 972.764.6715 Job Listing Manual Posting	N	0
6	Edinboro University 405 Scotland Road Suite 211 Edinboro, Pennsylvania 16444 Phone : 814-732-1269 M Clem Manual Posting	N	0
7	Erie County Technical School 8500 Oliver Road Erie, Pennsylvania 16509 Phone : 814-464-8600 Fax : 1-814-464-8625 Elaine Shaffer	N	0
8	Erie Institute of Technology 940 Millcreek Mall Erie, Pennsylvania 16565 Phone : 814-868-9900 Email : craigc@erieit.edu Craig Cook	N	0

WFXP, WJET
EEO PUBLIC FILE REPORT

April 1, 2019 - March 31, 2020

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
9	Erie Times Newspaper 205 West 12th Street Erie, Pennsylvania 16534 Phone : 814-870-1648 Url : http://www.goerie.com Melanie Dash Manual Posting	N	0
10	Facebook 225 Park Ave South Manhattan, New York 10003 Phone : 646-214-2203 Url : http://www.facebook.com Job Listing Manual Posting	N	0
11	Fortis Institute 5757 West 26th Street Erie, Pennsylvania 16506 Phone : 814-838-7673 Email : dcarter@fortisinstitute.edu Destiny Carter	N	0
12	Gannon University 109 University Square Erie, Pennsylvania 16541 Phone : 814-871-9000 Email : cdes@gannon.edu Janet Armbruster	N	0
13	glassdoor glassdoor.com Mil Valley, California Phone : 972.764.6715 Job Listing Manual Posting	N	0
14	goerie.com 205 West 12th Street Erie, Pennsylvania 16534 Phone : 814-870-1648 Url : http://www.goerie.com Melanie Dash Manual Posting	N	0

WFXP, WJET
EEO PUBLIC FILE REPORT

April 1, 2019 - March 31, 2020

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
15	Greater Erie Community Action Committee 18 West 9th Street Erie, Pennsylvania 16501 Phone : 814-459-4581 Fax : 1-814-456-0161 Holly Sawatski	N	0
16	Indeed 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 800-462-5842 Url : http://www.indeed.com Job Listing Manual Posting	N	0
17	Indeed.com	N	9
18	Intracompany Transfer	N	1
19	Linked In	N	5
20	Linkedin linkedin.com Mountain View, California Phone : 972.764.6715 Url : linkedin.com Job Listing Manual Posting	N	0
21	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Mark Shilstone Manual Posting	N	0
22	Mercyhurst University 501 E. 38th Street Erie, Pennsylvania 16546 Phone : 814-869-7438 Email : frizzone@mercyhurst.edu Frank Rizzone	N	0
23	Monster Monster.com Weston, Massachusetts Job Listing Manual Posting	N	0
24	Monster	N	1

WFXP, WJET
EEO PUBLIC FILE REPORT

April 1, 2019 - March 31, 2020

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
25	Monster.com 133 Boston Post Rd Weston, Massachusetts 2493 Phone : 972.764.6715 Job Listing Manual Posting	N	0
26	Multi Cultural Community Resource Center 554 East 10th Street Erie, Pennsylvania 16503 Phone : 814-455-0212 Fax : 1-814-453-2363 Joanna Cherpak	N	0
27	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	6
28	PA Career Link of Erie County/Job Gateway 155 West 8th St Erie, Pennsylvania 16501 Phone : 814-455-9966 Url : http://www.cwds.pa.us Rick Cornwell Manual Posting	N	0
29	Penn State Erie/Behrend College 4701 College Drive Erie, Pennsylvania 16563 Phone : 814-896-6000 Email : recruitbehrend@psu.edu Tracy Bishop	N	1
30	Pennsylvania Association of Broadcasters 8501 Paxton St. Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Gail Ponti Manual Posting	N	0

WFXP, WJET
EEO PUBLIC FILE REPORT

April 1, 2019 - March 31, 2020

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
31	recruit.net recruit.net Central, Hong Kong, Hong Kong Phone : 972.764.6715 Url : usa.recruit.net Job Listing Manual Posting	N	0
32	TV News Check 24 West Lancaster Ave. Suite #205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Url : http://www.tvnewscheck.com Job Listing Manual Posting	N	0
33	TVJobs.com	N	2
34	WJET - Internal Posting 8455 Peach Street Erie, Pennsylvania 16509 Phone : 814-864-2400 Job Listing Manual Posting	N	1
35	WJET Website - YourErie.com 8455 Peach Street Erie, Pennsylvania 16509 Phone : 814-864-2400 Url : http://www.yourerie.com Email : mmiller@wjettv.com Michael Miller	N	7
36	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:			36

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

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/1/2019	Establishment of an intern program designed to assist members of the community	<p>The station has an established internship that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.</p> <p>The Station hosted 2 interns from Point Park, and 1 intern from Mercyhurst University, during the 2019 Summer Semester. Additionally, 1 intern from Carl University during the Fall Semester, and 1 intern from Mercyhurst University during the Spring Semester 2020.</p>	1	News Director
2	2/1/2020	Participation in scholarship programs	<p>WJET participates in an established scholarship program that assists students interested in pursuing a career in broadcasting.</p> <p>During the current reporting term, there was one (1) recipient from Edinboro University.</p>	1	General Manager
3	3/30/2020	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 Multi Cultural Community Resource Center.	1	Administrative Assistant