

EEO PUBLIC FILE REPORT

April 1, 2021 - April 1, 2022

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, 6-11, 15-16, 18-20, 22-23, 25-27	3
Local Sales Manager	1-2, 5, 7-11, 15-20, 22-27	25
Local Sales Assistant	1-3, 5, 7-11, 15-16, 18-20, 22-23, 25-	5
News Reporter	1-2, 4, 6-7, 9-11, 15-16, 18-23, 25-27	16
Digital Reporter	1-2, 4, 6-7, 9-11, 15, 18-20, 22-23, 25-27	11
IT System Technician	1-2, 4, 7, 9-11, 15-16, 18-20, 22-23, 25-27	11
Integrated Digital Specialist	1-2, 4-7, 9-10, 14-15, 18-20, 22-23, 25-27	4
Promotion Producer	1-2, 4, 6-7, 9-11, 15-16, 18-20, 22-23, 25-27	16
Receptionist/ Sales Assistant	1-2, 4-7, 9-12, 15, 18-20, 22-23, 25-27	12
News Director	1-2, 7, 9-10, 15-16, 18-20, 22-23, 25-	25
Local Sales Manager	1-2, 7, 9-11, 13, 15-16, 18-20, 22-23, 25-27	13
IT System Technician	1-2, 6-7, 9-11, 18-20, 22-23, 25-27	11
Creative Services Director	1-2, 7, 9-11, 16, 18-20, 22-23, 25-27	16
News Anchor	2, 5, 7, 9-11, 18-20, 22-23, 25-27	5
Commercial Producer	2, 7, 9-11, 18-20, 22-23, 25-27	11

¹ RS #15 – Media Recruiter.com is a pay to post source that Nexstar did not actively distribute job vacancy notices to and will be deleted as of April 1, 2022

WFXP, WJET
EEO PUBLIC FILE REPORT

April 1, 2021 - April 1, 2022

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 Jim Fitch Manual Posting	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	CareerBuilder.com	N	2
4	Edinboro University 405 Scotland Road Suite 211 Edinboro, Pennsylvania 16444 Phone : 814-732-1269 M Clem Manual Posting	N	1
5	Employee Referral	N	7
6	Erie County Technical School 8500 Oliver Road Erie, Pennsylvania 16509 Phone : 814-464-8676 Email : reggleston@ects.org Fax : 1-814-464-8625 Rob Eggleston	N	0
7	Erie Institute of Technology 940 Millcreek Mall Erie, Pennsylvania 16565 Phone : 814-868-9900 Email : sadies@erieit.edu Sadie Schiefer	N	0
8	Fortis Institute 5757 West 26th Street Erie, Pennsylvania 16506 Phone : 814-838-7673 Email : dcarter@fortisinstitute.edu Destiny Carter	N	0

WFXP, WJET
EEO PUBLIC FILE REPORT

April 1, 2021 - April 1, 2022

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Gannon University 109 University Square Erie, Pennsylvania 16541 Phone : 814-871-7241 Email : riazzi001@gannon.edu Laura Riazzi	N	0
10	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
11	Indeed.com	N	25
12	Internal Promotion	N	1
13	Intracompany Transfer	N	1
14	Job/Bulletin Board	N	1
15	Laurel Technical Institute 847 N. Main St. Suite 204 Meadville, Pennsylvania 16335 Phone : 814-724-0700 Email : larsont@laurel.edu Tracey Larson	N	0
16	Linked In	N	16
17	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
18	Mercyhurst University 501 E. 38th Street Erie, Pennsylvania 16546 Phone : 814-824-2424 Frank Rizzone Manual Posting	N	0

WFXP, WJET
EEO PUBLIC FILE REPORT

April 1, 2021 - April 1, 2022

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
19	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
20	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	1
21	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
22	Penn State Erie/Behrend College 4701 College Drive Erie, Pennsylvania 16563 Phone : 814-898-6164 Email : recruitbehrend@psu.edu Tracy Bishop	N	0
23	Pennsylvania Association of Broadcasters 8501 Paxton St. Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Gail Ponti Manual Posting	N	0
24	Spots N Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 1-888-884-2630 Url : www.spotsndots.com Classified Ads Manual Posting Manual Posting	N	0

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EEO PUBLIC FILE REPORT

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	WJET - Internal Posting 8455 Peach Street Erie, Pennsylvania 16509 Phone : 814-864-2400 Job Listing Manual Posting	N	10
26	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	1
27	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			66

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
1	4/1/2021	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 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 General Manager
2	2/1/2022	Participation in scholarship programs	The Station 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
3	2/28/2022	Participation in Job Fairs	The Station 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
4	3/1/2022	Provision of training to management	Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	6	VP/General Manager News Director Chief Engineer Creative Services Director
5	3/16/2022	Participation in Job Fairs	The Station participated in the College Career Expo, held 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
6	3/16/2022	Participation in Job Fairs	The Station participated at the Penn State Behrend Spring Career & Internship Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Digital Media Sales Manager