

WJET
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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 6-11, 13-16, 21-23, 25-28, 30-32	16
Commercial Producer	1, 4, 6-11, 13-16, 19-32	22
Account Executive	1, 4-8, 10-11, 13-16, 20-21, 23-27, 30-32	5
IT System Technician	1, 4, 6-7, 10-11, 14-16, 21-25, 27, 30-32	16
News Producer	1, 6-7, 10-11, 14-16, 21-25, 27, 30-32	22
Commercial Producer	1, 6-8, 10-11, 14-17, 21, 23-27, 30-32	17
Assistant, Sales	1, 3, 6-7, 10-11, 14, 16, 21-22, 24-25, 27, 31-32	16
News Reporter	2, 6, 9, 12, 15, 18, 23-25, 29-31	25
Sports Director	1, 6-7, 10-11, 14, 16, 21, 24-25, 27, 30-32	16
Local Sales Manager	1, 6-7, 9-11, 14, 16, 21, 24-25, 27, 31-32	9

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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	Allegheny College 454 N. Main Street Meadville, Pennsylvania 16335 Phone : 814-332-3100 Email : jobline@allegheny.edu Jim Fitch	N	0
2	Booker T. Washington Center 1720 Holland Street Erie, Pennsylvania 16503 Phone : 814-453-5744 Fax : 1-814-453-5749 Shantel Hilliard	N	0
3	CareerBuilder.com	N	1
4	Edinboro University 405 Scotland Road Suite 211 Edinboro, Pennsylvania 16444 Phone : 814-732-1269 M Clem Manual Posting	N	0
5	Employee Referral	N	2
6	Erie County Technical School 8500 Oliver Road Erie, Pennsylvania 16509 Phone : 814-464-8600 Fax : 1-814-464-8625 Elaine Shaffer	N	0
7	Erie Institute of Technology 940 Millcreek Mall Erie, Pennsylvania 16565 Phone : 814-868-9900 Email : craigc@erieit.edu Craig Cook	N	0
8	Erie Times Newspaper 205 West 12th Street Erie, Pennsylvania 16534 Phone : 814-870-1648 Url : http://www.goerie.com Melanie Dash Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Facebook 225 Park Ave South Manhattan, New York 10003 Phone : 646-214-2203 Url : http://www.facebook.com Job Listing Manual Posting	N	1
10	Fortis Institute 5757 West 26th Street Erie, Pennsylvania 16506 Phone : 814-838-7673 Email : dcarter@fortisinstitute.edu Destiny Carter	N	0
11	Gannon University 109 University Square Erie, Pennsylvania 16541 Phone : 814-871-9000 Email : cdes@gannon.edu Janet Armbruster	N	0
12	glassdoor glassdoor.com Mil Valley, California Phone : 972.764.6715 Terri Bush Manual Posting	N	0
13	goerie.com 205 West 12th Street Erie, Pennsylvania 16534 Phone : 814-870-1648 Url : http://www.goerie.com Melanie Dash Manual Posting	N	0
14	Greater Erie Community Action Committee 18 West 9th Street Erie, Pennsylvania 16501 Phone : 814-459-4581 Fax : 1-814-456-0161 Holly Sawatski	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
15	Indeed 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 800-462-5842 Url : http://www.indeed.com Job Listing Manual Posting	N	0
16	Indeed.com	N	18
17	Internal Promotion	N	1
18	Linkedin linkedin.com Mountain View, California Phone : 972.764.6715 Url : linkedin.com Terri Bush Manual Posting	N	0
19	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Mark Shilstone Manual Posting	N	0
20	MediaRecruiter.com 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Art Scott Manual Posting	N	0
21	Mercyhurst University 501 E. 38th Street Erie, Pennsylvania 16546 Phone : 814-869-7438 Email : frizzzone@mercyhurst.edu Frank Rizzzone	N	0
22	Monster	N	5
23	Monster.com 133 Boston Post Rd Weston, Massachusetts 2493 Phone : 972.764.6715 Terri Bush Manual Posting	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
24	Multi Cultural Community Resource Center 554 East 10th Street Erie, Pennsylvania 16503 Phone : 814-455-0212 Fax : 1-814-453-2363 Joanna Cherpak	N	0
25	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	4
26	PA Career Link of Erie County/Job Gateway 155 West 8th St Erie, Pennsylvania 16501 Phone : 814-455-9966 Url : http://www.cwds.pa.us Rick Cornwell Manual Posting	N	0
27	Penn State Erie/Behrend College 4701 College Drive Erie, Pennsylvania 16563 Phone : 814-896-6000 Email : recruitbehrend@psu.edu Tracy Bishop	N	0
28	Pennsylvania Association of Broadcasters 8501 Paxton St. Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Gail Ponti Manual Posting	N	0
29	TV News Check 24 West Lancaster Ave. Suite #205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Url : http://www.tvnewscheck.com Job Listing Manual Posting	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
30	WJET - Internal Posting 8455 Peach Street Erie, Pennsylvania 16509 Phone : 814-864-2400 Job Listing Manual Posting	N	1
31	WJET Website - YourErie.com 8455 Peach Street Erie, Pennsylvania 16509 Phone : 814-864-2400 Url : http://www.yourerie.com Email : mmiller@wjettv.com Michael Miller	N	2
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			35

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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	4/23/2018	Participation in Job Fairs	WJET participated in the Job Fair held at Erie Bayfront Convention Center. WJET personnel were able to meet students and discuss vacancies at the Stations and in the broadcasting industry.	2	Director of Sales Digital Manager
2	5/9/2018	Participation in Job Fairs	WJET participated in the Erie County Job Fair held at the Zem-Zem Shrine. WJET personnel were able to meet Veterans and general public to discuss vacancies at the Stations and in the broadcasting industry.	2	LSM LSM
3	6/1/2018	Establishment of an intern program designed to assist members of the community	The station has an established internship that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. The Station hosted 3 interns from the PSU Behrend, Edinboro University, during the 2018 Summer Semester, and Baldwin Wallace during the Fall Semester	1	News Director
4	9/19/2018	Participation in Job Fairs	WJET participated in the Penn State Behrend's annual Career Fair held at the University's Junker Center. WJET personnel were able to meet students and discuss vacancies at the Stations and in the broadcasting industry.	1	LSM
5	10/9/2018	Participation in Job Fairs	WJET participated in the Edinboro University fall annual Career Fair held at the University's Student Center Multipurpose Room. WJET personnel were able to meet students and discuss vacancies at the Stations and in the broadcasting industry.	1	LSM
6	11/15/2018	Participation in events or programs sponsored by educational institutions	WJET participated in the Titusville High School Mock Interviews and Career Fair held at Titusville High School. WJET personnel were able to meet students and discuss vacancies at the Stations and in the broadcasting industry.	1	Director of Sales

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7	3/1/2019	Participation in scholarship programs	WJET participates in an established scholarship program that assists students interested in pursuing a career in broadcasting. During the current reporting term, there was one (1) recipient from Edinboro University.	1	General Manager
8	3/2/2019	Participation in Job Fairs	WJET participated in the Buffalo Broadcasters March job fair held at the Millennium Hotel in Buffalo NY. WJET personnel were able to meet and discuss vacancies at the Stations and in the broadcasting industry.	1	General Manager
9	3/20/2019	Participation in Job Fairs	WJET participated in the Penn State, Behrend March career fair held at the Junker Center- Penn State, Behrend. WJET personnel were able to meet and discuss vacancies at the Stations and in the broadcasting industry.	1	Creative Services Director