

WBRE-TV
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

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
Assignment Editor Open Date: 1/28/2020 Hire Date: 9/27/2020	1-5, 7-9, 11-14, 16-20, 22-25	9
PA Live! Reporter/Producer Open Date: 2/11/2020 Hire Date: 6/1/2020	1, 3-5, 7, 11, 13-14, 16-20, 22-25	17
Multimedia Journalist Open Date: 2/12/2020 Hire Date: 6/15/2020	1, 3-7, 9, 11, 13-14, 16-20, 22-25	9
Account Executive Open Date: 4/10/2020 Hire Date: 7/6/2020	1, 3-5, 7-8, 11-25	12
Digital Live Video & Program Producer Open Date: 4/10/2020 Hire Date: 7/6/2020	1, 3-5, 7-8, 11-14, 16-20, 22-25	8
Multimedia Journalist Open Date: 5/18/2020 Hire Date: 8/10/2020	1-8, 11, 13-20, 22-25	8
Master Control Operator Open Date: 5/28/2020 Hire Date: 7/6/2020	1, 3-5, 7, 11, 13-14, 16-20, 22-25	17
Vice President & General Manager Open Date: 6/2/2020 Hire Date: 8/10/2020	1, 3-5, 7, 10-11, 13-14, 16-20, 22-25	10
Account Executive Open Date: 7/8/2020 Hire Date: 11/9/2020	1, 3-5, 7-8, 11, 13-14, 16-20, 22-25	8
Assignment Manager Open Date: 7/10/2020 Hire Date: 11/7/2020	1, 3-5, 7-9, 11, 13-14, 16-20, 22-25	9
Multimedia Journalist Open Date: 7/10/2020 Hire Date: 9/28/2020	1-5, 7-9, 11-14, 16-20, 22-25	9
Multimedia Journalist Open Date: 7/10/2020 Hire Date: 11/3/2020	1-5, 7-9, 11-14, 16-20, 22-25	2

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Digital Multimedia Journalist Open Date: 8/27/2020 Hire Date: 12/6/2020	1, 3-5, 7-9, 11-14, 16-20, 22-25	9
Sales Assistant Open Date: 9/3/2020 Hire Date: 10/19/2020	1, 3-5, 7-8, 11, 13-14, 16-20, 22-25	8
Production Assistant Open Date: 9/9/2020 Hire Date: 10/28/2020	1, 3-5, 7-8, 11-14, 16-20, 22-24	12
News Anchor Open Date: 9/21/2020 Hire Date: 3/1/2021	1, 3-7, 9, 11-14, 16-20, 22-25	9
Account Executive Open Date: 10/27/2020 Hire Date: 3/15/2021	1, 3-5, 7-9, 11-14, 16-20, 22-25	12
Sales Assistant Open Date: 10/27/2020 Hire Date: 12/7/2020	1, 3-5, 7-8, 11, 13-14, 16-20, 23-25	8
Sales Assistant Open Date: 10/27/2020 Hire Date: 11/23/2020	1, 3-5, 7-8, 11, 13-14, 16-20, 23-25	8
Account Executive Open Date: 10/27/2020 Hire Date: 3/8/2021	1, 3-5, 7-9, 11-14, 16-20, 22-25	9
Sales Assistant Open Date: 12/18/2020 Hire Date: 2/15/2021	1, 3-9, 11, 13-14, 16-20, 23-25	9
Sales Assistant Open Date: 12/18/2020 Hire Date: 2/22/2021	1, 3-9, 11, 13-14, 16-20, 23-25	8
HR Business Coordinator Open Date: 1/13/2021 Hire Date: 2/15/2021	1, 3-5, 7-9, 11-14, 16-20, 23-25	8

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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	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	CareerBuilder.com	N	3
3	Christ Episcopal Church 205 North Seventh Street Stroudsburg, Pennsylvania 18360 Phone : 570-421-7481 Email : christchurchsburg@gmail.com Cheryl McPherson	Y	0
4	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
5	East Stroudsburg University East Stroudsburg University East Stroudsburg, Pennsylvania 18301 Phone : 570-422-3219 Email : careerdevelopment@esu.edu Career Development	N	0
6	Employee Referral	N	7
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	37
9	Internal Promotion	N	9
10	Intracompany Transfer	N	1
11	King's College 133 N River Street Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Email : patriciasprague@kings.edu Patricia Sprague	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
12	Linked In	N	17
13	Luzerne County Community College Prospect St & Middle Road Nanticoke, Pennsylvania 18634 Phone : 570-740-0450 Email : jkaczmarczyk@luzerne.edu Janet Kaczmarczyk	N	0
14	Marywood University 2400 Adams Avenue Scranton, Pennsylvania 18503 Phone : 570-348-6247 Email : careerservices@marywood.edu Christina Brundage	N	0
15	Mediarecruiter.com 9457 South University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : www.mediarecruiter.com Art Scott Manual Posting	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	11
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

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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
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	0
23	University of Scranton Office of Career Services Scranton, Pennsylvania 18504 Phone : 570-941-7640 Email : careers@scranton.edu Christina Whitney	N	0
24	Wilkes University PO Box 11 Wilkes-Barre, Pennsylvania 18766 Phone : 570-408-4063 Email : carol.bosack@wilkes.edu Carol Bosack	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
25	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:			85

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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	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 Pennsylvania Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	
2	9/22/2020	Participation in other activities designed by the station employment unit	Station personnel participated as a speaker at Luzerne County Community College. He spoke to a Media Management class about the basic challenges of a News Director in a medium size market.	1	News Director
3	10/8/2020	Participation in Job Fairs	The Station participated at the East Stroudsburg University Fall 2020 Virtual Career and Internship Fair. Station personnel met with potential job applicants	1	News Director
4	3/18/2021	Participation in Job Fairs	The Station participated in the Wilkes University Spring 2021 Virtual Career & Internship Fair. Station personnel met with potential job applicants.	1	Local Sales Manager
5	3/30/2021	Participation in Job Fairs	The Station participated in the University of Scranton's Virtual Job Fair. Station personnel met with potential job applicants.	2	Local Sales Manager Director of Sales