

**WTTV-TV, WTTK-TV, WXIN-TV****EEO PUBLIC FILE REPORT****April 1, 2020 - March 31, 2021**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Non-Linear Editor	6-7, 9, 11-12, 19, 21, 23, 25, 27-28, 30-31, 34	7
Account Executive CBS4	6-7, 9, 11-12, 19, 21-23, 25, 28, 30-31, 34	7
Producer	6-7, 10-12, 19, 21-23, 25, 28, 30-31	7
Director of Marketing	6-7, 9, 11-12, 19, 21-23, 25, 28, 30-31, 34	7
WTTV CBS4 Morning Anchor	6, 9, 11-12, 14, 21-23, 25, 28, 30-31, 34	14
Integrated Digital Specialist	6, 11-13, 21, 23, 28, 30-31, 34	23
Producer	6, 9, 11, 19, 21-23, 25, 28, 30, 34	19
FT Production Technician REQ-4072	4-7, 9, 11-13, 21-23, 25, 28, 30-31, 34	7
News Photog REQ-4143	6, 9, 11-12, 17, 19, 21-23, 25, 27-28, 30-31, 33-34	19
Producer	6, 9, 11-12, 19, 21-23, 25, 28, 30-31, 34	9
Technician FT Director TD	1-2, 4-5, 7-8, 11, 17-19, 21-23, 28, 30-32, 34	19
Reporter MMJ	2, 7, 11, 13, 19, 21-23, 30-31, 34	19
Digital Sales Coordinator	23, 28, 30-31, 34	23
Digital Sales Manager	19, 21-23, 30-31, 34	19
Photographer	7, 17, 21-23, 34	7
Fox59 Morning Show Anchor	7, 11, 13, 21-24, 27, 34	7
Producer	7, 9, 11, 15, 21-23, 30-31, 34	15
Integrated Digital Specialist	9, 11, 14, 19, 21-23, 25, 28, 30-31, 34	14
Reporter MMJ	2, 10-11, 13, 19, 21-24, 27, 31, 33-34	10
FT Production Technician	1, 4-5, 7-8, 16, 19, 23, 30-32, 34	23
Reporter MMJ	7, 10-11, 19, 21-23, 30-31, 34	10
Digital Content Producer	10, 23, 30-31, 34	23
Reporter MMJ	9, 11, 15, 19, 21-23, 30-31, 34	15
Editor Production Technician	10-11, 19, 21-23, 28, 30, 34	19
News Producer	11, 17, 21-23, 28, 30, 34	17

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FT Photographer	3, 10-11, 21, 23, 28, 30, 34	10
Non-Linear Editor/Hoosier Lottery Producer	10-11, 15, 19, 21, 23, 28, 30, 34	10
Assignment Editor/Assoc Producer	6-7, 9, 11, 15, 17, 21, 23, 30, 34	9
Non-Linear Editor	6-7, 11, 19, 21, 23, 30, 34	7
FT Photographer	10-11, 19, 21, 23, 28, 34	19
On-Air Promotions Manager	7, 11, 15, 21-23, 27, 34	7
Lead News Editor	2, 6, 10-12, 14, 19-23, 25-29, 31, 34	14

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**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>
1	Ball State University- Cardinal Career Link 2000 West University Ave Lucina Hall Room 220 Muncie, Indiana 47306 Phone : 765-285-1522 Fax : 1-765-285-3757 Career Center	N	0
2	Black Cultural Center at Purdue University 1100 3rd Street West Lafayette, Indiana 47907 Phone : 765-494-3091 Url : <a href="http://www.purdue.edu/bcc/">http://www.purdue.edu/bcc/</a> Email : <a href="mailto:rathomas@purdue.edu">rathomas@purdue.edu</a> Renee A. Thomas	N	0
3	CareerBuilder.com	N	1
4	College-Franklin College-WFCI Radio 101 Branigin Boulevard Franklin, Indiana 46131 Phone : 317-738-8197 Fax : 1-317-738-8738 Joel Cramer	N	0
5	College-Hanover College 517 Ball Drive Hanover, Indiana 47243 Phone : 812-866-7126 Url : <a href="http://careercenter.hanover.edu">http://careercenter.hanover.edu</a> Fax : 1-812-866-7125 Margaret Krantz	N	0
6	College-Ivy Tech Community College-Anderson 104 West 53rd Street Anderson, Indiana 46013 Phone : 765-643-7133 Email : <a href="mailto:pwerling@ivytech.edu">pwerling@ivytech.edu</a> Paul Werling	N	0
7	Employee Referral	N	18
8	Equal Employment Office of Indianapolis 101 West Ohio Street Suite 1900 Indianapolis, Indiana 46204 Phone : 317-226-7469 Fax : 1-317-226-7953 Phyllis Tucker-Wells	N	0

