

**WPHL-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2021 - March 31, 2022**

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" ("MRSLS") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Anchor	1-3, 5-10, 12-16, 18-33, 35-41	10
Digital Sales Associate	2-4, 7-8, 11, 15-18, 20-29, 31-33, 36-41	28
Creative Services Producer	2-3, 7-8, 10-11, 15-18, 20-29, 31-34, 36-41	17
Local Account Executive	2-3, 7-8, 10, 12, 15-16, 18, 20-25, 27-29, 31-34, 36-41	10
Content Producer	2-3, 7-8, 11, 13, 15-18, 20-25, 27-29, 31-34, 36-41	17
Associate Producer	2-3, 7-8, 10, 15-18, 20-25, 27-29, 31-34, 36-41	10

The Station's current reporting term covers April 1, 2021 – March 31, 2022.

On July 13, 2021, the Station deleted six historical recruiting sources.

DELETED sources: RS#5/Cedar Crest College, RS#6/Centro Pedro Claver, RS#9/El Concilio, RS#26/Penn State University, RS#30/

Rosemont College, RS#35/Taller Puertoriquenos.

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.

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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	Bryn Mawr College 101 N Merion Avenue Bryn Mawr, Pennsylvania 19010 Phone : 610-526-5174 Email : cpd@brynmawr.edu Geoffrey Falen	N	0
3	Cabrini College 610 King of Prussia Road Radnor, Pennsylvania 19087 Phone : 610-902-8306 Email : james.mclaughlin@cabrini.edu Job Postings	N	0
4	CareerBuilder.com	N	2
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
8	East Stroudsburg University 200 Prospect Street East Stroudsburg, Pennsylvania 19123 Phone : 570-422-3219 Email : bfriday@esu.edu Job Postings	N	0

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9	El Concilio 141 East Hunting Park Philadelphia, Pennsylvania 19124 Phone : 215-627-3100 Email : adriana.rivera@elconcilio.net Adriana Rivera	N	0
10	Employee Referral	N	8
11	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting	N	5
12	Indeed.com	N	3
13	Internal Promotion	N	2
14	Intracompany Transfer	N	6
15	LaSalle University 1900 W Olney Avenue Philadelphia, Pennsylvania 19141 Phone : 215-951-1075 Email : cohilj@lasalle.edu Sharon Davie	N	0
16	Latin American Community Center 403 N Van Buren Street Wilmington, Delaware 19805 Phone : 302-655-7338 Email : KScanlan@thelatincenter.org Kelly Scanlan	N	0
17	Linked In	N	5
18	MPP Employment Services 112 N Broad Street Philadelphia, Pennsylvania 19102 Phone : 267-238-3180 Email : evelyn.morales@jevs.org Evelyn Morales	N	0
19	Muhlenberg College 2400 Chew Street Allentown, Pennsylvania 18104 Phone : 484-664-3170 Email : samanthahof@muhlenberg.edu Samantha Hof	N	0

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20	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
21	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
22	Nationalities Service Center 1216 Arch Street 4th Floor Philadelphia, Pennsylvania 19107 Phone : 215-893-8400 Email : ahansen-decelles@nscphila.org Fax : 1-215-735-9718 Alison Hansen-Decelles	N	0
23	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
24	OIC Philadelphia 1231 N Broad Street Philadelphia, Pennsylvania 19122 Phone : 215-236-7700 Email : hello@philaoic.org Marie McCrae	N	0
25	PA Career Link 990 Spring Garden Street Philadelphia, Pennsylvania 19123 Phone : 215-281-1038 Email : cathemille@pa.gov Job Postings	N	0
26	Penn State University 220 Reese Road State College, Pennsylvania 16081 Email : interviewing@psu.edu Career Services	N	0

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27	Philadelphia Hispanic Chamber of Commerce 1520 Locust Street Suite 1001 Philadelphia, Pennsylvania 19102 Phone : 215-845-5456 Email : info@philahispanicchamber.org Yael Tacher	N	0
28	Philly Ad Club PO Box 468 614 South 4th Street Philadelphia, Pennsylvania 19147 Phone : 215-477-1993 Email : office@phillyadclub.com Phillyadclub.com Website	N	1
29	PHL.com 5001 Wynnefield Ave Philadelphia, Pennsylvania 19131 Phone : 1-215-883-3338 Email : tromeo@phl17.com Anthony Romeo	N	0
30	Rosemont College 1400 Montgomery Avenue Rosemont, Pennsylvania 19070 Phone : 610-527-0200, x2405 Fax : 1-610-527-1041 Audrey Robinson	N	0
31	Rowan College of NJ 201 Mullica Hill Road Glassboro, New Jersey 8028 Phone : 856-468-5000 Email : vfranksh@rcgc.edu Job Postings	N	0
32	Rutgers University 326 Penn Street Camden, New Jersey 8102 Phone : 856-225-6046 Email : careercenter@camden.rutgers.edu Job Postings	N	0
33	Saint Joseph's University 5800 City Avenue Philadelphia, Pennsylvania 19131 Email : recruit@sju.edu Recruitment Services	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
34	Swarthmore College 500 College Avenue Swarthmore, Pennsylvania 19081 Phone : 610-328-8352 Email : careerservices@swarthmore.edu Fax : 1-610-328-8549 Tom Francis	N	0
35	Taller Puertoriquenos 2721 N 5th Street Philadelphia, Pennsylvania 19133 Phone : 215-426-3311 Email : adevine@tallerpr.org Dora Viacava	N	0
36	Temple University 1913 No Broad, Mitten Hall Philadelphia, Pennsylvania 19122 Phone : 215-204-7891 Email : luanncahn@temple.edu Tracy Flemming	N	0
37	The Pennsylvania State University 208-D Carnegie Building University Park, Pennsylvania Phone : 814-865-4349 Email : rpm163@psu.edu Bob Martin	N	0
38	The Philadelphia Unemployment Project 112 North Broad Street 11th floor Philadelphia, Pennsylvania 19102 Phone : 215-557-0822 Email : jdoddspup@aol.com John Dodds	N	0
39	University of the Arts 320 Broad Street Philadelphia, Pennsylvania 1912 Phone : 215-717-6075 Email : careerservices@uarts.edu Elisa Seeherman	N	0
40	Villanova University 800 E. Lancaster Avenue Villanova, Pennsylvania 19085 Email : Careers.info@villanova.edu Career Information	N	0

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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>
41	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 PERIOD:</b>			<b>32</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	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 three (3) interns from Temple University, Rowan University and Arcadia University during the 2021 Fall Semester, and six (6) interns from Temple University, Rowan University and West Chester University during the 2022 Spring Semester.</p>	2	News Director Sales Manager
2	4/21/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Broadcast Pioneers of Philadelphia Scholarship Award Luncheon. He spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	VP/General Manager
3	9/22/2021	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	VP/General Manager
4	10/20/2021	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	Business Administrator
5	12/1/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before the Philadelphia Union iAM Project which includes high school students from The Chester Charter Scholar Academy. He spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	VP/General Manager
6	12/8/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before a West Chester University The Philadelphia Media Experience class. They spoke about job qualifications and careers and opportunities at the station within the broadcast industry.	2	News Director News Producer



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7	2/18/2022	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	Business Administrator
8	3/1/2022	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.	9	VP/General Manager Business Administrator All Hiring Managers
9	3/24/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers before Broadcast Pioneers of Philadelphia Spring 2022 Student Career Day. They spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	6	News Director Creative Services Director Anchor Meteorologist