

WTAJ
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 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
Sports Reporter Anchor	2-20	9
Account Executive State College	2-8, 10-20	11
Digital Content Producer	2-20	6
Morning/Noon News Anchor	2-8, 10-20	12
Multi Media Journalist	2-20	9
Digital Content Producer	2-5, 7-20	9
Sports Director	2-20	11
Morning/Noon News Anchor	2-20	11
Account Executive	2-5, 7-8, 10-20	19
Account Executive - Altoona	2-5, 7-8, 10-20	11
Production Director	2-20	11
Lifestyle Show Host	2-20	12
National Sales Assistant	1-8, 10-20	11
News Producer	2-6, 8-20	9
Sports Multi-Media Journalist	2-6, 8, 10-20	11
Account Executive	3-6, 8-20	11
Morning News Anchor	2-6, 8, 10-17, 19-20	12
Digital Content Producer	2-6, 8, 10-20	6
Meteorologist	2-6, 8, 10-20	6
News Photographer	2-6, 8-20	6
MultiMedia Journalist - State College	2-6, 8-20	9
Digital Coordinator	3-6, 8, 10-20	19

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and LinkedIn. 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	Altoona Mirror 301 Cayuga Ave Altoona, Pennsylvania 16602 Phone : 814-946-7422 Job Listing Manual Posting	N	0
2	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	0
3	Bucknell University One Dent Drive Lewisburg, Pennsylvania 17837 Phone : 570-577-2000 Email : acs@bucknell.edu Tess Marsh	N	0
4	Clearfield County Career and Technology Center 1620 River Rd. Clearfield, Pennsylvania 16830 Phone : 814-765-5308 Email : jwomer@ccctc.edu Jennifer Womer	N	0
5	Greater Altoona Career & Technology Center 1500 Fourth Avenue Altoona, Pennsylvania 16602 Phone : 814-505-1256 Email : nicole.zernick@gactc.edu Nicole Zernick	N	0
6	Indeed.com No Physical Address Altoona, Pennsylvania 16602 Phone : 1-800-475-4361 Indeed Support Manual Posting	N	18
7	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

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8	Juniata College Office of Career Services 1700 Moore St. Huntingdon, Pennsylvania 16652 Phone : 814-641-3351 Email : kysord@juniata.edu Darwin Kysor	N	0
9	LinkedIn HeadQuartered Sunnyvale, California Url : www.linkedin.com Online Only Manual Posting	N	25
10	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
11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	25
12	On Site Posting 5000 6th Ave Altoona, Pennsylvania 16602 Kylei Sell Manual Posting	N	3
13	Penn State Altoona 3000 Ivyside Park Altoona, Pennsylvania 16601 Phone : 814-949-5047 Email : sra1@psu.edu Sherri McGregor	N	0
14	Penn State DuBois 1 College Place DuBois, Pennsylvania 15801 Phone : 814-372-3015 Email : aaa39@psu.edu Anna Akintunde	N	0

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15	Pennsylvania Association of Broadcasters 208 North 3rd Street Suite 105 Harrisburg, Pennsylvania 17101 Phone : 717-482-4820 Gail Ponti Manual Posting	N	0
16	Pennsylvania Highlands Community College 101 Community College Way Johnstown, Pennsylvania 15904 Phone : 814-262-6400 Email : careerservices@pennhighlands.edu Larry Brugh	N	0
17	South Hills School of Business & Technology 508 58th St. Altoona, Pennsylvania 16602 Phone : 814-234-7755 Email : lbeamenderfer@southhills.edu Lora Beamenderfer	N	0
18	Syracuse University Career Development Center 215 University Place Syracuse, New York 13244 Phone : 315-443-1913 Email : belichti@syr.edu Bridget Lichtinger	N	0
19	wearcentralpa.com 5000 6th Ave Altoona, Pennsylvania 16602 Phone : 814-942-1010 Kylei Sell Manual Posting	N	6
20	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			77

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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	Ongoing Event	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 National Association of Broadcasters Education Foundation and the the Pennsylvania Association of Broadcasters, media/trade organizations with a broad-based membership, including the participation of women and minorities.	2	General Manager HR Business Coordinator
2	2/28/2022	Participation in Job Fairs	The Station participated in the 23rd Annual JobExpo.Comm 2022 Career Fair with Penn State University. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	Production/Promotions Manager General Sales Manager News Director
3	3/1/2022	Provision of training to management	The Station conducted a mandatory training session for hiring managers which focused on EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	8	General Manager General Sales Manager News Director Production/Promotion Manager 2 Local Sales Managers HR Coordinator Chief Engineer