

WFXP, WJET

EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

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, 4-7, 10, 12-23	14
Account Executive	1-2, 4-7, 10, 12-23	14
Morning News Producer	1-2, 4-8, 11-16, 19-21, 23	14
BA/Administrative Assistant	1-8, 10-23	8
Website Producer	1-2, 4-7, 12-16, 19-21, 23	20
Account Executive	1-2, 4-7, 11-23	14
Assistant, Sales	1-2, 4-7, 12-16, 19-21, 23	14
Commercial Producer	1-2, 4-9, 11-23	20
Commercial Producer	1-2, 4-9, 11-23	14
News Producer	1-2, 4-10, 12-23	8
News Director	1-2, 4-7, 10, 12-23	14
News Reporter	1-2, 4-8, 10-23	20
IT System Technician	1-10, 12-23	9
Website Producer	1-2, 4-7, 12-23	15
News Producer	1-2, 4-7, 11-23	11
News Producer	1-2, 4-9, 11-23	8
Meteorologist	1-2, 4-7, 11-23	14

RS # 10 - no longer wanted to receive information effective 9/2022

RS # 17-18 - Edinboro University changed names to PennWest.

RS # 22 - this is a new contact that started in the middle of the reporting period and was added effective 9/2022

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and Linked In. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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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	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	3
4	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
5	Erie Institute of Technology 940 Millcreek Mall Erie, Pennsylvania 16565 Phone : 814-868-9900 Email : ashleyt@erieit.edu Ashley Troutman	N	0
6	Gannon University 109 University Square Erie, Pennsylvania 16541 Phone : 814-871-7241 Laura Riazzi Manual Posting	N	0
7	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

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8	Indeed.com	N	19
9	Job Fair	N	4
10	Laurel Technical Institute 847 N. Main St. Suite 204 Meadville, Pennsylvania 16335 Phone : 814-724-0700 Email : PowellS@laurel.edu Sandy Powell	N	0
11	Linked In	N	12
12	Mercyhurst University 501 E. 38th Street Erie, Pennsylvania 16546 Phone : 814-824-2424 Frank Rizzone Manual Posting	N	0
13	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
14	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	33
15	Penn State Erie/Behrend College 4701 College Drive Erie, Pennsylvania 16563 Phone : 814-898-6164 Email : recruitbehrend@psu.edu Tracy Bishop	N	2
16	Pennsylvania Association of Broadcasters 8501 Paxton St. Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Gail Ponti Manual Posting	N	0

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17	PennWest California 250 University Ave, California, California, Pennsylvania 15419 Phone : 724.938.4413 Url : https://www.calu.edu/careers Rhonda Gilford Manual Posting	N	0
18	PennWest Clarion 840 Wood Street Clarion, Pennsylvania 16214 Phone : (814) 393-2323 Url : http://clarion.edu/careers Diana Brush, M.A. Manual Posting	N	0
19	PennWest Edinboro 405 Scotland Road Suite 211 Edinboro, Pennsylvania 16444 Phone : 814-732-1269 M Clem Manual Posting	N	0
20	WJET - Internal Posting 8455 Peach Street Erie, Pennsylvania 16509 Phone : 814-864-2400 Job Listing Manual Posting	N	9
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	0
22	WJET Website YourErie.com 8455 Peach Street Erie, Pennsylvania 16509 Phone : 814-864-2400 Email : aashcraft@wjettv.com Anna Ashcraft	N	0

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23	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:			82

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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	4/1/2022	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 General Manager Creative Services
2	8/25/2022	Participation in Job Fairs	The SEU participated at the Erie Institute of Technology Job Fair. SEU personnel were able to meet with students and discuss vacancies at the SEU and in the broadcasting industry.	3	Creative Services Director VP/General Manager Chief Engineer
3	9/20/2022	Participation in Job Fairs	The SEU participated at the Gannon University Career Fair. Station personnel were able to meet with students and discuss vacancies at the SEU and in the broadcasting industry.	2	Creative Services Director Sales Manager
4	9/21/2022	Participation in Job Fairs	The SEU participated at the Penn State Behrend University Career Fair. SEU personnel were able to meet with students and discuss vacancies at the SEU and in the broadcasting industry.	2	Digital Media Sales Manager Creative Services Director
5	Ongoing Event	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 PennWest Edinboro University.	1	General Manager
6	3/15/2023	Provision of training to management	The SEU conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	9	General Manager News Director Chief Engineer Sales Manager
7	3/29/2023	Participation in Job Fairs	The SEU participated at the Penn State Behrend Job (Career)Fair. SEU personnel were able to meet with students and discuss vacancies at the SEU and in the broadcasting industry.	2	Digital Media Sales Manager Local Sales Manager