

**WBRE-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 - March 31, 2020**

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" ("MRSLS") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Meteorologist / MMJ Open Date: 12/21/2018 Hire Date: 5/27/2019	1-4, 7, 10, 12, 14-20, 22-24, 26-27	10
Account Executive Open Date: 4/4/2019 Hire Date: 7/22/2019	1-5, 7, 12, 14-20, 23-27	17
Account Executive Open Date: 4/4/2019 Hire Date: 4/29/2019	1-5, 7, 12, 14-20, 23-27	17
Account Executive Open Date: 4/4/2019 Hire Date: 7/22/2019	1-5, 7, 12, 14-20, 23-27	5
Digital Multimedia Journalist Open Date: 4/9/2019 Hire Date: 6/10/2019	1-4, 7, 10, 12-20, 22-24, 26-27	13
Digital Multimedia Journalist Open Date: 4/9/2019 Hire Date: 6/17/2019	1-4, 7, 10, 12-20, 22-24, 26-27	10
Digital Producer Open Date: 4/9/2019 Hire Date: 5/28/2019	1-4, 7-8, 11-12, 14-20, 22-24, 26-27	8
Executive Producer Open Date: 5/3/2019 Hire Date: 10/13/2019	1-4, 7, 9, 12, 14-20, 22-24, 26-27	9
News Director Open Date: 5/3/2019 Hire Date: 8/2/2019	1-4, 6-7, 12, 14-20, 22-24, 26-27	17
Executive Producer, Digital Content Open Date: 6/6/2019 Hire Date: 10/13/2019	1-4, 7, 9, 12, 14-20, 22, 24, 26-27	9
Sports Anchor/Reporter Open Date: 6/18/2019 Hire Date: 9/3/2019	1-4, 7, 12-20, 22, 24, 26-27	22
Director Open Date: 7/23/2019 Hire Date: 9/1/2019	1-4, 6-9, 12, 14-20, 22, 24, 26-27	9

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Director Open Date: 7/23/2019 Hire Date: 10/13/2019	1-4, 6-9, 12, 14-20, 22, 24, 26-27	6
Weekend Anchor/MMJ Open Date: 7/30/2019 Hire Date: 12/31/2019	1-4, 6-8, 12-20, 22, 24, 26-27	8
News Producer Open Date: 9/20/2019 Hire Date: 11/4/2019	1-4, 6-7, 12, 14-20, 22, 24, 26-27	17
Assignment Manager Open Date: 10/3/2019 Hire Date: 11/11/2019	1-4, 6-7, 12, 14-20, 22, 24, 26-27	6
Digital Live Video & Program Producer Open Date: 10/11/2019 Hire Date: 11/24/2019	1-4, 7, 9, 12-20, 22, 24, 26-27	9
Digital Data Reporter Open Date: 10/14/2019 Hire Date: 11/24/2019	1-4, 7, 9, 12-20, 22, 24, 26-27	9
Local Sales Manager Open Date: 10/14/2019 Hire Date: 12/30/2019	1-4, 6-8, 12, 14-22, 24, 26-27	17
Digital Producer Open Date: 10/24/2019 Hire Date: 3/16/2020	1-4, 6-9, 12, 14-20, 22, 24, 26-27	6
Digital Producer Open Date: 10/24/2019 Hire Date: 1/19/2020	1-4, 6-9, 12, 14-20, 22, 24, 26-27	9
News Producer Open Date: 11/12/2019 Hire Date: 12/8/2019	1-4, 6-7, 9, 12, 14-20, 22, 24, 26-27	9
Meteorologist / MMJ Open Date: 11/21/2019 Hire Date: 3/23/2020	1-4, 7-8, 12, 14-20, 22, 24, 26-27	17
Account Executive Open Date: 1/8/2020 Hire Date: 2/17/2020	1-4, 7-8, 12, 14-20, 22, 24, 26-27	8

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**I. VACANCY LIST**

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Photographer Open Date: 2/7/2020 Hire Date: 3/16/2020	1-4, 7, 12, 14-20, 22, 24, 26-27	17

