

**WBRE-TV**  
**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" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Photographer/Editor Open Date: 2/26/2018 Hire Date: 4/1/2018	1-4, 9, 13-14, 16-21, 25, 28-32	9
Account Executive Open Date: 4/6/2018 Hire Date: 5/14/2018	1-4, 6, 13-19, 21, 25, 29-32	15
News Photographer/Editor Open Date: 6/25/2018 Hire Date: 8/5/2018	1-4, 8-9, 11, 13-14, 16-19, 21, 25, 28-32	9
Anchor / Co-Host Open Date: 6/25/2018 Hire Date: 9/16/2018	1-4, 9, 13-14, 16-19, 21, 25, 28-32	9
Master Control Operator Open Date: 6/25/2018 Hire Date: 7/30/2018	1-4, 6, 12-14, 16-19, 21-22, 25-26, 29-32	6
Account Executive Open Date: 6/25/2018 Hire Date: 9/17/2018	1-4, 6-7, 13-14, 16-19, 21-22, 25-26, 29-32	19
Account Executive Open Date: 6/25/2018 Hire Date: 10/1/2018	1-4, 6-7, 13-14, 16-19, 21-22, 25-26, 29-32	19
Multimedia Journalist Open Date: 6/25/2018 Hire Date: 9/24/2018	1-4, 6-7, 9, 12-13, 16-19, 21, 25, 29-31	19
Commercial Producer Open Date: 7/24/2018 Hire Date: 8/19/2018	1-4, 7, 9, 12-14, 16-19, 21-22, 25-26, 29-32	9
Promotions Producer Open Date: 8/15/2018 Hire Date: 9/17/2018	1-5, 7, 13-14, 16-19, 21-23, 25, 29-32	23
Digital Producer Open Date: 8/23/2018 Hire Date: 10/29/2018	1-4, 7-9, 12-14, 16-19, 21-22, 25, 28-32	9
National Sales Manager Open Date: 9/4/2018 Hire Date: 2/4/2019	1-4, 6-7, 9, 13-14, 16-19, 21-22, 25, 27-32	6

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Promotions Writer / Topical Producer Open Date: 9/17/2018 Hire Date: 10/8/2018	1-4, 6-7, 13-14, 16-19, 21-22, 25, 28-32	6
Weekend Morning Anchor/Producer - MMJ Open Date: 9/17/2018 Hire Date: 11/25/2018	1-4, 6-9, 13-14, 16-19, 21-22, 25, 28-32	9
Multimedia Journalist Open Date: 9/17/2018 Hire Date: 10/29/2018	1-4, 7, 9-10, 13-14, 16-19, 21-22, 25, 28-32	10
Local Sales Manager Open Date: 9/18/2018 Hire Date: 11/25/2018	1-4, 7, 9, 13-14, 16-19, 21-22, 25, 27- 32	9
News Producer Open Date: 9/19/2018 Hire Date: 12/23/2018	1-4, 6-7, 9, 13-14, 16-19, 21-22, 25, 28- 32	9
Chief Engineer Open Date: 9/24/2018 Hire Date: 10/28/2018	1-4, 7, 9, 13, 16-19, 21-22, 25-26, 28- 32	9
Account Executive Open Date: 10/8/2018 Hire Date: 10/29/2018	1-4, 6-7, 13, 16-19, 21-22, 25, 28-32	6
Production Assistant Open Date: 10/11/2018 Hire Date: 10/29/2018	1-4, 7, 13, 16-19, 21-22, 25, 29-32	19
Account Executive Open Date: 10/25/2018 Hire Date: 12/10/2018	1-4, 6-7, 13, 16-19, 21-22, 24-25, 29-32	24
Anchor / Co-Host Open Date: 11/16/2018 Hire Date: 3/4/2019	1-4, 7, 9, 13, 15-19, 21-22, 25, 28-32	28
Commercial Producer Open Date: 11/27/2018 Hire Date: 1/20/2019	1-4, 7-9, 12-13, 16-19, 21-22, 25, 29-32	9
Digital Marketing Services Account Executive Open Date: 11/29/2018 Hire Date: 12/24/2018	1-4, 6-7, 13, 16-19, 21-22, 25-26, 29-32	6

