

# WHTM-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
Sales Lead Generator	1-3, 5-42	13
Account Executive	1-3, 5-12, 14-18, 20, 22-42	25
Website Producer	1-3, 5-12, 14-20, 22-26, 28-42	28
Sports Reporter	1-3, 5-20, 22-26, 28-42	25
Creative Services Producer	1-3, 5-20, 22-26, 28-42	25
MultiMedia Journalist	1-3, 5-12, 14-20, 22-26, 28-42	19
MultiMedia Journalist	1-3, 5-12, 14-20, 22-26, 28-42	19
MultiMedia Journalist	1-3, 5-12, 14-20, 22-26, 28-42	25
Digital Business Reporter	1-5, 7-42	13
Weekend Anchor/Producer/Reporter	1-3, 5-12, 14-20, 22-26, 28-42	25
News Photographer	1-20, 22-26, 28-42	19
News Producer	1-3, 5-12, 14-20, 22-26, 28-42	19

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com, and LinkedIn. 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 #22/MedlineLine - opted out of receiving job vacancy notifications on 7/12/2022.

RS #28/Office of Vocational Rehabilitation (York District) - Station made attempts to update contact information for York District. As of April 2, 2023 all job notices will be sent only to Harrisburg Office (RS #27).

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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	Army Community Service - Carlisle Barracks Building 632, Wright Avenue Army Community Service Carlisle Barracks Carlisle, Pennsylvania 17013-5046 Phone : 717-962-5342 Email : jeffrey.a.hanks3.civ@mail.mil Jeffrey Hanks	N	0
2	Black Career Women's Network Black Career Women's Network, LLC Cincinnati, Ohio Url : <a href="https://bcwnetwork.com">https://bcwnetwork.com</a> Monica McEntire Manual Posting	N	0
3	Bloomsburg University 400 East 2nd Street Bloomsburg, Pennsylvania 17815 Url : <a href="http://www.bloomu.edu">www.bloomu.edu</a> M Babb Manual Posting	N	0
4	CareerBuilder.com	N	2
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	Y	0
6	County of York Veterans Affairs 100 West Market Street York, Pennsylvania 17401 Phone : 717-771-9218 Email : <a href="mailto:tgendron@yorkcountypa.gov">tgendron@yorkcountypa.gov</a> Fax : 1-717-771-4617 Terry Gendron	N	0
7	Dickinson College 28 N College St Carlisle, Pennsylvania 17013 Url : <a href="http://www.dickinson.edu/careercenter">http://www.dickinson.edu/careercenter</a> Tammy Heberlig Manual Posting	N	0

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8	Elizabethtown College 1 Alpha Dr Elizabethtown, Pennsylvania 17022 Phone : 7173611206 Url : <a href="http://www.ETOWN.EDU">http://www.ETOWN.EDU</a> Jane Nini Manual Posting	N	0
9	Franklin & Marshall College PO Box 3003 Lancaster, Pennsylvania 17604 Url : <a href="http://www.FANDM.EDU/OSPGD">www.FANDM.EDU/OSPGD</a> ISOGD Career Services Manual Posting	N	0
10	Gettysburg College 300 N Washington St Gettysburg, Pennsylvania 17325 Phone : 7173376616 Url : <a href="http://www.GETTYSBURG.EDU">www.GETTYSBURG.EDU</a> Rebecca Barth Manual Posting	N	0
11	Harrisburg Area Community College One HACC Drive Harrisburg, Pennsylvania 17110 Phone : 717-780-2522 Url : <a href="http://www.HACC.EDU/Students/CareerServices/Career">http://www.HACC.EDU/Students/CareerServices/Career</a> Harrisburg Campus Manual Posting	N	0
12	Harrisburg University 326 Market Street Harrisburg, Pennsylvania 17101 Phone : 7179015100 Url : <a href="http://www.HARRISBURGU.EDU">www.HARRISBURGU.EDU</a> Email : <a href="mailto:careerservices@harrisburgu.edu">careerservices@harrisburgu.edu</a> Melissa Morgan	N	0
13	Indeed.com	N	12
14	Interactive Government 7432 Alban Station Blvd B248 Springfield, Virginia 22150 Phone : 717-861-2547 Email : <a href="mailto:Rebecca.m.kuleba.ctr@mail.mil">Rebecca.m.kuleba.ctr@mail.mil</a> Rebecca Kuleba	N	0

