

**WTWO**  
**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
Anchor, AM News	1-2, 4-5, 7-11, 13, 15-23	10
Creative Services Director	1-5, 7-8, 10-11, 13, 15-17, 19-23	10
Multimedia Journalist	1-2, 4-8, 11, 13, 15-23	6
Multimedia Journalist	1-2, 4-8, 11-13, 15-23	12
Chief Photographer	1-2, 4-8, 10-11, 13, 15-18, 20-23	10
Creative Services Producer	1-2, 4-8, 10-11, 13, 15-17, 19-23	10
News Photojournalist/Editor	1-8, 11, 13-17, 19-23	14
Creative Services Producer	1-2, 4-8, 11, 13-17, 19-23	14
Multimedia Journalist	1-5, 7-8, 11, 13, 15-17, 20-21, 23	3
News Producer	1-2, 4-5, 7-11, 13, 15-17, 19-21, 23	10
Videographer	1-2, 4-5, 7-11, 13, 15-17, 19-21, 23	10
Janitor	3, 6-9, 11, 16-17, 23	3
News Producer (Overnight)	1-2, 4-5, 7-11, 13, 15-17, 19-21, 23	10
Production Assistant	2-3, 6-8, 13-18, 20-21	6

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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	DePauw University 408 S. Locust Street P.O. Box 37 Greencastle, Indiana 46135 Phone : 765-658-4622 Url : <a href="http://www.depauw.edu">http://www.depauw.edu</a> Email : <a href="mailto:emahoney@depauw.edu">emahoney@depauw.edu</a> Erin Mahoney	N	0
2	Eastern Illinois University 600 Lincoln Avenue Charleston, Illinois 61920 Phone : 217-581-7356 Url : <a href="http://www.eiu.edu">http://www.eiu.edu</a> Email : <a href="mailto:karunyon@eiu.edu">karunyon@eiu.edu</a> Kelly Runyon	N	1
3	Employee Referral	N	7
4	Franklin College 101 Branigin Blvd. Franklin, Indiana 46131 Phone : 317-738-8000 Url : <a href="http://www.franklincollege.edu">http://www.franklincollege.edu</a> Email : <a href="mailto:kbixler@franklincollege.edu">kbixler@franklincollege.edu</a> Kirk Bixler	N	0
5	Illinois State University Fell Hall 025C South University Street Normal, Illinois 61761 Phone : 309-438-7409 Url : <a href="https://illinoisstate.edu">https://illinoisstate.edu</a> Email : <a href="mailto:lmtrend@ilstu.edu">lmtrend@ilstu.edu</a> Laura Trendle Polus	N	1
6	Indeed.com	N	12
7	Indiana Broadcasters Association 600 E. Carmel Drive Carmel, Indiana 46032 Phone : 317-701-0084 Url : <a href="http://www.indianabroadcasters.org">http://www.indianabroadcasters.org</a> Email : <a href="mailto:dave@indianabroadcasters.org">dave@indianabroadcasters.org</a> Dave Arland	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	Indiana State University Career Center 567 N. 5th Street Terre Haute, Indiana 47809 Phone : 812-237-2589 Url : <a href="http://www.indstate.edu/career-center">http://www.indstate.edu/career-center</a> Email : <a href="mailto:mary.kelly@indstate.edu">mary.kelly@indstate.edu</a> Mary Kelly	N	0
9	Indiana University Career Center 625 N. Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-5234 Url : <a href="http://www.careers.college.indiana.edu">http://www.careers.college.indiana.edu</a> Career Office Manual Posting	N	0
10	Internal Promotion	N	7
11	Ivy Tech Community College 8000 S. Education Dr. Terre Haute, Indiana 47802 Phone : 812-298-2282 Url : <a href="http://www.ivytech.edu/hireivy">http://www.ivytech.edu/hireivy</a> Email : <a href="mailto:jfrey@ivytech.edu">jfrey@ivytech.edu</a> Jaime Frey	N	0
12	Job Fair	N	1
13	Lake Land College 5001 Lake Land Blvd. Mattoon, Illinois 61938 Phone : 217-234-5335 Url : <a href="http://www.lakelandcollege.edu">http://www.lakelandcollege.edu</a> Email : <a href="mailto:gpowers@lakeland.cc.il.us">gpowers@lakeland.cc.il.us</a> Greg Powers	N	0
14	Linked In	N	4
15	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 Everitt	N	1

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16	mywabashvalley.com PO Box 9268 Terre Haute, Indiana 47808 Phone : 812-696-1301 Url : <a href="http://www.mywabashvalley.com">http://www.mywabashvalley.com</a> Email : <a href="mailto:psluder@wtwo.com">psluder@wtwo.com</a> Patty Sluder	N	3
17	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	15
18	Southern Illinois University 1100 Lincoln Drive Room 1012 Carbondale, Illinois 62901 Phone : 618-453-5282 Url : <a href="http://www.siu.edu">http://www.siu.edu</a> Email : <a href="mailto:gregtodd@siu.edu">gregtodd@siu.edu</a> Greg Todd	N	0
19	St. Mary-of-the-Woods College Placement Services 140 Lefer Hall St. Mary-of-the-Woods, Indiana 47876 Phone : 812-535-5151 Url : <a href="http://www.smwc.edu">http://www.smwc.edu</a> Email : <a href="mailto:career@smwc.edu">career@smwc.edu</a> Susan Gresham	N	0
20	TV Jobs PO 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> Mark Holloway	N	3
21	Vincennes University Broadcasting Dept. 1200 N. 2nd Street Vincennes, Indiana 47591 Phone : 812-888-5344 Url : <a href="http://www.vinu.edu">http://www.vinu.edu</a> Email : <a href="mailto:jballinger@vinu.edu">jballinger@vinu.edu</a> Jill Ballinger	N	0

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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	Work One Western Indiana 30 N. 8th Street Terre Haute, Indiana 47807 Phone : 812-230-2023 Url : <a href="http://careerconnect.com">http://careerconnect.com</a> Email : <a href="mailto:l.burris@workforcenet.org">l.burris@workforcenet.org</a> Laury Burris	N	0
23	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 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>55</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	4/1/2019	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.	2	VP/General Manager Business Administrator
2	9/18/2019	Participation in Job Fairs	The Station participated at the Indiana State University Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	4	VP/General Manager News Director Operations Manager Chief Engineer
3	10/23/2019	Participation in Job Fairs	The Station participated at the Indiana Broadcaster's Association Broadcast Career/Internship Fair. The Station personnel met with potential job applicants.	1	VP/General Manager
4	2/11/2020	Participation in scholarship programs	The Station participates in an established scholarship program that assists students interested in pursuing a career in broadcasting. The winners must attend an IBA Member Indiana college or university.	1	VP/General Manager
5	2/19/2020	Participation in Job Fairs	The Station participated at the Indiana State University Career Fair and personnel met with potential job applicants.	1	Operations Manager
6	3/28/2020	Participation in Job Fairs	The Station participated in the Indiana Broadcaster's Association virtual career fair. Job seekers registered with the individual stations for interviews.	1	VP/General Manager