

WIII, WISH, WNDY

EEO PUBLIC FILE REPORT

April 1, 2018 - March 31, 2019

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
Producer	2, 5, 8, 13, 15-16	2
Digital Account Executive	5, 7-8, 11, 13, 15-16	15
Production Operator	1, 3-6, 10, 12-13, 15-16	10
Photographer	2-5, 8, 11-13, 15-16	11
Meteorologist	2-5, 12-16	2
Account Executive	3-5, 12-13, 15-16	13
Account Executive	3-5, 12-13, 15-16	13
News Producer	1, 3-6, 12-13, 15-16	13
Multi-Platform Journalist	4-5, 13, 15-16	13
Assignment Editor/Web Producer	1, 4-5, 10, 12-13, 15-16	10
News Producer	2, 4-5, 12-13, 15-16	2
Meteorologist	4-5, 10, 12-13, 16	10
Photographer	4-5, 13, 15-16	13
Multi-Platform Journalist	3-5, 7-8, 10, 12-13, 16	13
Broadcast Maintenance Engineer	4-5, 12-13, 16	13
Promotions Producer/Editor	4-5, 12-13, 15	15
Multi-Platform Journalist	4-5, 12-13, 15-16	15
Assistant Chief Engineer	2, 4-5, 9-10, 12-13, 16	2
Graphics Designer/Animator	4-6, 12-13, 15-16	4
Multi-Platform Photo Journalist	3-6, 12-13, 15-16	4

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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	Ball State University 2000 West University Ave Lucina Hall #220 Muncie, Indiana 47306 Phone : 765-285-2436 Career Center Manual Posting	N	1
2	Employee Referral	N	5
3	Equal Employment Office Indianapolis District Office 101 West Ohio St, Suite 1900 Indianapolis, Indiana 46204 Phone : 317-226-7469 Fax : 1-317-226-7953 Phyllis Tucker-Wells	N	0
4	Indeed through nexstar site na, Indiana julie Gloyeske Manual Posting	N	10
5	Indiana Broadcasters Association 3003 E. 98th Street, Suite #161 Indianapolis, Indiana 46280 Phone : 317-573-0119 Url : http://www.indianabroadcasters.org Gwen Piening Manual Posting	N	0
6	Indiana University 107 S Indiana Ave Bloomington, Indiana 47405 Nick Bragin Manual Posting	N	0
7	Indiana University Graduate Career Services 1275 East Tenth Street Suite 2100 Bloomington, Indiana 47405 Phone : (812) 856-5052 Url : https://gcs.indiana.edu/gcs/ Email : gcs@indiana.edu Fax : 1-812-856-5387 Erik Medina	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
8	Indianapolis Association Of Black Journalists P.O. Box 441795 Indianapolis, Indiana 46224 Phone : (317) 444-4000 Fax : 1-317-444-8558 Michael Dabney	N	0
9	Internal Promotion	N	1
10	Intracompany Transfer	N	5
11	Linkedin 2029 Stierlin Court Mountain View, California 94043 Brian Mullins Manual Posting	N	3
12	Monster.com posted through Nexstar site na, Indiana Phone : 3179238888 Julie Gloyeske Manual Posting	N	1
13	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	21
14	Re-hire	N	1
15	TVJOBS P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark Holloway	N	9
16	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			57

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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	5/1/2018	Listing of each upper-level category opening in a job bank or newsletter	The SEU 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.	2	Business Administrator General Manager
2	5/7/2018	Establishment of an intern program designed to assist members of the community	The SEU has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. During the 2018 Spring semester, the SEU hosted four (4) interns from Ball State University, and the University of Indianapolis. During the 2018 Summer semester, (7) interns from Indiana University, and Butler University were hosted. During the 2019 Fall/Winter semester, (4) interns from Ball State University and Indiana University were hosted.	3	News Director Creative Services Director Sports Director
3	7/12/2018	Participation in Job Fairs	The SEU participated in the Indiana Broadcaster Association's Job Fair at the Indiana Black Expo Summer Celebration at the Indiana Convention Center in Indianapolis, IN. Current job openings and internship opportunities were shared with potential job applicants and resumes were collected. Job counseling was also provided to future broadcast employees.	2	News Director Creative Services Director
4	8/28/2018	Participation in events sponsored by community groups	The SEU participated in the Indianapolis Women's Leadership Conference at the JW Marriott in Indianapolis, IN. The SEU had a booth where potential employees were able to discuss broadcasting opportunities at the station with attendees.	4	General Sales Manager National Sales Manager Account Executive Account Executive
5	9/19/2018	Participation in Job Fairs	The SEU attended the 2018 Fall Indiana Broadcaster's Association Job Fair held at the Event Center in Carmel, IN. Current job openings were shared with potential job applicants, as well as the stations' internship opportunities available to college students.	2	General Sales Manager General Manager

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6	9/28/2018	Participation in events or programs sponsored by educational institutions	The SEU's News Director and Creative Services Director were panelists for Ball State University's annual Fall News Roundup. The purpose of the panel was to offer career advice and insights on how to prepare for the first media job. Attendees were over 75 current Junior and Senior students.	2	News Director Creative Services Director
7	2/27/2019	Participation in other activities designed by the station employment unit	The SEU hosted 18 students from Taylor University to tour and learn about the career opportunities within our organization. Time was spent watching a newscast and then having a discussion with news and production personnel regarding opportunities in the industry.	2	News Director Assistant News Director
8	3/11/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a judge at the Indiana Association of School Broadcasters annual conference. While there, the station personnel gave constructive feedback on student presentations.	1	Creative Services Director
9	3/31/2019	Participation in Job Fairs	The SEU attended the 2019 Spring Indiana Broadcaster's Association Job Fair held at the Event Center in Carmel, IN. Current job openings were shared with potential job applicants, and career counseling was given to those seeking internships with the station.	3	General Sales Manager News Director General Manager