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15	K.I. Recruiting 2500 N. 3rd Street Harrisburg, Pennsylvania 17110 Phone : 717-215-2892 Url : <a href="http://www.welcometoharrisburg.com">http://www.welcometoharrisburg.com</a> Email : <a href="mailto:welcometoharrisburg@gmail.com">welcometoharrisburg@gmail.com</a> Rebecca Doctrow	Y	0
16	Kutztown University of Pennsylvania 15200 Kutztown Road Kutztown, Pennsylvania 19530 Url : <a href="https://www.kutztown.edu/">https://www.kutztown.edu/</a> Kerri Gardi Manual Posting	N	0
17	LBCJobs 901 Eden Rd Lancaster, Pennsylvania 17601 Phone : 717.560.8200 ext 5581 Url : <a href="https://www.lbcjobs.com/">https://www.lbcjobs.com/</a> LBC Jobs Manual Posting	N	0
18	Lebanon Valley College 101 College Ave Annville, Pennsylvania 17003 Phone : 7178676560 Url : <a href="http://www.lvc.edu.breen-center">www.lvc.edu.breen-center</a> Natalia Smith Manual Posting	N	0
19	Linked In	N	27
20	Lock Haven University 401 N Fairview St Lock Haven, Pennsylvania 17745 Url : <a href="http://www.lockhaven.edu/career">www.lockhaven.edu/career</a> MaryJo Campana Manual Posting	N	0
21	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0

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22	Messiah College 1 College Ave Mechanicsburg, Pennsylvania 17055 Phone : 717-691-6016 Url : <a href="http://www.messiah.edu">www.messiah.edu</a> Carol Hall Manual Posting	N	0
23	National Association of Hispanic Journalist, Region 3 503 Martindale St. Suite 300 Pittsburgh, Pennsylvania 15212 Phone : 850-459-5064 Url : <a href="http://www.nahj12.com">http://www.nahj12.com</a> Email : <a href="mailto:chrisram46@yahoo.com">chrisram46@yahoo.com</a> Chris Ramirez	N	0
24	National Press Photographers Association 3200 Croasdaile Dr. Suite 306 Durham, North Carolina 27705 Phone : 919-383-7246 Url : <a href="http://www.nppa.org">http://www.nppa.org</a> Email : <a href="mailto:tkenniff@nppa.org">tkenniff@nppa.org</a> Thomas Kenniff	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	16
26	Office of Vocational Rehabilitation (Harrisburg Office) 555 Walnut St., 8th Floor Harrisburg, Pennsylvania 17101-9977 Phone : 717-346-2792 Url : <a href="http://www.dli.state.pa.us">www.dli.state.pa.us</a> Email : <a href="mailto:Patkane@pa.gov">Patkane@pa.gov</a> Fax : 1-717-783-7245 Patrick Kane	Y	0

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27	Office of Vocational Rehabilitation (York District Office) 2550 Kingston Road, Suite 101 York, Pennsylvania 17402 Phone : 717.771.4407 ext 234 Url : <a href="http://www.dli.state.pa.us">www.dli.state.pa.us</a> Email : <a href="mailto:cmemo@pa.gov">cmemo@pa.gov</a> Fax : 1-717-771-4421 Caitlin Mento	Y	0
28	PA State University College of Communications Office of Internships & Career Placement 208_D Carnegie Building University Park, Pennsylvania 16802 Phone : 814-863-4674 Url : <a href="http://www.psu.edu">http://www.psu.edu</a> Email : <a href="mailto:rpm163@psu.edu">rpm163@psu.edu</a> Bob Martin	Y	1
29	Pennsylvania Army National Guard Department of Military & Veterans Affairs Building 7-10 FTIG Annville, Pennsylvania 17003-5002 Phone : 717-861-2640 Email : <a href="mailto:jon.m.skipper.mil@mail.mil">jon.m.skipper.mil@mail.mil</a> Fax : 1-717-861-9399 Sergeant Jon Skipper	N	0
30	Pennsylvania Association of Broadcasters 8501 Paxton Street Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Url : <a href="http://www.pab.org">http://www.pab.org</a> Gail Ponti Manual Posting	N	0
31	Pennsylvania Career Link 100 N. Cameron St. Harrisburg, Pennsylvania 17101 Phone : 717-783-3270 Url : <a href="http://www.cwds.state.pa.us">http://www.cwds.state.pa.us</a> Job Listings Manual Posting	N	0

