

WHTM-TV

EEO PUBLIC FILE REPORT

April 1, 2020 - March 31, 2021

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
Digital Multimedia Journalist	1-9, 11-25, 27-40, 42-94	48
Marketing and Sales Research Director	1-40, 42-47, 49-94	58
Sports Director / Anchor	1-25, 27-94	38
News Director	1-9, 11-25, 27-37, 39-40, 42-47, 49-58, 60-94	58
Creative Service Producer	4-6, 10, 17-18, 21, 25-26, 28, 30, 33-34, 38, 40, 42-43, 45-46, 48-49, 52, 54, 56-58, 60-61, 64-66, 69, 73-75, 77, 80-81, 91, 93-94	58
Sales Account Executive	4-6, 17-18, 21, 25, 28, 30, 33-34, 40, 42-43, 45-46, 48-49, 52, 54, 56-58, 60-61, 64-66, 69, 73-75, 77, 80-81, 91, 93-94	48
Digital Executive Producer	4-6, 17-18, 21, 25, 28, 30, 33-34, 38, 40, 42-43, 45-46, 49, 52, 54, 56-58, 60-61, 64-66, 69, 73-77, 80-81, 91, 93-94	58
Digital Producer	4-6, 17-18, 21, 25, 28, 30, 33-34, 38, 40, 42-43, 45-46, 48-49, 52, 54, 56-61, 64-66, 69, 73-77, 80-81, 91, 93-94	38
Digital Producer	4-6, 17-18, 21, 25, 28, 30, 33-34, 38, 40, 42-43, 45-46, 48-49, 52, 54, 56-61, 64-66, 69, 73-77, 80-81, 91, 93-94	48
Digital Producer	4-6, 17-18, 21, 25, 28, 30, 33-34, 38, 40, 42-43, 45-46, 48-49, 52, 54, 56-61, 64-66, 69, 73-77, 80-81, 91, 93-94	48
News Photographer	4-6, 17-18, 21, 25-26, 28, 30, 33-34, 38, 40, 42-43, 45-46, 49, 52, 54, 56-61, 64-66, 69, 73-77, 80-81, 91, 93-94	26
IT/Broadcast Maintenance Technician	4-6, 17-18, 21, 25-26, 28, 30, 33-34, 38, 40, 42-43, 45-46, 48-49, 52, 54, 56-61, 64-66, 69, 73-77, 80-81, 91, 93-94	26

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Executive Producer	4-6, 17-18, 21, 25-26, 28, 30, 33-34, 38, 40, 42-43, 45-46, 48-49, 52, 54, 56-61, 64-66, 69, 73-77, 80-81, 91, 93-94	26
Master Control Technician / Production Assistant	4-6, 17-18, 21, 25, 28, 30, 33-34, 38, 40, 42-43, 45-46, 48-49, 52, 54, 56-61, 64-66, 69, 73-77, 80-81, 91, 93-94	58
Photographer	4-6, 10, 17-18, 21, 25, 28, 30, 33-34, 38, 40, 42-43, 45-46, 49, 52, 54, 56-61, 64-66, 69, 73-77, 80-81, 91, 93-94	38
Photographer	4-6, 10, 17-18, 21, 25, 28, 30, 33-34, 38, 40, 42-43, 45-46, 49, 52, 54, 56-61, 64-66, 69, 73-77, 80-81, 91, 93-94	38
Lifestyle Production Assistant	4-6, 17-18, 21, 25, 28, 30, 33-34, 40, 42-43, 45-46, 49, 52, 54, 56-61, 64-66, 69, 73-77, 80-81, 91, 93-94	58

