

**WANE**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 - March 31, 2023**

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
News Producer	1-2, 4-6, 8-9, 11-17	13
News Anchor/Reporter	1-6, 8-9, 11-15, 17	15
News Photographer/Editor	1-2, 4-17	10
Lifestyle Videographer / Editor	1-2, 4-15, 17	10
Lifestyle Host / Producer	1-2, 4-6, 8-9, 11-15, 17	13
Receptionist	1-2, 4-5, 7-9, 11-15, 17	13
News Producer	1-2, 4-5, 7-9, 11-15, 17	13
Weekend News Anchor/Reporter	1-2, 4-5, 8-10, 12-15, 17	10
Digital Producer	1-2, 4-5, 7-9, 12-15, 17	13
Production Assistant	1-2, 4-5, 8-15, 17	10
News Producer	1-2, 4-5, 8, 11-13, 16-17	16
News Photographer/Editor	1-2, 4-5, 8, 11-13, 16-17	13
Director/Production Assistant	1-2, 5, 7-8, 12-13, 15, 17	17
News Producer	1-2, 5, 8, 11-13, 15, 17	17
News Producer	1-2, 5, 8, 11-13, 15, 17	13
Creative Services Producer	1-2, 5, 7-8, 12-13, 15, 17	13
News Assignment Editor	1-2, 5, 8, 10-13, 17	10
Digital Producer	1-2, 5, 7-8, 12-15, 17	13
Digital Executive Producer	1-2, 5, 7-8, 10, 12-15, 17	10
News Photographer/Editor	1-3, 5, 7-8, 11-13, 15, 17	13

Nexstar did not actively distribute job vacancy notices to Indeed.com and Linked-In. However, said sources reposted some, but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

April 2022, - Station began distributing job vacancies to Huntington University (RS#6) through HANDSHAKE.

July 2022 - Station began distributing job vacancies to Indiana Tech (RS#9) and Trine University (RS#14) through HANDSHAKE.

Fort Wayne Urban League (RS#4), notifications began failing and were spotty. Notified source with no-response and unable to make contact after several attempts. Station discontinued sending to source in October 2022.

**WANE**  
**EEO PUBLIC FILE REPORT**

April 1, 2022 - March 31, 2023

**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	CareerBuilder.com	N	2
4	Fort Wayne Urban League 2135 South Hanna Street Fort Wayne, Indiana 46803 Phone : 260-745-3100 x203 Email : swade@fwurbanleague.org Sovia Wade	N	0
5	Handshake 2915 West State Blvd. Fort Wayne, Indiana 46808 Phone : 260-481-1516 Url : www.joinhandshake.com Rhonda Poulson Manual Posting	N	1
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	14
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

**WANE**  
**EEO PUBLIC FILE REPORT**

April 1, 2022 - March 31, 2023

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
9	Indiana Tech 1600 E. Washington Blvd. Fort Wayne, Indiana 46803 Phone : 260-422-5561 x2217 Andrew Craig Manual Posting	N	0
10	Internal Promotion	N	6
11	Linked In	N	23
12	New Haven Chamber of Commerce 435 Ann Street New Haven, Indiana 46774 Phone : 260-749-4484 Vinceq Buchanan Manual Posting	N	0
13	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	13
14	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
15	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 : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	1

**WANE**  
**EEO PUBLIC FILE REPORT**

April 1, 2022 - March 31, 2023

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
16	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	1
17	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	19
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>80</b>

**WANE**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 - March 31, 2023**

**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	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
2	4/1/2022	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 Trine University during the 2022 Spring Semester; and five (5) interns from Ball State University and Indiana University during the 2022 Summer Semester; and six (6) interns, from Taylor University, Purdue Fort Wayne University and Valparaiso University during the 2022 Fall Semester; and ten (10) interns from University of Saint Francis, Taylor University, Ball State University and Trine University during the 2023 Spring Semester.</p>	3	HR Business Administrator News Director Chief Meteorologist
3	9/21/2022	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.	1	News Director
4	10/3/2022	Participation in Job Fairs	The Station participated in the Indiana Broadcasters Fall Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	News Director

**WANE**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 - March 31, 2023**

**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>
5	11/1/2022	Participation in other activities designed by the station employment unit	The Station hosted students from the Ivy Tech College Media class. Students were able to observe station operations and equipment used to effectively conduct a newscast. Students also had an opportunity to interact with station personnel and ask questions regarding operations, graphics, directing, job qualifications, professional experience and other topics related to broadcasting.	1	Production Operations Manager
6	2/15/2023	Participation in Job Fairs	The Station participated at the Ball State Cardinal Spring Job Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	News Director
7	3/25/2023	Participation in Job Fairs	The Station participated in the Indiana Broadcasters Association Spring Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	News Director