

**WTAJ**  
**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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multi-Media Marketing Executive 11583	1-2, 4-6, 8, 11-13, 15-18, 20-23	6
Multi Media Journalist 12362	1-6, 8-9, 11-13, 15-18, 20-23	3
Multi Media Journalist 12387	1-2, 4-6, 8, 11-13, 15-18, 20-23	12
Multi-Media Marketing Executive 13326	1-2, 4-6, 8, 11-13, 15-18, 20-23	12
Multi Media Journalist/Weather 13329	1-2, 4-9, 11-13, 15-18, 20-23	7
Multi-Media Marketing Executive 13327	1-2, 4-6, 8, 11-13, 15-18, 20-23	12
Production Director/Videographer	1-2, 4-8, 11-13, 15-18, 21-23	17
Production Director/Videographer	1-2, 4-8, 11-13, 15-18, 21-23	7
Digital Content Producer	1-2, 4-6, 8, 11-13, 15, 17-18, 21-23	6
Local Sales Manager	1-2, 4-6, 8-13, 15, 17-18, 21-23	9
News Producer	1-2, 4-6, 8, 11-13, 15, 17-18, 21-23	6
News Producer	1-2, 4-6, 8, 11-15, 17-23	6
Multi Media Journalist	1-2, 4-6, 8-9, 11-15, 17-23	9
News Producer	1-2, 4-6, 8, 11-13, 15, 17-18, 21-23	12
Digital Coordinator	2, 4-6, 8, 11-15, 17-23	6
News Anchor	1-2, 4-6, 8-9, 11-15, 17-23	13
Videographer/Newscast Director	1-2, 4-6, 8, 11-15, 17-23	6
News Anchor 23185	1-2, 4-6, 8-9, 11-15, 17-23	9

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 #16/Penn State DuBois was deleted on 4/8/2022.

RS #19/Penn West University was deleted on 2/8/2022.

RS #14/ PA Career Link Blair County – Counties now utilizing one website and contact. Updated 10/28/2022.

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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
1	Broadcast Employment Services (TVJobs.com) P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0017 Url : <a href="https://www.tvjobs.com/">https://www.tvjobs.com/</a> Job Listing Manual Posting	N	0
2	Bucknell University One Dent Drive Lewisburg, Pennsylvania 17837 Phone : 570-577-1238 Email : <a href="mailto:acs@bucknell.edu">acs@bucknell.edu</a> Joyce Walls	N	0
3	CareerBuilder.com	N	1
4	Clearfield County Career and Technology Center 1620 River Rd. Clearfield, Pennsylvania 16830 Phone : 814-765-5308 Email : <a href="mailto:jwomer@ccctc.edu">jwomer@ccctc.edu</a> Jennifer Womer	N	0
5	Greater Altoona Career & Technology Center 1500 Fourth Avenue Altoona, Pennsylvania 16602 Phone : 814-505-1256 Email : <a href="mailto:nicole.zernick@gactc.edu">nicole.zernick@gactc.edu</a> Nicole Zernick	N	0
6	Indeed.com No Physical Address Altoona, Pennsylvania 16602 Phone : 1-800-475-4361 Indeed Support Manual Posting	N	24
7	Job Fair	N	5
8	Juniata College Office of Career Services 1700 Moore St. Huntingdon, Pennsylvania 16652 Phone : 814-641-3351 Email : <a href="mailto:kysord@juniata.edu">kysord@juniata.edu</a> Darwin Kysor	N	0
9	Linked In	N	9

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10	MediaRecruiter Online only Altoona, Pennsylvania Url : mediarecruiter.com Media Recruiter Manual Posting	N	0
11	National Association of Broadcasters Edu. Foundation 1771 N Street N.W. Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nmann@nab.org Nate Mann	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	14
13	On Site Posting 5000 6th Ave Altoona, Pennsylvania 16602 Kylei Sell Manual Posting	N	4
14	PA CareerLink Blair County 1600 5th Avenue Suite 200, Second Floor Altoona, Pennsylvania 16602 Phone : 814-940-6200 Email : rimgrund@gogoodwill.org Renee Imgrund	N	0
15	Penn State Altoona 3000 Ivyside Park Altoona, Pennsylvania 16601 Phone : 814-949-5047 Email : sra1@psu.edu Sherri McGregor	N	0
16	Penn State DuBois 1 College Place DuBois, Pennsylvania 15801 Phone : 814-372-3015 Email : aaa39@psu.edu Anna Akintunde	N	0

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17	Pennsylvania Association of Broadcasters 208 North 3rd Street Suite 105 Harrisburg, Pennsylvania 17101 Phone : 717-482-4820 Gail Ponti Manual Posting	N	2
18	Pennsylvania Highlands Community College 101 Community College Way Johnstown, Pennsylvania 15904 Phone : 814-262-6400 Email : careerservices@pennhighlands.edu Larry Brugh	N	0
19	PennWest University P.O.Box 40770 San Francisco, California 94140 Phone : 000-000-0000 Email : recruit@pennwest.edu Rhonda Gifford	N	0
20	South Hills School of Business & Technology 508 58th St. Altoona, Pennsylvania 16602 Phone : 814-234-7755 Email : dlingenfelter@southhills.edu Denny Lingenfelter	N	0
21	Syracuse University Career Development Center 215 University Place Syracuse, New York 13244 Phone : 315-443-1913 Email : belichti@syr.edu Bridget Lichtinger	N	0
22	WTAJ.com 5000 6th Ave Altoona, Pennsylvania 16602 Phone : 814-942-1010 Kylei Sell Manual Posting	N	2

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23	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</b>			<b>61</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 Participant</b>	<b>Participant Title</b>
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 National Association of Broadcasters Education Foundation and the the Pennsylvania Association of Broadcasters, media/trade organizations with a broad-based membership, including the participation of women and minorities.	2	HR Business Coordinator General Manager
2	2/24/2023	Participation in Job Fairs	The Station participated at the Penn State University Job Expo. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	4	General Sales Manager Local Sales Manager News Anchor Sports Director
3	3/15/2023	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	4	General Manager News Director General Sales Manager Local Sales Manager