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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	Albright College 1621 North 13th Street Reading, Pennsylvania 19604 Url : https://www.albright.edu/elcdc Laura Kline Manual Posting	N	0
2	Alvernia University 400 St Bernardine St Reading, Pennsylvania 19607 Url : www.alvernia.edu Megan Adukaitis Manual Posting	N	0
3	Arcadia University 450 S Easton Rd Glenside, Pennsylvania 19038 Url : www.arcadia.edu Justin Mitchell Manual Posting	N	0
4	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
5	Black Career Women's Network Black Career Women's Network, LLC Cincinnati, Ohio Url : https://bcwnetwork.com Monica McEntire Manual Posting	N	0
6	Bloomsburg University 400 East 2nd Street Bloomsburg, Pennsylvania 17815 Url : www.bloomu.edu M Babb 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
7	Bowie State University J.Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Rd. Bowie, Maryland 20715 Phone : 301-860-3825 Url : http://www.bowiestate.edu Job Listings Manual Posting	N	0
8	Cabrini University 610 King of Prussia Rd Wayne, Pennsylvania 19087 Url : www.cabrini.edu/career Mark Choquette Manual Posting	N	0
9	California University of Pennsylvania 250 University Ave California, Pennsylvania 15419 Url : www.calu.edu/careers Rhonda Gifford Manual Posting	N	0
10	CareerBuilder.com	N	4
11	Carin University 200 Manor Avenue Langhorne, Pennsylvania 19047 Phone : 2157024422 Url : https://cairn.edu/careercenter/ Career Center Manual Posting	N	0
12	Carlow University 3333 5th Ave Pittsburgh, Pennsylvania 15213 Url : www.carlow.edu Jennifer Holbert 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
13	Carnegie Mellon University 5000 Forbes Ave Carnegie Mellon University Pittsburgh, Pennsylvania 15213 Url : www.cmu.edu/career Kevin Monahan Manual Posting	N	0
14	Cedar Crest College 100 College Drive Allentown, Pennsylvania 18104 Url : www.cedarc Crest.edu Candice Sierzega Manual Posting	N	0
15	Chatham University Woodland Road Pittsburgh, Pennsylvania 15232 Url : www.chatham.edu Crystal Vietmeier Manual Posting	N	0
16	Cheyney University 324 Burleigh Hall, 1837 University Circle P. O. Box 200 Cheyney, Pennsylvania 19319 Phone : 610-399-2033 Url : http://www.cheyney.edu Job Listings Manual Posting	N	0
17	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	Y	0
18	County of York Veterans Affairs 100 West Market Street York, Pennsylvania 17401 Phone : 717-771-9218 Email : tgendron@yorkcountypa.gov Fax : 1-717-771-4617 Terry Gendron	N	0

