

WTAJ
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
Multi-Media Journalist	1, 3-20, 22-25	16
Multi-Media Journalist	1, 3-20, 22-25	6
Multi-Media Journalist	1, 3-20, 22-25	16
Multi-Media Journalist	1, 3-20, 22-25	16
Sports Director III	1, 3, 5-10, 12, 14-26	16
Lifestyle Show Producer	1, 3-5, 7-10, 12, 15-20, 22-26	16
Lifestyle Show Producer	1, 3-5, 7-10, 12, 15-20, 22-26	16
Digital News Producer	1, 3-5, 7-10, 12, 15-26	16
Production Director	1, 3-5, 7-10, 12, 15-20, 22-27	9
Account Executive	1, 4-10, 12-13, 15-26	9
Morning/Noon Anchor	1, 3-5, 7-10, 12, 15-26	17
Local Sales Assistant	1-2, 4-7, 9-10, 12, 15-20, 22-26	6
Multi-Media Journalist/ State College	1, 3-5, 7, 9-10, 12, 15-26	16
MultiMedia Journalist/Reporter	1, 3-5, 7, 9-10, 12, 15-26	16
Sports Reporter	1, 3-5, 7, 9-10, 12, 15-26	16
Account Executive	1, 3-7, 9-10, 12-13, 15-26	6
Commercial Producer	1, 3-5, 7, 9-10, 12, 15-26	9
Account Executive	1, 3-5, 7, 9-10, 12, 15-26	16
News Producer	1, 3-5, 7, 9-10, 12, 15-26	16
Weekend Digital Producer/Weekday Digital MMJ	3-5, 7, 9-10, 12, 15-26	16
Digital Content Producer (4304)	3-5, 7, 9-10, 12, 15-26	16

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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	Allegany College of Maryland Career Services 12401 Willowbrook Rd. SE Cumberland, Maryland 21502 Phone : 301-784-5000 Email : dhoover@allegany.edu Deb Hoover	N	0
2	Altoona Mirror 301 Cayuga Ave Altoona, Pennsylvania 16602 Phone : 814-946-7422 Job Listing Manual Posting	N	0
3	Broadcast Employment Services (TVJobs.com) P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0017 Url : https://www.tvjobs.com/ Job Listing Manual Posting	N	1
4	Bucknell University One Dent Drive Lewisburg, Pennsylvania 17837 Phone : 570-577-2000 Email : acs@bucknell.edu Tess Marsh	N	0
5	Clearfield County Career and Technology Center 1620 River Rd. Clearfield, Pennsylvania 16830 Phone : 814-765-5308 Email : jwomer@ccctc.edu Jennifer Womer	N	0
6	Employee Referral 5000 6th Ave Altoona, Pennsylvania 16602 Job Listing Manual Posting	N	6
7	Greater Altoona Career & Technology Center 1500 Fourth Avenue Altoona, Pennsylvania 16602 Phone : 814-505-1256 Email : nicole.zernick@gactc.edu Nicole Zernick	N	0

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8	Greater Johnstown Career and Technology Center 445 Schoolhouse Rd. Johnstown, Pennsylvania 15904 Phone : 814-266-6073 Email : jspanko@gjctc.org Justin Spanko	N	0
9	Indeed.com No Physical Address Altoona, Pennsylvania 16602 Phone : 1-800-475-4361 Indeed Support Manual Posting	N	12
10	Indiana University of Pennsylvania Career Services 201 Pratt Drive Indiana, Pennsylvania 15705 Phone : 724-357-2235 Email : janice.shellenbarger@iup.edu Janice Shellenbarger	N	0
11	Job Fair	N	2
12	Juniata College Office of Career Services 1700 Moore St. Huntingdon, Pennsylvania 16652 Phone : 814-641-3351 Email : kysord@juniata.edu Darwin Kysor	N	0
13	LinkedIn HeadQuartered Sunnyvale, California Url : www.linkedin.com Online Only Manual Posting	N	3
14	Mount Aloysius Career Development Office 7373 Admiral Peary Highway Cresson, Pennsylvania 16630 Phone : 814-866-6320 Email : kmagee@mtaloy.edu Kristy Magee	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	National Association of Broadcasters Edu. Foundation 1771 N Street N.W. Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nmann@nab.org Nate Mann	N	0
16	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	44
17	On Air Recruiting 5000 6th Ave Altoona, Pennsylvania 16602 Phone : 814-942-1010 Phil Dubrow Manual Posting	N	2
18	PA CareerLink 3001 Fairway Drive Altoona, Pennsylvania 16602 Phone : 814-940-6200 Email : cmcclellan@piccc.org Chuck McClellan	N	0
19	Penn State Altoona 3000 Ivyside Park Altoona, Pennsylvania 16601 Phone : 814-949-5047 Email : sra1@psu.edu Sherri McGregor	N	0
20	Penn State DuBois 1 College Place DuBois, Pennsylvania 15801 Phone : 814-372-3015 Email : aaa39@psu.edu Anna Akintunde	N	0
21	Pennsylvania Association of Broadcasters 208 North 3rd Street Suite 105 Harrisburg, Pennsylvania 17101 Phone : 717-482-4820 Gail Ponti Manual Posting	N	0

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22	Pennsylvania Highlands Community College 101 Community College Way Johnstown, Pennsylvania 15904 Phone : 814-262-6400 Email : careerservices@pennhighlands.edu Larry Brugh	N	0
23	South Hills School of Business & Technology 508 58th St. Altoona, Pennsylvania 16602 Phone : 814-234-7755 Email : lbeamenderfer@southhills.edu Lora Beamenderfer	N	0
24	Syracuse University Career Development Center 215 University Place Syracuse, New York 13244 Phone : 315-443-1913 Email : belichti@syr.edu Bridget Lichtinger	N	0
25	wearcentralpa.com 5000 6th Ave Altoona, Pennsylvania 16602 Phone : 814-942-1010 Kylei Sell Manual Posting	N	1
26	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
27	Zip Recruiter Zip Recruiter Santa Monica, California Url : ziprecruiter.com Online Nocontact Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			71

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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	4/25/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the BASICS/Rotary Career Fair. He spoke about the television industry, career opportunities and job requirements.	1	General Manager/Vice President
2	5/8/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Forest Hills School District. They spoke about the television industry, career opportunities and job requirements.	5	News Director Meteorologist Meteorologist Operations Manager
3	5/14/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker with the Mount Union High School. They spoke about career decisions and job requirements.	3	General Manager/Vice President Meteorologist Director
4	10/9/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Greater Altoona Career and Technical Center. They spoke about the career opportunities and job requirements.	2	General Manager/Vice President Integrated Digital Specialist
5	1/29/2019	Participation in other activities designed by the station employment unit	Station personnel participated as a speaker with the Blair Chamber of Commerce. They spoke about career decisions and job requirements.	4	General Manager/Vice President News Director Promotions Manager Meteorologist
6	2/21/2019	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.	1	Administrative Assistant
7	2/25/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Penn State University College of Communications. He spoke about the television industry, career opportunities and job requirements.	1	General Manager/Vice President
8	3/7/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker with the Clearfield County Career and Technology Center. They spoke about career decisions and job requirements.	4	Digital Media Manager News Director News Producer Digital Media Coordinator

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9	3/15/2019	Participation in Job Fairs	The Station participated at the Penn State University College of Communications job fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	Promotions Manager News Director Meteorologist