

EEO PUBLIC FILE REPORT
Nexstar Broadcasting, Inc.
WTAJ
April 1, 2008-March 31, 2009

Section 1. Vacancy List

Job Title	Recruitment Source (RS) Used to Fill Vacancy	RS that Referred the hiree
Reporter	1-32, 38-46	Nexstar Broadcasting Group
Online Account Executive	1-32, 38-46, 33	Centre Daily Times (Newspaper)
Sports Director	1-32, 38-46	TVJobs.com
News Videographer	1-32, 38-46	Internship
News Videographer	1-32, 38-46	Freelancer
Account Executive	1-32, 38-46	Current Employee
Master Control Operator	1-32, 38-46, 34	Altoona Mirror
Ad Sales Coordinator	1-32, 38-46, 34	WeAreCentralPA.com
Meteorologist	1-32, 38-46	Freelancer
News Videographer	1-32, 38-46	WeAreCentralPA.com/ past applicant
Online Account Executive	1-32, 38-46, 34	Altoona Mirror
Account Executive	1-32, 38-46, 34	WeAreCentralPA.com
News Director	1-32, 38-46	tvjobs.com

Section 2. Recruitment Source List

Recruitment Source (RS) Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Allegany College of Maryland Career Services 12401 Willowbrook Rd. SE Cumberland, MD 21502	Yes	0
2	Broadcasting Institute of Maryland 7200 Harford Rd. Baltimore, MD 21234	Yes	0
3	Bucknell University Career Development Center Botany Building Bucknell University Lewisburg, PA 17837	Yes	0
4	Cambria Rowe Business College 221 Central Ave Johnstown, PA 15905	Yes	0
5	Carnegie Mellon University Career Center 5000 Forbes Ave Warner Hall Room 19	Yes	0

	Pittsburgh, PA 15213		
6	Clarion University Career Services 114 Egbert Hall Clarion, PA 16214	Yes	0
7	Clearfield County Career and Technology Center 1620 River Rd. Clearfield, PA 16830	Yes	0
8	DuBois Business College 1 Beaver Dr. DuBois, PA 15801	Yes	0
9	Edinboro State University Center for Career Services 106 McNerney Hall Edinboro, PA 16444	Yes	0
10	Foundation for Minority Interests 524 W. 57th St. New York, NY 10019	Yes	0
11	Greater Altoona Career & Technology Center 1500 4th Ave. Altoona, PA 16602	Yes	0
12	Greater Johnstown Career and Technology Center 445 Schoolhouse Rd. Johnstown, PA 15904	Yes	0
13	Indiana University of Pennsylvania Career Services Pratt Hall Room 302 900 Maple Street Indiana, PA 15701	Yes	0
14	ITT Technical Institute 105 Mall Blvd. Monroeville, PA 15146	Yes	0
15	Jefferson County DuBois Area Vo Tech 576 Vo Tech Rd. Reynoldsville, PA 15851	Yes	0
16	Juniata College Office of Career Services 1700 Moore St. Huntingdon, PA 16652	Yes	0
17	Lock Haven University Career Services Akeley Hall Room 114 Lock Haven, PA 17745	Yes	0
18	Mount Aloysius Career Services 7373 Admiral Peary Highway Cresson, PA 16630	Yes	0
19	National Association of Broadcasters Employment Clearinghouse 1771 N Street N.W. Washington, DC 20036	Yes	0
20	National Association of Hispanic Journalists 1000 National Press Building 529 14th Street N.W. Washington, DC 20045	Yes	0
21	National Association of Media Women 157 W 126th St. New York, NY 10027	Yes	0
22	PA Careerlink Room 514 Labor & Industry Building	Yes	0