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19	Delaware State University Martin Luther King, Jr. Student Center, Suite 333 1200 N. DuPont Highway Dover, Delaware 19901 Phone : 302-857-6120 Url : http://www.desu.edu Job Listings Manual Posting	N	0
20	Delaware Valley University 700 E Butler Ave Doylestown, Pennsylvania 18901 Url : https://www.delval.edu Ben Rusiloski Manual Posting	N	0
21	Dickinson College 28 N College St Carlisle, Pennsylvania 17013 Url : http://www.dickinson.edu/careercenter Tammy Heberlig Manual Posting	N	0
22	Duquesne University 600 Forbes Avenue Pittsburgh, Pennsylvania 15282 Phone : 4123966644 Url : duq.edu/careerdevelopment Kim Pierce Manual Posting	N	0
23	East Stroudsburg University 200 Prospect Street East Stroudsburg, Pennsylvania 18301 Url : https://www.esu.edu/students/career_development/in Career Development Manual Posting	N	0
24	Eastern University 1300 Eagle Rd Saint Davids, Pennsylvania 19087 Url : www.eastern.edu Sarah Todd 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
25	Elizabethtown College 1 Alpha Dr Elizabethtown, Pennsylvania 17022 Phone : 7173611206 Url : http://www.ETOWN.EDU Jane Nini Manual Posting	N	0
26	Employee Referral	N	6
27	Forte Foundation 9600 Escarpment Suite 745 PMB 72 Austin, Texas 78749 Url : http://www.fortefoundation.org Denise Montana Manual Posting	N	0
28	Franklin & Marshall College PO Box 3003 Lancaster, Pennsylvania 17604 Url : www.fandm.edu/ospgd ISOGD Career Services Manual Posting	N	0
29	Geneva College 3200 College Ave Beaver Falls, Pennsylvania 15010 Url : www.geneva.edu Sue Figgins Manual Posting	N	0
30	Gettysburg College 300 N Washington St Gettysburg, Pennsylvania 17325 Phone : 7173376616 Url : www.gettysburg.edu Rebecca Barth Manual Posting	N	0
31	Grove City College 100 Campus Dr Grove City, Pennsylvania 16127 Url : www.gcc.edu/cso Mandy Sposato 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
32	Gwynedd Mercy University 1325 Sumneytown Pike Gwynedd Valley, Pennsylvania 19437 Url : www.gmercyu.edu Nicholas Schaefer Manual Posting	N	0
33	Harrisburg Area Community College One HACC Drive Harrisburg, Pennsylvania 17110 Phone : 717-780-2522 Url : http://www.hacc.edu/Students/CareerServices/Career Harrisburg Campus Manual Posting	N	0
34	Harrisburg University 326 Market Street Harrisburg, Pennsylvania 17101 Phone : 7179015100 Url : www.harrisburgu.edu Email : careerservices@harrisburgu.edu Melissa Morgan	N	0
35	Haverford College 370 Lancaster Ave Haverford, Pennsylvania 19041 Url : www.haverford.edu Laura Reiter Manual Posting	N	0
36	Howard University C.B. Powell Building, Room 206 525 Bryant Street, NW Washington, District of Columbia 20059 Phone : 202-806-7513 Url : http://www.howard.edu Job Listings Manual Posting	N	0
37	Immaculata University 1145 W King Road Immaculata, Pennsylvania 19345 Url : https://www.immaculata.edu/ Heidi Harrison 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
38	Indeed.com	N	18
39	Indiana University of Pennsylvania 1011 South Dr Indiana, Pennsylvania 15701 Url : www.iup.edu/career Kelsey Thompson Manual Posting	N	0
40	Interactive Government 7432 Alban Station Blvd B248 Springfield, Virginia 22150 Phone : 717-861-2547 Email : Rebecca.m.kuleba.ctr@mail.mil Rebecca Kuleba	N	0
41	Job/Bulletin Board	N	1
42	K.I. Recruiting 2500 N. 3rd Street Harrisburg, Pennsylvania 17110 Phone : 717-215-2892 Url : http://www.welcometoharrisburg.com Email : welcometoharrisburg@gmail.com Rebecca Doctrow	Y	0
43	Kutztown University of Pennsylvania 15200 Kutztown Road Kutztown, Pennsylvania 19530 Url : https://www.kutztown.edu/ Kerri Gardi Manual Posting	N	0
44	La Salle University 1900 West Olney Avenue Philadelphia, Pennsylvania 19141 Phone : 2159511075 Url : www.lasalle.edu Dave Prisco 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
45	LBCJobs 901 Eden Rd Lancaster, Pennsylvania 17601 Phone : 717.560.8200 ext 5581 Url : https://www.lbcjobs.com/ LBC Jobs Manual Posting	N	0
46	Lebanon Valley College 101 College Ave Annville, Pennsylvania 17003 Phone : 717.867.6560 Url : www.lvc.edu.breen-center Natalia Smith Manual Posting	N	0
47	Lehigh University 27 Memorial Dr W Bethlehem, Pennsylvania 18015 Url : careercenter.lehigh.edu Marcia McKay Manual Posting	N	0
48	Linked In	N	17
49	Lock Haven University 401 N Fairview St Lock Haven, Pennsylvania 17745 Url : www.lockhaven.edu/career MaryJo Campana Manual Posting	N	0
50	Mansfield University 31 South Academy St Mansfield, Pennsylvania 16933 Url : https://career.mansfield.edu/ Mansfield Career Center Manual Posting	N	0
51	Marywood University 2300 Adams Avenue Scranton, Pennsylvania 18509 Url : www.marywood.edu Michael Magistro 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
52	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
53	Mercyhurst University 501 East 38th Street Erie, Pennsylvania 16546 Phone : 8148242426 Url : www.mercyhurst.edu Frank Rizzone Manual Posting	N	0
54	Messiah College 1 College Ave Mechanicsburg, Pennsylvania 17055 Phone : 717-691-6016 Url : www.messiah.edu Carol Hall Manual Posting	N	0
55	Muhlenberg College 2400 Chew St Allentown, Pennsylvania 18104 Url : http://www.muhlenberg.edu/careercenter/ Presidential Assistant Manual Posting	N	0
56	National Association of Hispanic Journalist, Region 3 503 Martindale St. Suite 300 Pittsburgh, Pennsylvania 15212 Phone : 850-459-5064 Url : http://www.nahj12.com Email : chrisram46@yahoo.com Chris Ramirez	N	0