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9	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	16
10	Indeed.com	N	15
11	Indiana Broadcasters Association 14074 Trade Center Drive Suite 141 Fishers, Indiana 46038 Phone : 317-770-0970 Email : <a href="mailto:iba@indianabroadcasters.org">iba@indianabroadcasters.org</a> Fax : 1-317-770-0972 Sam Klemet	N	0
12	Indiana Institute of Technology 3500 DePauw Boulevard Indianapolis, Indiana 46268 Phone : 260-422-5561 Fax : 1-260-422-1376 Jennifer Schuler	N	0
13	Indianapolis Association of Black Journalists PO Box 441795 Indianapolis, Indiana 46244 Phone : 317- 444-2814 Fax : 1-317-444-8558 Michael Dabnet	N	0
14	Internal Promotion	N	5
15	Intracompany Transfer	N	6
16	J. Everett Light - WJEL 89.3 FM 1901 East 86th Street Indianapolis, Indiana 46240 Phone : 317-259-5278 Fax : 1-317-259-5298 Rob Hendrix	N	0
17	Job/Bulletin Board	N	10
18	La Plaza Hispanic Center 8902 East 38th Street Indianapolis, Indiana 46226 Phone : 317-890-3292 Fax : 1-317-898-4397 Miriam Acevedo Davis	N	0

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19	Linked In	N	38
20	MediaLine 2515 Sparrow Crest Dr Katy, Texas 77494 Phone : 913-217-0685 Email : info@reelmediagroup.com Stephanie Stephanie	N	0
21	National Alliance of State Broadcasters Associations 2333 Wisconsin Street Albuquerque, New Mexico Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0
22	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	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	29
24	Professional/Industry Trade Organization	N	4
25	Rick Gevers 355 E Ohio St #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Email : rick@rickgevers.com Fax : 1-317-635-7919 Rick Gevers	N	0
26	Salvation Army-Anderson Indiana Community Center 1615 Meridian Street Anderson, Indiana 46016 Phone : 765-644-2538 Email : indweb@usc.salvationarmy.org Shelly DeLong	N	0

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27	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : Jobs@tvjobs.com Fax : 1-760-754-2115 Job Postings	N	1
28	University of Southern Indiana-Career Services and Internships 8600 University Blvd. Orr Center, Room 074 Evansville, Indiana 47712 Phone : 812-464-1865 Email : career@usi.edu Pamela Doerter	N	0
29	University-Ball State University 2000 W. University Avenue Lucina Hall 220 Muncie, Indiana 47306 Phone : 765-285-2436 Fax : 1-765-285-3757 Cindy Hershman	N	0
30	University-Butler University 4600 Sunset Avenue Indianapolis, Indiana 46208 Phone : 317-940-8802 Email : career@butler.edu Julie Schrader	N	0
31	University-Indiana University 625 North Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-1556 Fax : 1-812-855-5678 Jeremy Harmon	N	0
32	University-Purdue University 128 Memorial Mall Stewart Center Room 194 West Lafayette, Indiana 47907 Phone : 765-494-3981 Fax : 1-765-494-6959 Linden Petrin	N	0

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33	Urban League of Indianapolis 777 Indiana Avenue Indianapolis, Indiana 46202 Phone : 317-693-7603 Fax : 1-317-693-7613 Pambana Uisha	N	0
34	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>143</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	7/20/2020	Establishment of an intern program designed to assist members of the community	<p>The SEU has established internship program that allows students to gain practical experience in all areas of our operation, including news, production, sports and weather.</p> <p>The SEU hosted two (2) interns, both from Syracuse University, during the 2020 Spring Semester.</p>	2	News Director Asst News Director
2	8/5/2020	Participation in Job Fairs	The SEU participated at the BSNJ/NAHJ Career Fair. SEU personnel were able to meet with applicants and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
3	10/17/2020	Participation in Job Fairs	The SEU participated at the Indiana Broadcasters Association Career Fair. SEU personnel were able to meet with applicants and discuss vacancies at the Stations and in the broadcasting industry.	2	Director of Sales News Director
4	2/25/2021	Participation in Job Fairs	The SEU participated at the Indiana Broadcasters Association Career Fair. SEU personnel were able to meet with applicants and discuss vacancies at the Stations and in the broadcasting industry.	3	Director of Sales News Director Director of Promotions
5	3/25/2021	Participation in scholarship programs	<p>SEU participates in an established scholarship program that assists students interested in pursuing a career in broadcasting.</p> <p>During the current reporting term, there were ten (10) recipients from Ball State, Vincennes, Huntington College, Goshen College, University of Indianapolis, Notre Dame.</p>	1	GM News Director