

WFXP, WJET
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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
Commercial Producer	1-8, 14, 16-18, 20-22	20
Account Executive	1-2, 4-9, 12, 14, 16-18, 20-22	9
Account Executive	1-2, 4-9, 11, 14, 16-18, 20-22	9
Vice President/ General Manager	1-8, 11-12, 14-22	3
Digital Reporter	1-2, 5-9, 11-18, 20-22	20
News Reporter	1-3, 5-8, 11, 14-18, 20-22	3
News Reporter	1-2, 5-8, 10-11, 14-18, 20-22	10

WFXP, WJET
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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	Allegheny College 454 N. Main Street Meadville, Pennsylvania 16335 Phone : 814-332-3100 Email : jobline@allegheny.edu Jim Fitch	N	0
2	Booker T. Washington Center 1720 Holland Street Erie, Pennsylvania 16503 Phone : 814-453-5744 Email : shilliard@btwcenter.org Fax : 1-814-453-5749 Shantel Hilliard	N	0
3	Employee Referral	N	5
4	Erie County Technical School 8500 Oliver Road Erie, Pennsylvania 16509 Phone : 814-464-8676 Fax : 1-814-464-8625 Rob Eggleston	N	0
5	Erie Institute of Technology 940 Millcreek Mall Erie, Pennsylvania 16565 Phone : 814-868-9900 Email : sadies@erieit.edu Sadie Schiefer	N	0
6	Fortis Institute 5757 West 26th Street Erie, Pennsylvania 16506 Phone : 814-838-7673 Email : dcarter@fortisinstitute.edu Destiny Carter	N	0
7	Gannon University 109 University Square Erie, Pennsylvania 16541 Phone : 814-871-5603 Email : hart022@gannon.edu Erin Hart	N	0

WFXP, WJET
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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
8	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
9	Indeed.com	N	5
10	Intracompany Transfer	N	1
11	Laurel Technical Institute 847 N. Main St. Suite 204 Meadville, Pennsylvania 16335 Phone : 814-724-0700 Email : larsont@laurel.edu Tracey Larson	N	0
12	Linked In	N	6
13	MediaRecruiter.com 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Art Scott Manual Posting	N	0
14	Mercyhurst University 501 E. 38th Street Erie, Pennsylvania 16546 Phone : 814-824-2424 Email : frizzzone@mercyhurst.edu Frank Rizzone	N	0
15	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
16	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Manual Posting	N	0

WFXP, WJET
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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
17	Penn State Erie/Behrend College 4701 College Drive Erie, Pennsylvania 16563 Phone : 814-898-6164 Email : recruitbehrend@psu.edu Tracy Bishop	N	0
18	Pennsylvania Association of Broadcasters 8501 Paxton St. Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Gail Ponti Manual Posting	N	0
19	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
20	WJET - Internal Posting 8455 Peach Street Erie, Pennsylvania 16509 Phone : 814-864-2400 Job Listing Manual Posting	N	3
21	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	2
22	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:			22

WFXP, WJET
EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/1/2020	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions, to the Pennsylvania Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and minorities.	3	News Director Creative Services Director Director of Sales
2	5/1/2020	Establishment of an intern program designed to assist members of the community	The SEU 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 SEU hosted (3) interns from Penn State Behrend University for the Spring 2020 Semester.	1	News Director
3	2/1/2021	Participation in scholarship programs	The SEU participates in an established scholarship program that assists students interested in pursuing a career in broadcasting. During the current reporting term, there was one (1) recipient from Edinboro University.	1	General Manager
4	2/19/2021	Participation in Job Fairs	The SEU participated in the Job Expo Communications Internship/Career Fair, Penn State College of Communications, held at Penn State University, University Park, PA. WJET personnel were able to meet students and discuss vacancies at the stations and in the broadcasting industry.	1	News Director
5	3/18/2021	Participation in Job Fairs	The SEU participated in the College Career Expo Mercyhurst University, held online for a virtual career event at Mercyhurst University, Erie, PA. WJET personnel were able to meet students and discuss vacancies at the stations and in the broadcasting industry.	1	Creative Services Director