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57	National Press Photographers Association 3200 Croasdaile Dr. Suite 306 Durham, North Carolina 27705 Phone : 919-383-7246 Url : http://www.nppa.org Email : tkenniff@nppa.org Thomas Kenniff	N	0
58	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	26
59	Office of Vocational Rehabilitation (Harrisburg Office) 555 Walnut St., 8th Floor Harrisburg, Pennsylvania 17101-9977 Phone : 717-346-2792 Url : www.dli.state.pa.us Email : Patkane@pa.gov Fax : 1-717-783-7245 Patrick Kane	Y	0
60	Office of Vocational Rehabilitation (York District Office) 2550 Kingston Road, Suite 101 York, Pennsylvania 17402 Phone : 717.771.4407 ext 234 Url : www.dli.state.pa.us Email : cmento@pa.gov Fax : 1-717-771-4421 Caitlin Mento	Y	0
61	PA State University College of Communnications Office of Internships & Career Placement 208_D Carnegie Building University Park, Pennsylvania 16802 Phone : 814-863-4674 Url : http://www.psu.edu Email : rpm163@psu.edu Bob Martin	Y	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
62	Penn State Abington 1600 Woodland Road Abington, Pennsylvania 19001 Url : https://abington.psu.edu/career-professional-devel Email : med98@psu.edu Michelle Daly	N	0
63	Penn State University 201 Old Main University Park, Pennsylvania 16802 Url : https://www.psu.edu/Career_Services Manual Posting	N	0
64	Pennsylvania Army National Guard Department of Military & Veterans Affairs Building 7-10 FTIG Annville, Pennsylvania 17003-5002 Phone : 717-861-2640 Email : jon.m.skipper.mil@mail.mil Fax : 1-717-861-9399 Sergeant Jon Skipper	N	0
65	Pennsylvania Association of Broadcasters 8501 Paxton Street Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Url : http://www.pab.org Gail Ponti Manual Posting	N	0
66	Pennsylvania Career Link 100 N. Cameron St. Harrisburg, Pennsylvania 17101 Phone : 717-783-3270 Url : http://www.cwds.state.pa.us Job Listings Manual Posting	N	0

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67	Point Park University 201 Wood St Pittsburgh, Pennsylvania 15222 Url : www.pointpark.edu Angela Scaramucci Manual Posting	N	0
68	Promaxbda 5700 Wilshire Blvd Suite 275 Los Angeles, California 90036 Url : https://jobs.promaxbda.org/ Rachel Wyatt Manual Posting	N	0
69	Robert Morris University The PPG Industries Career and Leadership Development Center 6001 University Boulevard Moon Township, Pennsylvania 15108 Phone : 412-397-3200 Url : http://www.rmu.edu Marla Burgess Manual Posting	Y	0
70	Saint Joseph's University 5600 City Avenue Philadelphia, Pennsylvania 19131 Url : https://www.sju.edu Lisa Hansinger Manual Posting	N	0
71	Seton Hill University 1 Seton Hill Drive Greensburg, Pennsylvania 15601 Url : setonhill.edu/careerservices Renee Starek Manual Posting	N	0
72	Shepherd University 301 N King St Shepherdstown, West Virginia 25443 Url : www.shepherd.edu Melissa Markey Manual Posting	N	0

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73	Shippensburg University 1871 Old Main Drive Shippensburg, Pennsylvania 17257 Url : www.ship.edu Janet Asst Director Career Comm Engagement Cnt Manual Posting	N	0
74	Slippery Rock University 124 Bailey Library 1 Morrow Way Slippery Rock, Pennsylvania 16057 Phone : 724-738-2028 Url : http://www.sru.edu Job Listings Manual Posting	Y	0
75	Southern New Hampshire University 2500 North Riv Manchester, New Hampshire 03106 Url : www.my.snhu.edu Beth Prieto Manual Posting	N	0
76	Susquehanna University 514 University Avenue Selinsgrove, Pennsylvania 17870 Phone : 570-372-4300 Url : http://www.susqu.edu Aisulu Lawton Manual Posting	N	0
77	Temple University 1801 N Broad St Philadelphia, Pennsylvania 19122 Phone : 21520479814 Url : www.temple.edu Erin Lemons Manual Posting	N	0
78	Thaddeus Stevens College Of Technology 750 East King Street Lancaster, Pennsylvania 17602 Url : http://stevenscollege.edu/ Laurie Grove Manual Posting	N	0

