

WPHL-TV
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Photographer/Editor	1-8, 10-11, 13-35	32
Director, Broadcast Engineering & Technology	1, 3, 5-8, 10-13, 15-35	10
Producer	1, 3, 5-8, 10-11, 13, 15-35	31
Associate Producer	1, 3, 5-8, 10-11, 13, 15-35	32
Account Executive	1, 3, 5-11, 13, 15-35	9
Account Executive	1, 3, 5-11, 13, 15-35	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	AMA Philadelphia Chapter PO Box 38 Fairless Hills, Pennsylvania 19030 Phone : 484-461-1067 Email : info@amatalentagency.com Job Postings	N	0
2	Art Institute of Philadelphia 1622 Chestnut Street Philadelphia, Pennsylvania 19103 Phone : 215-567-7080 Email : mchappelle@aia.edu Job Postings	N	0
3	Bryn Mawr College 101 N Merion Avenue Bryn Mawr, Pennsylvania 19010 Phone : 610-526-5174 Email : cpd@brynmawr.edu Geoffrey Falen	N	0
4	Cabrini College 610 King of Prussia Road Radnor, Pennsylvania 19087 Phone : 610-902-8306 Email : james.mclaughlin@cabrini.edu Job Postings	N	0
5	Cedar Crest College 100 College Drive Allentown, Pennsylvania 18104 Phone : 800-860-1222 Email : career@cedarcrest.edu Job Postings	N	0
6	Centro Pedro Claver 149 West Susquehanna Avenue Philadelphia, Pennsylvania 19122 Phone : 215-765-9000 Fax : 1-215-765-9066 Roger Zepernick	N	0
7	Drexel University 3201 Arch Street Suite 250 Philadelphia, Pennsylvania 19104 Phone : 215.895.2189 Email : alumni@drexel.edu Steinbright Career Development Center	N	0

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8	East Stroudsburg University 200 Prospect Street East Stroudsburg, Pennsylvania 19123 Phone : 570-422-3219 Email : bfriday@esu.edu Job Postings	N	0
9	Employee Referral	N	2
10	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	1
11	LaSalle University 1900 W Olney Avenue Philadelphia, Pennsylvania 19141 Phone : 215-951-1075 Email : cohilj@lasalle.edu Sharon Davie	N	0
12	Linked In	N	1
13	MPP Employment Services 112 N Broad Street Philadelphia, Pennsylvania 19102 Phone : 267-238-3180 Email : evelyn.morales@jevs.org Evelyn Morales	N	0
14	Muhlenberg College 2400 Chew Street Allentown, Pennsylvania 18104 Phone : 484-664-3100 Email : garow@muhlenberg.edu Lynda Garow	N	0
15	NAACP Philadelphia Branch 1514 W. Cecil B. Moore Ave Philadelphia, Pennsylvania 191221 Phone : 1-410-580-5777 Email : Doris.Dumas@yale.edu Cheana Means	N	0

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16	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
17	Nationalities Service Center 1216 Arch Street Philadelphia, Pennsylvania 19107 Phone : 215-893-8400 x 1553 Fax : 1-215-735-9718 Tiffany Thompson	N	0
18	PA Career Link 990 Spring Garden Street Philadelphia, Pennsylvania 19123 Phone : 215-281-1038 Email : cathemille@pa.gov Job Postings	N	0
19	Penn State University 220 Reese Road State College, Pennsylvania 16081 Email : interviewing@psu.edu Career Services	N	0
20	Philly Ad Club PO Box 1155 Havertown, Pennsylvania 19083 Phone : 215-477-1993 Email : news@phillyadclub.com Phillyadclub.com Website	N	0
21	PHL.com 5001 Wynnefield Ave Philadelphia, Pennsylvania 19131 Phone : 1-215-883-3338 Email : tromeo@phl17.com Anthony Romeo	N	0
22	Rosemont College 1400 Montgomery Avenue Rosemont, Pennsylvania 19070 Phone : 610-527-0200, x2405 Fax : 1-610-527-1041 Audrey Robinson	N	0

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23	Rowan College of NJ 201 Mullica Hill Road Glassboro, New Jersey 8028 Phone : 856-468-5000 Email : vfranksh@rcgc.edu Job Postings	N	0
24	Rutgers University 326 Penn Street Camden, New Jersey 8102 Phone : 856-225-6046 Email : careercenter@camden.rutgers.edu Job Postings	N	0
25	Saint Joseph's University 5800 City Avenue Philadelphia, Pennsylvania 19131 Email : recruit@sju.edu Recruitment Services	N	0
26	Swarthmore College 500 College Avenue Swarthmore, Pennsylvania 19081 Phone : 610-328-8352 Fax : 1-610-328-8549 Tom Francis	N	0
27	Taller Puertoriquenos 2721 N 5th Street Philadelphia, Pennsylvania 19133 Phone : 215-426-3311 Email : adevine@tallerpr.org Dora Viacava	N	0
28	Temple University 1913 No Broad, Mitten Hall Philadelphia, Pennsylvania 19122 Phone : 215-204-7891 Email : luanncahn@temple.edu Tracy Flemming	N	0
29	The Pennsylvania State University 208-D Carnegie Building University Park, Pennsylvania Phone : 814-865-4349 Email : rpm163@psu.edu Bob Martin	N	0

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30	The Philadelphia Unemployment Project 112 North Broad Street 11th floor Philadelphia, Pennsylvania 19102 Phone : 215-557-0822 Email : jdoddsup@aol.com John Dodds	N	0
31	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting	N	1
32	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting	N	2
33	University of the Arts 320 Broad Street Philadelphia, Pennsylvania 1912 Phone : 215-717-6075 Email : careerservices@uarts.edu Elisa Seeherman	N	0
34	Villanova University 800 E. Lancaster Avenue Villanova, Pennsylvania 19085 Email : Careers.info@villanova.edu Career Information	N	0
35	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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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	4/1/2019	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 and sales. The Station hosted 5 interns from Temple University and Rowan University during the 2019 Spring Semester and 5 interns from West Chester University, Penn State University and Temple University during the 2019 Summer Semester.	2	Managing Producer Digital Sales Manager
2	8/7/2019	Participation in Job Fairs	The Station participated in NABJ for networking and interviewing female and minority candidates. Station personnel met with potential job applicants.	1	Sr. Director of Talent Acquisition
3	10/18/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Dr. Martin Luther King, Jr. School. She spoke about career decisions and job requirements.	1	Manager, Community Affairs
4	11/1/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Abington Senior High School. She spoke about career decisions and job requirements	1	Anchor
5	11/13/2019	Participation in Job Fairs	The Station participated in the Rutgers-Camden University Internship Fair. Station personnel met with potential job applicants.	1	Regional Programming Coordinator
6	11/26/2019	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 Black College Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	General Manager
7	2/13/2020	Participation in events or programs sponsored by educational institutions	The Station participated in the Temple University Klein College of Media and Communications Internship and Career Fair. Station personnel met with potential job applicants.	1	Regional Programming Coordinator