

# WBRE-TV

## 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Producer	1, 3-6, 8-18	8
News Producer	1, 3-18	8
Commercial Producer	1, 3-10, 12-18	12
Marketing and Sales Research Director	1, 3-6, 8, 10, 12-18	12
Account Executive	1, 3-6, 8, 10-18	8
Digital Producer	1, 3-6, 10-18	12
News Photographer	1, 3-6, 10-18	12
Media Coordinator Technician	1, 3-6, 10-18	12
Digital Sales Manager (DSM)	1-6, 8, 10-18	12
Media Coordinator Technician	1, 3-6, 10-18	12
Production Assistant	1, 3-7, 10-18	12
Account Executive	1, 3-6, 8, 10-18	8
Account Executive	1, 3-6, 8, 10-18	8
Account Executive	1, 3-6, 8, 10-18	12
Account Executive	1, 3-5, 8, 10-15, 17-18	8
Sports Anchor/Reporter	1, 3-5, 8, 10-15, 17-18	8
News Producer	1, 3-5, 10-15, 17-18	12
Multimedia Journalist	1, 3-5, 7-8, 10-15, 17-18	7
Assignment Manager	1, 3-5, 7-8, 10-15, 17-18	12
News Producer	1, 3-5, 7, 10-15, 17-18	12
Production Assistant	1, 3-5, 7-8, 10-15, 17-18	12
Technical Director	1, 3-5, 8, 10-15, 17-18	12
News Producer	1, 3-5, 7-8, 10-15, 17-18	12
Production Assistant	1, 4-5, 7-8, 10-15, 17-18	12

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.

RS #3/Christ Episcopal Church - unsubscribed to receive job vacancy notifications on September 7, 2022.

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 4-5, 7-8, 10-15, 17-18	8
Account Executive	1, 4-5, 7-8, 10-15, 17-18	8
Account Executive	1, 4-5, 7-8, 10-15, 17-18	7
Assignment Editor	1, 4-5, 8, 10-15, 17-18	12
Multimedia Journalist	1, 4-5, 7-8, 10-15, 17-18	7
News Producer	1, 4-5, 7-8, 10-15, 17-18	7
Digital Producer	1, 4-5, 7-8, 10-15, 17-18	7
News Director	1, 4-5, 11-15, 17-18	12
News Photographer	1, 4-5, 10-15, 17-18	12
Multimedia Journalist	1-2, 4-5, 7-8, 10-15, 17-18	7
News Anchor	1, 4-5, 7-8, 10-15, 17-18	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	2
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	Greater Wilkes-Barre Chamber of Commerce 2 Public Square Wilkes-Barre, Pennsylvania 18701 Phone : 570-408-1710 Email : info@wyomingvalleychamber.org Katie Spencer	N	0
7	Indeed.com	N	30
8	Linked In	N	47
9	Luzerne County Community College Prospect St & Middle Road Nanticoke, Pennsylvania 18634 Phone : 570-740-0450 Email : uuhrin@luzerne.edu Ursula Uhrin	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
10	Marywood University 2400 Adams Avenue Scranton, Pennsylvania 18503 Phone : 570-348-6247 Email : careerservices@marywood.edu Christina Brundage	N	0
11	Misericordia University 301 Lake Street Dallas, Pennsylvania 18612 Phone : 570-674-6400 Email : iccareer@misericordia.edu Career Services	N	0
12	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	42
13	Penn State College of Communications 208 Carnegie Building University Park, Pennsylvania 16802 Phone : 814-865-4349 Email : sfg10@psu.edu Bob Martin	N	0
14	S.I. Newhouse School 215 University Place Syracuse, New York 13244 Phone : 315-443-2302 Email : belichti@syr.edu Bridget Lichtinger	N	0
15	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Mark Holloway Manual Posting	N	0
16	University of Scranton Office of Career Services Scranton, Pennsylvania 18504 Phone : 570-941-7640 Email : careers@scranton.edu Christina Whitney	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>
17	Wilkes University PO Box 11 Wilkes-Barre, Pennsylvania 18766 Phone : 570-408-4063 Email : carol.bosack@wilkes.edu Carol Bosack	N	0
18	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>121</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	Ongoing Event	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 four (4) interns from The Pennsylvania State University, Lackawanna College and Hofstra University during the 2022 Summer Semester; one (1) intern from Luzerne County Community College during the 2022 Fall Semester; and two (2) interns from Misericordia University and Keystone College during the 2023 Spring Semester.</p>	4	Production Supervisor Chief Meteorologist News Director Sports Director
2	4/9/2022	Participation in Job Fairs	The Station participated at the NYU Career Fair. Station personnel met with potential job applicants and discussed job vacancies at the Station and in the broadcasting industry.	1	News Director
3	11/8/2022	Hosting of Job Fair	The Station hosted a job fair. Hiring managers were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	1	General Manager Director of Sales News Director Creative Services Director
4	3/17/2023	Provision of training to management	The Station 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.	12	General Manager Hiring Managers