

**WANE**  
**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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Meteorologist / MMJ	1-3, 5, 7, 9-11, 13-19, 21-22	11
Producer / MMJ	1-2, 5-7, 9-10, 12, 14-16, 18-19, 21-22	16
Producer / MMJ	1-2, 5-7, 9-10, 12, 14-16, 18-19, 21-22	21
Digital MMJ / Producer	1-2, 5-7, 9-10, 14-16, 18-19, 21-22	21
News Anchor / Reporter	1-2, 5-7, 9-10, 14-16, 18-19, 21-22	21
Commercial Producer	1-2, 4-7, 9-10, 14-16, 18-19, 21-22	4
IT Systems Administrator	1-2, 5-12, 14-16, 18-19, 21-22	11
Week-end News Anchor / Reporter	1-2, 5-7, 9-11, 14-16, 18-19, 21-22	11
Multi-Media Journalist	1-2, 5-7, 9-10, 14-16, 18-19, 21-22	21
Multi-Media Journalist	1-2, 5-7, 9-10, 14-16, 18-19, 21-22	16
IT System Technician	1-2, 5-10, 12, 14-16, 18-22	16
Digital Producer	1-2, 5-7, 9-10, 14-16, 18-22	21
Sports Reporter	1-2, 5-7, 9-11, 14-16, 18-19, 21-22	11
News Producer	1-2, 4-7, 9-10, 12, 14-16, 18-22	21
Multi-Media Journalist	1-2, 5-7, 9-10, 14-16, 18-19, 21-22	16
Digital Producer	1-2, 5-7, 9-10, 15-16, 18-19, 21-22	21
Multi-Media Journalist	1-2, 4-10, 12, 15-16, 18-19, 21-22	4
News Photographer/Editor	1-2, 5-10, 14-16, 18-22	21

Nexstar did not actively distribute job vacancy notices to Indeed 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.

Medialine (RS#14), notifications started failing and was spotty, researched and confirmed recruiter went out of business. Station removed RS#14 February 15, 2022.

May, 2021-Station began distributing job vacancies to Butler University (RS#3), Manchester University (RS#13) and Purdue Fort Wayne University (RS#17) through HANDSHAKE.

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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	Employee Referral	N	3
5	Fort Wayne Urban League 2135 South Hanna Street Fort Wayne, Indiana 46803 Phone : 260-745-3100 Email : clowe@fwurbanleague.org Carmen Lowe	N	0
6	Handshake 2915 West State Blvd. Fort Wayne, Indiana 46808 Phone : 260-481-1516 Url : www.joinhandshake.com Rhonda Poulson Manual Posting	N	0
7	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
8	Indeed.com	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Indiana Broadcasters Association P.O. Box 902 Carmel, Indiana 46082 Phone : 317-770-0970 Url : <a href="http://www.indianabroadcasters.org">http://www.indianabroadcasters.org</a> Sam Klemet Manual Posting	N	0
10	Indiana Tech 1600 E. Washington Blvd. Fort Wayne, Indiana 46803 Phone : 260-422-5561 x2217 Andrew Craig Manual Posting	N	0
11	Internal Promotion	N	4
12	Linkedin 2029 Sterling Ct Mountain View, California 94043 Phone : 650-687-3600 Customer Service Manual Posting	N	9
13	Manchester College 604 East College Avenue North Manchester, Indiana 46962 Phone : 260-982-5083 Leslie Marlatt Manual Posting	N	0
14	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Rich Everett	N	0
15	New Haven Chamber of Commerce 435 Ann Street New Haven, Indiana 46774 Phone : 260-749-4484 Vinceq Buchanan 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
16	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	13
17	Purdue Fort Wayne 2101 E. Coliseum Blvd. Fort Wayne, Indiana 46805 Phone : 260-481-6628 Lynne Koepper Manual Posting	N	0
18	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
19	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	0
20	WANE-TV 2915 W. State Blvd. Fort Wayne, Indiana 46808 Phone : 260-481-1570 Url : <a href="http://www.wane.com">http://www.wane.com</a> Elizabeth Chmiel Manual Posting	N	0
21	wane.com 2915 W. State Blvd. Fort Wayne, Indiana 46808 Phone : 260-481-1525 Url : <a href="http://www.wane.com">http://www.wane.com</a> Joe Carroll Manual Posting	N	23

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<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>
22	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>57</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	4/1/2021	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 one (1) intern, from Purdue Fort Wayne University during the 2021 Spring Semester; and four (4) interns, from Ball State University, Hanover College and Indiana University during the 2021 Summer Semester, and one (1) intern from Purdue Fort Wayne University during the 2021 Fall Semester.</p>	4	News Director Assistant News Director Production Operations Manager HR Business Administrator
2	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 the Indiana Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities and to the New Haven Chamber of Commerce, a general job bank.	1	HR Business Administrator
3	10/29/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker in the News Conference Career Panel held at Ball State University. She spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	News Director
4	2/16/2022	Participation in Job Fairs	The Station participated at the Ball State Cardinal Job Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	News Director Digital Director
5	2/25/2022	Participation in Job Fairs	The Station participated in the Indiana Tech Spring Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Production Operations Manager
6	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, and hiring procedures.	2	GM & Vice President HR Business Administrator

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7	3/2/2022	Participation in Job Fairs	The Station participated in the Purdue Fort Wayne Mastodon Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	News Director Digital MMJ/ Producer