**WBRE-TV**  
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April 1, 2019 - March 31, 2020

**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	Bloomsburg University 400 E Second Street 201 Student Services Center Bloomsburg, Pennsylvania 17815 Phone : 570-389-4000 Email : hireahusky@bloomu.edu Career Center	N	0
2	Christ Episcopal Church 205 North Seventh Street Stroudsburg, Pennsylvania 18360 Phone : 570-421-7481 Email : christchurchsburg@gmail.com Cheryl McPherson  Prong 2 Start Date: 7/25/2017	Y	0
3	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
4	East Stroudsburg University East Stroudsburg University East Stroudsburg, Pennsylvania 18301 Phone : 570-422-3219 Email : careerdevelopment@esu.edu Career Development	N	0
5	Educational Institution	N	3
6	Employee Referral	N	8
7	Greater Wilkes-Barre Chamber of Commerce 2 Public Square Wilkes-Barre, Pennsylvania 18701 Phone : 570-408-1710 Email : Lauren.Scott@wilkes-barre.org Lauren Scott	N	0
8	Indeed.com	N	8
9	Internal Promotion	N	7
10	Job Fair	N	3
11	Job/Bulletin Board	N	1

**WBRE-TV**  
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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	King's College 133 N River Street Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Email : patriciasprague@kings.edu Patricia Sprague	N	0
13	Linked In	N	5
14	Luzerne County Community College Prospect St & Middle Road Nanticoke, Pennsylvania 18634 Phone : 570-740-0450 Email : jkaczmarczyk@luzerne.edu Janet Kaczmarczyk	N	0
15	Marywood University 2400 Adams Avenue Scranton, Pennsylvania 18503 Phone : 570-348-6247 Email : careerservices@marywood.edu Christina Brundage	N	0
16	Misericordia University 301 Lake Street Dallas, Pennsylvania 18612 Phone : 570-674-6400 Email : iccareer@misericordia.edu Career Services	N	0
17	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	30
18	Penn State College of Communications 208 Carnegie Building University Park, Pennsylvania 16802 Phone : 814-865-4349 Email : sfg10@psu.edu Bob Martin	N	0
19	Pennsylvania Association of Broadcasters 208 North 3rd Street Suite 105 Harrisburg, Pennsylvania 17101 Phone : 717-482-4820 Email : gponti@pab.org Gail Ponti	N	0

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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
20	S.I. Newhouse School 215 University Place Syracuse, New York 13244 Phone : 315-443-2302 Email : belichti@syr.edu Bridget Lichtinger	N	0
21	Spots N Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 1-888-884-2630 x 705 Url : www.spotsndots.com Classified Ads Manual Posting	N	0
22	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Mark Holloway Manual Posting	N	3
23	University of PA 3718 Locust Walk Philadelphia, Pennsylvania 19104 Phone : 215-898-7529 Email : mylene@pobox.upenn.edu Mylene Kerschner	N	0
24	University of Scranton Office of Career Services Scranton, Pennsylvania 18504 Phone : 570-941-7640 Email : careers@scranton.edu Christina Whitney	N	0
25	WBRE-TV / WYOU-TV TV Ad 62 South Franklin Street Wilkes-Barre, Pennsylvania 18701 Phone : 570-823-2828 Url : www.pahomepage.com Linda Kilmer Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
26	Wilkes University PO Box 11 Wilkes-Barre, Pennsylvania 18766 Phone : 570-408-4063 Email : carol.bosack@wilkes.edu Carol Bosack	N	0
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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>68</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	5/20/2019	Establishment of an intern program designed to assist members of the community	<p>The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.</p> <p>The Station hosted (3) interns from Lindenwood University, King's College and Montgomery County Community College during the Summer 2019 Semester; (1) intern from Misericordia University during the Fall 2019 Semester and (4) interns from Misericordia University, Luzerne County Community College and King's College for the Spring 2020 Semester</p>	2	<p>Production Supervisor</p> <p>News Director</p>
2	1/5/2020	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	<p>News Director</p> <p>Production Supervisor</p> <p>Director of Sales</p>
3	1/27/2020	Participation in other activities designed by the station employment unit	The SEU has an established Job Shadowing program that allows students and members of the community the opportunity to gain practical knowledge in all areas of our operations, including, news, production, sports and weather.	2	<p>News Director</p> <p>Production Supervisor</p>
4	2/21/2020	Participation in Job Fairs	The SEU participated in the NYU Journalism Career Fair 2020. SEU personnel were able to meet students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
5	3/9/2020	Participation in Job Fairs	The SEU participated in the Columbia Journalism Career Expo 2020. SEU personnel were able to meet students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director