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79	The University of Scranton 800 Linden St Scranton, Pennsylvania 18510 Phone : 5709417640 Url : https://www.scranton.edu/careers Dana Relation Manual Posting	N	0
80	Totton-Peters Communications, Inc. 4611 Clarendon Street Harrisburg, Pennsylvania 17109 Phone : 717-736-0222 Email : jmariepeters@yahoo.com Joan Peters	Y	0
81	TVJOBS.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Mark Holloway	N	0
82	University of California Berkeley 2440 Bancroft Way Berkeley, California 94720 Phone : 510-642-3461 Url : https://career.berkeley.edu Tom Devlin Manual Posting	N	0
83	University of Delaware 401 Academy Street Newark, Delaware Url : www.udel.edu/CSC Jenni Kaper Manual Posting	N	0
84	University of Maryland Eastern Shore 30665 Student Services Center Princess Anne, Maryland 21853 Url : https://www.umes.edu/home/ Theresa Queenan Manual Posting	N	0

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85	University of Pennsylvania 3718 LOCUST WALK Philadelphia, Pennsylvania 19104 Url : https://www.vpul.upenn.edu/careerservices/ Natty Leach Manual Posting	N	0
86	University of Pittsburgh 4200 Fifth Ave Pittsburgh, Pennsylvania 15213 Phone : 412-648-7129 Url : www.careers.pitt.edu Career Center University of Pittsburgh Manual Posting	N	0
87	Ursinus College 601 E Main St Collegeville, Pennsylvania 19426 Phone : 6104093599 Url : www.ursinus.edu/career Sharon Hansen Manual Posting	N	0
88	Villanova University E County Line Rd Villanova, Pennsylvania 19085 Phone : 6105194060 Url : www.careers.villanova.edu Maureen Piotti Manual Posting	N	0
89	Washington and Jefferson College W&J College 60 South Lincoln Street Washington, Pennsylvania 15301 Url : https://www.washjeff.edu/ Roberta Cross Manual Posting	N	0
90	Westminster College - PA 319 South Market Street New Wilmington, Pennsylvania 16172 Url : www.westminster.edu Katy DeMedal Manual Posting	N	0

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91	WHTM-TV 3235 Hoffman St. Harrisburg, Pennsylvania 17110 Phone : 717-236-2727 Url : http://www.abc27.com Patricia Jarvis Manual Posting	N	0
92	Widener University One University Place Chester, Pennsylvania 19013 Url : www.widener.edu Sally Lawrence Manual Posting	N	0
93	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
94	York College of Pennsylvania Campbell Hall, Room 200 441 Country Club Road York, Pennsylvania 17403 Phone : 717-846-7788 Url : http://www.ycp.edu Job Listings Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			72

Entitled Source 59 (Office of Vocational Rehabilitation) receives job postings via e-mail. We received notice that the e-mail address these jobs were submitted to was no longer valid. A letter was sent via USPS when a phone call to the office indicated they were closed due to Covid-19 preventive measures. When we received a response from them months later with an updated e-mail address, this was updated in our recruiting sources and remaining jobs were sent to them for posting.

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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	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 Black Career Women's Network, County of York Veterans Affairs and National Association of Hispanic Journalist, organizations serving the community that include the participation of women and minorities.	1	Business Administrator / HR Coordinator
2	6/17/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a judge at the Governors STEM competition. During the judging, information related to their scientific projects and how to improve was given. One-on-one discussions relating to careers in meteorology were discussed and next steps needed to pursue these careers.	1	Meteorologist
3	Ongoing Event	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 one (1) intern from Messiah University during the 2020 Autumn Semester.	3	Executive Producer Master Control Operator Creative Services Director
4	9/2/2020	Participation in events or programs sponsored by educational institutions	Station Personnel conducted virtual journalism workshops with a local community college to engage with students interested in careers in broadcast journalism.	1	Anchor
5	Ongoing Event	Participation in other activities designed by the station employment unit	Station personnel participated in disseminating information related to working in broadcast journalism to The National Association of Black Journalist virtual conference. One-on-one conversations were had with students, journalists, and media personnel about hiring practices, salaries, requirements in positions, daily job functions, and ways to further education. During the conversations, station personnel answered questions that they were asked.	2	Meteorologist Anchor