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
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	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	1
6	Employee Referral	N	13
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	5
9	Internal Promotion	N	24
10	Intracompany Transfer	N	1
11	Job Fair	N	1
12	Job/Bulletin Board	N	6

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13	King's College 133 N River Street Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Email : patriciasprague@kings.edu Patricia Sprague	N	0
14	Lackawanna College 501 Vine Street LAC 224 Scranton, Pennsylvania 18509 Phone : 570-961-7810 Email : careerservices@lackawanna.edu Trevor Woodruff	N	0
15	Linked In	N	2
16	Luzerne County Community College Prospect St & Middle Road Nanticoke, Pennsylvania 18634 Phone : 570-740-0450 Email : jkaczmarczyk@luzerne.edu Janet Kaczmarczyk	N	0
17	Marywood University 2400 Adams Avenue Scranton, Pennsylvania 18503 Phone : 570-348-6247 Email : careerservices@marywood.edu Christina Brundage	N	0
18	Misericordia University 301 Lake Street Dallas, Pennsylvania 18612 Phone : 570-674-6400 Email : iccareer@misericordia.edu Career Services	N	0
19	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	20
20	Nexstar's Facebook Page	N	1

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21	Penn State College of Communications 208 Carnegie Building University Park, Pennsylvania 16802 Phone : 814-865-4349 Email : sfg10@psu.edu Bob Martin	N	0
22	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
23	Professional/Industry Trade Organization	N	1
24	Re-hire	N	1
25	S.I. Newhouse School 215 University Place Syracuse, New York 13244 Phone : 315-443-2302 Email : belichti@syr.edu Bridget Lichtinger	N	0
26	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Scott Jones	N	0
27	Spots 'n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : www.spotsndots.com Career Service Manual Posting	N	3
28	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Mark Holloway Manual Posting	N	6

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29	University of PA 3718 Locust Walk Philadelphia, Pennsylvania 19104 Phone : 215-898-7529 Email : mylene@pobox.upenn.edu Mylene Kerschner	N	0
30	University of Scranton Office of Career Services Scranton, Pennsylvania 18504 Phone : 570-941-7640 Email : careers@scranton.edu Christina Whitney	N	0
31	Wilkes University PO Box 11 Wilkes-Barre, Pennsylvania 18766 Phone : 570-408-4063 Email : carol.bosack@wilkes.edu Carol Bosack	N	0
32	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>85</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	4/1/2018	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 (5) interns from Kutztown University, Shippensburg University, Phillip Merrill College UMD, Ithaca College, and Ave Maria University during the 2018 Summer Semester and (3) interns from East Stroudsburg University, Lackawanna College and Wilkes University during the 2019 Spring Semester</p>	2	<p>News Director</p> <p>Production Supervisor</p>
2	10/18/2018	Participation in events or programs sponsored by educational institutions	The SEU participated in the Wilkes University 2018 Internship & Career Fair. SEU personnel were able to meet students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
3	2/13/2019	Participation in events or programs sponsored by educational institutions	The SEU participated in the Klein College of Media Communication Internship and Career Fair. SEU personnel were able to meet students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
4	3/1/2019	Participation in events or programs sponsored by educational institutions	The SEU participated in the NYU Journalism Career Fair 2019. SEU personnel were able to meet students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
5	3/15/2019	Participation in events or programs sponsored by educational institutions	The SEU participated in the Penn State University JobExpo.Comm. SEU personnel were able to meet students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
6	3/30/2019	Participation in events or programs sponsored by educational institutions	The SEU participated in the Career Expo 2019 at Columbia Journalism School. SEU personnel were able to meet students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director