

**WTWO**  
**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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital MMJ	1, 3-7, 9-11, 13-18, 21, 23-25	18
Weekend Anchor/Reporter	1, 3-7, 9-14, 16-19, 21, 23-25	12
Digital Producer	1, 3-11, 13-18, 21, 23-25	5
Daily Lifestyle Producer/Host	1, 3-11, 13-18, 21, 23-25	18
Account Executive	1, 3-7, 9-10, 13-14, 16-18, 21, 23-25	5
Multimedia Journalist Reporter	1-10, 13-18, 21, 23-25	18
Master Control Operator	1, 3-5, 7, 9-11, 13-18, 21, 23-25	5
News Producer (Overnight)	1, 3-5, 7-11, 13-18, 21, 23-25	18
News Producer	1, 3-5, 7-11, 13-14, 16-18, 21, 23-25	18
Production Assistant	1, 3-5, 7-11, 13-18, 20-21, 23-25	20
News Producer	1, 3-4, 7, 9-14, 16-18, 21, 23-25	12
Multimedia Journalist Reporter	1-4, 7, 9-11, 13-18, 21-25	18
Meteorologist	1, 3-5, 7, 9-11, 13-14, 16-18, 21, 23-25	5
News Producer (Overnight)	1-4, 7, 9-11, 13-18, 21, 23-25	18
Multimedia Journalist Reporter	1, 3-4, 7-11, 13-18, 21, 23-25	18
Creative Services Producer	1, 3-5, 7, 9-10, 13-14, 16-18, 21, 23-25	18
Production Assistant	1, 3-5, 7, 9-11, 13-14, 16-18, 21, 23-25	5
Master Control Operator	1, 3-5, 7, 9-10, 13-14, 16-18, 21, 23-25	5
News Producer (Overnight)	1, 3-4, 7, 9-14, 16-18, 21, 23-25	12

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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 Dept. of Telecommunications BC 201 Muncie, Indiana 47306 Phone : 765-285-4002 Url : <a href="http://www.bsu.edu">http://www.bsu.edu</a> Email : <a href="mailto:tpollard@bsu.edu">tpollard@bsu.edu</a> Fax : 1-765-285-9278 Tim Pollard	N	0
2	CareerBuilder.com	N	3
3	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> Ashley Beeson	N	0
4	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:kagoodwin@eiu.edu">kagoodwin@eiu.edu</a> Kelly Goodwin	N	0
5	Employee Referral	N	17
6	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
7	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	0
8	Indeed.com	N	19

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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 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
10	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:teresa.dwyer@indstate.edu">teresa.dwyer@indstate.edu</a> Teresa Dwyer	N	0
11	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
12	Internal Promotion	N	3
13	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
14	Lake Land College 5001 Lake Land Blvd. Mattoon, Illinois 61938 Phone : 217-234-5288 Url : <a href="http://www.lakelandcollege.edu">http://www.lakelandcollege.edu</a> Email : <a href="mailto:mreynolds401@lakelandcollege.edu">mreynolds401@lakelandcollege.edu</a> Makenzie Reynolds	N	0
15	Linked In	N	17

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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	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	0
17	<a href="http://www.mywabashvalley.com">mywabashvalley.com</a> 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	4
18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	9
19	Nexstar's Facebook Page	N	1
20	Re-hire	N	1
21	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
22	State/Local Employment Agency	N	1
23	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	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
24	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
25	<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>75</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	9/16/2020	Participation in Job Fairs	The Station participated in the Virtual Indiana State University Career Fair. The Station personnel spoke with potential job applicants.	1	News Director
2	10/17/2020	Participation in Job Fairs	The Station participated in the IBA Fall Virtual Career / Internship Fair. The Station personnel spoke with students and discussed vacancies at the Station and in the broadcasting industry.	2	VP/General Manager News Director
3	2/2/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Indiana University Media School. She spoke about career decisions and job requirements.	1	Anchor
4	2/4/2021	Participation in scholarship programs	The Station participates in an established scholarship program that assists students interested in pursuing a career in broadcasting.  During the current reporting term, there were 10 recipients from (2) Indiana University, (3) Ball State University, (2) University of Indianapolis, Vincennes University, Goshen College and Indiana University-Purdue University Indianapolis.	1	VP/General Manager
5	2/17/2021	Participation in Job Fairs	The Station participated in the Virtual Indiana State University Career Fair. The Station personnel spoke with potential job applicants.	1	News Director
6	2/25/2021	Participation in Job Fairs	The Station participated in the IBA Virtual Career Fair. The Station personnel spoke with potential job applicants.	1	VP/General Manager