

WANE
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
Digital MMJ	1-3, 5-9, 11-20	11
Digital Content Producer	1-3, 5-9, 12-20	5
News Producer	1-6, 8-9, 12-20	5
News Reporter	1-3, 6, 8-9, 12-20	19
Integrated Digital Specialist	1-3, 5-9, 11-20	5
TV and Multi-Platform Journalist	1, 6-7, 11, 14, 16-17, 19	14
Sports Reporter	1, 3-4, 6, 14, 16-17, 19	4
Local Sales Manager	1-2, 5-6, 8-10, 13-14, 16-17, 19-20	5

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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	Allen County Public Library P.O. Box 2270 200 East Berry Street Fort Wayne, Indiana 46801 Phone : 260-421-1245 Email : ncompton@acpl.info Norm Compton	N	0
2	Ball State University Lucina Hall Room 220 Muncie, Indiana 47306 Phone : 765-285-2436 Cindy Hershman Manual Posting	N	0
3	Butler University/The Center for Career Planning & Development 4600 Sunset Avenue Indianapolis, Indiana 46208 Phone : 317-940-9383 Email : career@butler.edu Career Services	N	0
4	Educational Institution	N	2
5	Employee Referral	N	6
6	Huntington University 2303 College Avenue Huntington, Indiana 46750 Phone : 260-359-4027 Email : msmith@huntington.edu Fax : 1-260-359-4077 Martha Smith	N	0
7	Indeed.com	N	6
8	Indiana Broadcasters Association P.O. Box 902 Carmel, Indiana 46082 Phone : 317-770-0970 Url : http://www.indianabroadcasters.org Sam Klemet Manual Posting	N	0
9	Indiana Tech 1600 E. Washington Blvd. Fort Wayne, Indiana 46803 Phone : 260-422-5561 x2217 Andrew Craig 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
10	Job/Bulletin Board	N	1
11	Linkedin 2029 Sterling Ct Mountain View, California 94043 Phone : 650-687-3600 Customer Service Manual Posting	N	3
12	Manchester College 604 East College Avenue North Manchester, Indiana 46962 Phone : 260-982-5083 Leslie Marlatt Manual Posting	N	0
13	New Haven Chamber of Commerce 435 Ann Street New Haven, Indiana 46774 Phone : 260-749-4484 Vinceq Buchanan Manual Posting	N	0
14	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	4
15	Purdue Fort Wayne 2101 E. Coliseum Blvd. Fort Wayne, Indiana 46805 Phone : 260-481-6628 Lynne Koepper Manual Posting	N	0
16	Tri State University 1 University Avenue Angola, Indiana 46703 Phone : 260-665-4124 Fax : 1-260-665-4828 Debbi Roemke	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
17	Trine University 9910 Dupont Circle Drive East Fort Wayne, Indiana 46825 Phone : 260-665-4214 Email : batemanl@trine.edu Fax : 1-260-482-8553 Linda Bateman	N	0
18	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
19	wane.com 2915 W. State Blvd. Fort Wayne, Indiana 46808 Phone : 260-481-1525 Url : http://www.wane.com Joe Carroll Manual Posting	N	5
20	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:			27

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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	<p>The Station has established an 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 four (4) interns, from Ball State University, Huntington University and Indiana University during the 2019 Summer Semester.</p>	3	Assistant News Director Chief Meteorologist HR Business Administrator
2	8/9/2019	Participation in other activities designed by the station employment unit	The Station personnel attended the 2019 National Association of Black Journalists (NABJ) which was held in Aventura, Florida. During that event, Nexstar Broadcasting had a booth where potential employees were able to discuss broadcasting jobs in general and at the station and provided guidance on how and where to apply for jobs at Nexstar.	1	News Anchor
3	9/9/2019	Participation in events or programs sponsored by educational institutions	The Station participated in the Resume Blitz held at the Purdue Center for Career Opportunities. This event was held at the Ernest C. Young Hall, in West Lafayette, IN.. Resumes were reviewed on a one-on-one basis in anticipation of students entering the workforce upon graduation.	1	Digital Manager
4	10/25/2019	Participation in events or programs sponsored by educational institutions	The Station participated in the Ball State University Fall News Roundup. Station Personnel sat on a panel with the topic of discussion, "What the Pros Say", allowing students to ask questions. Station personnel participated in mock interviews allowing students to receive feedback on their interviewee skills.	1	News Director
5	1/15/2020	Participation in other activities designed by the station employment unit	The Station hosted students from Fort Wayne Community Schools Career Academy at Anthis' TV Production class. During that visit, students were able to observe station operations and certain aspects of programming. Students also had an opportunity to interact with station personnel and ask questions regarding operations, Chyron, Directing, job qualifications, professional experience and other issues.	1	Multi Media Journalist