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32	Robert Morris University The PPG Industries Career and Leadership Development Center 6001 University Boulevard Moon Township, Pennsylvania 15108 Phone : 412-397-3200 Url : <a href="http://www.rmu.edu">http://www.rmu.edu</a> Marla Burgess Manual Posting	Y	0
33	Shippensburg University 1871 Old Main Drive Shippensburg, Pennsylvania 17257 Url : <a href="http://www.ship.edu">www.ship.edu</a> Janet Asst Director Career Comm Engagement Cnt Manual Posting	N	0
34	Slippery Rock University 124 Bailey Library 1 Morrow Way Slippery Rock, Pennsylvania 16057 Phone : 724-738-2028 Url : <a href="http://www.sru.edu">http://www.sru.edu</a> Job Listings Manual Posting	Y	0
35	Southern New Hampshire University 2500 North Riv Manchester, New Hampshire 03106 Url : <a href="http://www.my.snhu.edu">www.my.snhu.edu</a> Beth Prieto Manual Posting	N	0
36	Susquehanna University 514 University Avenue Selinsgrove, Pennsylvania 17870 Phone : 570-372-4300 Url : <a href="http://www.susqu.edu">http://www.susqu.edu</a> Aisulu Lawton Manual Posting	N	0
37	Temple University 1801 N Broad St Philadelphia, Pennsylvania 19122 Phone : 21520479814 Url : <a href="http://www.temple.edu">www.temple.edu</a> Erin Lemons Manual Posting	N	0

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38	Totton-Peters Communications, Inc. 4611 Clarendon Street Harrisburg, Pennsylvania 17109 Phone : 717-736-0222 Email : jmariepeters@yahoo.com Joan Peters	Y	0
39	TVJOBS.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : jobs@tvjobs.com Mark Holloway	N	0
40	WHTM-TV 3235 Hoffman St. Harrisburg, Pennsylvania 17110 Phone : 717-236-2727 Url : <a href="http://www.abc27.com">http://www.abc27.com</a> Patricia Jarvis Manual Posting	N	0
41	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0
42	York College of Pennsylvania Campbell Hall, Room 200 441 Country Club Road York, Pennsylvania 17403 Phone : 717-846-7788 Url : <a href="http://www.ycp.edu">http://www.ycp.edu</a> Job Listings Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>58</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	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 Pennsylvania Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	2	Business Administrator General Manager
2	8/19/2022	Establishment of an intern program designed to assist members of the community	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.  The Station hosted two (2) interns, from Messiah University, during the 2022 Fall Semester.	3	News Director Sports Director Executive Producer
3	9/21/2022	Hosting of Job Fair	The Station hosted a job fair at the Penn Harris Hotel in Camp Hill, Pennsylvania. Station personnel were able to meet with individuals from the community and discuss vacancies at the Station(s) and in the broadcasting industry.	13	General Sales Manager Digital Sales Manager Local Sales Manager Account Executives
4	2/24/2023	Participation in Job Fairs	The Station participated at the Penn State University job expo and Klein Internship and Career Fair. Station personnel met with potential job applicants.	3	News Director Digital Executive Producer Creative Service Director
5	3/8/2023	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.	11	General Manager Business Administrator/HR Coordinator Department Heads Hiring Supervisors