	7th & Forster St. Harrisburg, PA 17120		
23	Pennsylvania Association of Broadcasters 8501 Paxton St. Hummelstown, PA 17036	Yes	0
24	Penn College of Technology One College Ave Williamsport, PA 17701	Yes	0
25	Penn State Altoona Career Services 3000 Ivyside Park Altoona, PA 16601	Yes	0
26	Penn State DuBois Career Services College Place DuBois, PA 15801	Yes	0
27	Pennsylvania Highlands Community College 101 Community College Way Johnstown, PA 15904	Yes	0
28	Shippensburg University Career Services 1870 Old Main Dr. Shippensburg, PA 17257	Yes	0
29	South Hills School of Business & Technology 508 58th St. Altoona, PA 16602	Yes	0
30	St. Francis University Office of Career Services PO Box 600 302 Scotus Hall Loretto, PA 15940	Yes	0
31	Syracuse University Career Development Center 215 University Place Syracuse, NY 13244	Yes	0
32	University of Pittsburgh at Johnstown Career Services G52 Student Union Johnstown, PA 15904	Yes	0
33	Centre Daily Times 3400 E College Ave State College, PA 16801 (814) 238-5000	No	5
34	Altoona Mirror 301 Cayuga Ave, Altoona 16602 (814) 946-7411	No	13
35	Tribune Democrat 425 Locust St, PO Box 340, Johnstown, PA 15907-0340. Phone: (814) 532-5000;	No	1
36	Walk-ins	No	1
37	Employee Referral	No	2
38	WeAreCentralPA.com (our website)	Yes	16
39	Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 www.tvjobs.com	Yes	5
40	Media Line PO Box 51909 Pacific Grove, CA 93950 www.medialine.com	Yes	1
41	Nexstar Broadcasting	Yes	5

	www.nexstar.tv		
42	West Virginia University Career Services www.wvu.edu/~careersc/Employers/EmployerPostings.html	Yes	0
43	Penn State University Career Services Boucke Building University Park, PA 16801 http://psu-csm.symplicity.com/employers	Yes	3
44	University of Pittsburgh Career Services 224 William Pitt Union Pittsburgh, PA 15260 http://pitt-csm.symplicity.com/employers	Yes	0
45	Juniata College Career Services 1700 Moore Street Huntingdon, PA 16652 http://juniata-csm.symplicity.com/employer	Yes	0
46	Clarion University 840 Wood Street Clarion, PA 16214 Phone: 814-393-2323 careers@clarion.edu www.collegecentral.com/clarion	Yes	0
47	Internship/Freelancer	No	5
48	Careerbuilder.com	No	9
49	WTAJ-TV advertising	No	8
50	Current Employee	No	3
51	Former Employee	No	1
Total Number of Interviews over 12-month period: 78			

Section 3. Recruitment Initiatives

WTAJ-TV station personnel with substantial responsibility for hiring participated in the following job fairs/events:

April 2, 2008 – Altoona Area High School shadowed newsroom personnel and learned about careers in broadcasting

April 10, 2008 – St. Francis University Career Fair Met with college students about careers in broadcasting

July 28, 2008 - PSU Broadcast Journalism Institute A manager attended this group meeting with students and professors at Penn State University Park.

October 14, 2008 –Greater Altoona Career and Technology Center Advisory Fall Meeting for Multi-Media. Discussed the school curriculum and broadcasting opportunities and disciplines.

November 11, 2008 – Spring Cove School District spoke at Career Day to students

March 17, 2009 –Greater Altoona Career and Technology Center Advisory Spring Meeting for Multi-Media. Discussed the school curriculum and broadcasting opportunities and disciplines.

March 20, 2009 - Penn State University JobExpo.Comm We had managers on site to discuss job opportunities with WTAJ, Nexstar Broadcasting, and the broadcast industry. Juniors and seniors from Penn State's College of Communication attended.

March 25, 2009 – Penn State Meteorology Career Fair Met with students and discussed careers in broadcast meteorology.

March 26, 2009 – Altoona Rotary Club Career Fair – We attended and discussed the broadcast industry with high school students in Altoona.

WTAJ-TV employees (ie Managers, Chief Meteorologist, Reporters and Anchor) conduct visits and talks at schools and community centers with participants ranging in age from pre-school to college level and adult and senior groups as well as tours of the TV station. There have been more than 30 such visits and talks during the current reporting period.