

WBRE-TV
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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 |
|---------------------------------------|--|-----------------------|
| HR Business Coordinator | 1, 3-4, 6-8, 10-17 | 6 |
| Account Executive | 1-4, 6, 8, 10-17 | 8 |
| Account Executive | 1-4, 6, 8, 10-17 | 6 |
| Account Executive | 1-4, 6, 8, 10-17 | 8 |
| Account Executive | 1-4, 6, 8, 10-17 | 12 |
| Account Executive | 1-4, 6, 8, 10-17 | 8 |
| News Photographer | 1, 3-4, 6, 10-17 | 6 |
| Multimedia Journalist | 1-4, 6, 8, 10-17 | 8 |
| Multimedia Journalist | 1-4, 6, 8, 10-17 | 12 |
| Sports Director | 1, 3-6, 8, 10-17 | 8 |
| News Photographer | 1-14, 16-17 | 2 |
| Digital Producer | 1, 4-14, 16-17 | 8 |
| News Producer | 1-2, 4-5, 7-14, 16-17 | 12 |
| News Producer | 1-2, 4-5, 7-14, 16-17 | 12 |
| Meteorologist | 1, 4-5, 7-14, 16-17 | 8 |
| Account Executive | 1-2, 4-14, 16-17 | 6 |
| Account Executive | 1-2, 4-14, 16-17 | 8 |
| Account Executive | 1-2, 4-14, 16-17 | 6 |
| News Producer | 1, 4-14, 16-17 | 8 |
| Director | 1, 4-14, 16-17 | 6 |
| Digital Producer | 1, 4-14, 16-17 | 6 |
| Director | 1, 4-7, 9-12, 14, 16-17 | 6 |
| Marketing and Sales Research Director | 1, 4-12, 14, 16-17 | 12 |

Nexstar did not actively distribute job vacancy notices to CareerBuilder, Indeed.com, LinkedIn and MediaRecruiter.com and Monster.com, however said sources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

The following recruiting sources (RS) were deleted from the stations recruiting source list on the dates indicated:

RS #15/TVJobs.com was deleted on April 3, 2023.

RS #3/Collective Talent was deleted on April 17, 2023

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|---------------------|--|-------------------------------|
| Commercial Producer | 1, 4-7, 9-12, 14, 16-17 | 6 |

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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 | 5 |
| 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 | 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 |
| 6 | Indeed.com | N | 33 |
| 7 | King's College 133 N River Street Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Email : careerplanning@kings.edu Career Planning | N | 0 |
| 8 | Linked In | N | 29 |
| 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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|-----------|---|---|--|
| 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 | 26 |
| 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 | 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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|--|---|--|---|
| 17 | www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 93 |

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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 | 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 one (1) intern from The University of Scranton, during the 2023/2024 Winter Semester, two (2) interns from Luzerne County Community College during the 2024 Spring Semester, one (1) intern from Keystone College during the 2024 Spring Semester, and one (1) intern from Wilkes University during the 2024 Spring Semester.</p> | 1 | Production Supervisor |
| 2 | 9/27/2023 | Participation in Job Fairs | The Station participated at Syracuse University Fall 2023 Business & Communications Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry. | 1 | News Director |
| 3 | 2/23/2024 | Participation in Job Fairs | The Station participated at Penn State's Bellisario College of Communications JobExpo.Comm Internship/Career Fair. Station WBRE personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry. | 3 | Chief Meteorologist Creative Services Director Production Supervisor |
| 4 | 3/19/2024 | 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. | 11 | General Manager HR Business Coordinator Hiring Managers |