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WTWO
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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
Lifestyle Show Producer/MMJ	2-6, 8-9, 14, 16-22	4
Digital MMJ	1-3, 5-6, 8-10, 13-14, 16-22	18
Digital MMJ/Photographer	1-3, 5-6, 8-11, 13-14, 16-22	11
Weekend Anchor/Reporter	1-6, 8-10, 13-14, 16-22	4
Production Assistant	1-6, 8-10, 12-14, 16-22	12
Reporter, MMJ	1-3, 5-6, 8-10, 13-14, 16-22	18
Digital Producer	1-3, 5-6, 8-11, 13-14, 16-22	11
News Producer	1-3, 5-6, 8-10, 12-13, 16-22	12
News Anchor/Reporter	1-3, 5-6, 8-10, 13, 16-22	18
News Producer (Overnight)	2-6, 8-10, 13, 15-22	4
Production Assistant	2-3, 5-10, 13, 15-22	18
Master Control Operator	1-6, 8-10, 13-14, 16-22	4
Account Executive	1-3, 5-6, 8-11, 13-22	11
Assignment Manager	1-6, 8-11, 13-14, 16-22	11
Digital Executive Producer	1-6, 8-10, 13, 16-22	4
Reporter, MMJ	1-3, 5-10, 14, 16-22	18
Production Assistant	1-3, 5-6, 8-11, 13-14, 16-22	11
Master Control Operator	1-3, 5-6, 8-11, 13-14, 16-22	11

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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 : 765-285-7901 Url : http://www.bsu.edu Email : sjsmith@bsu.edu Suzy Smith	N	0
2	DePauw University 408 S. Locust Street P.O. Box 37 Greencastle, Indiana 46135 Phone : 765-658-4622 Url : http://www.depauw.edu Email : emahoney@depauw.edu Ashley Beeson	N	0
3	Eastern Illinois University 600 Lincoln Avenue Charleston, Illinois 61920 Phone : 217-581-7356 Url : http://www.eiu.edu Email : kagoodwin@eiu.edu Kelly Goodwin	N	0
4	Employee Referral	N	9
5	Handshake WTWO 10849 N. US Highway 41 Farmersburg, Indiana 47850 Phone : 812-696-1301 Url : www.joinhandshake.com Patty Sluder Manual Posting	N	0
6	Illinois State University Fell Hall 025C South University Street Normal, Illinois 61761 Phone : 309-438-7409 Url : https://illinoisstate.edu Email : lmtrend@ilstu.edu Laura Trendle Polus	N	0
7	Indeed.com	N	3

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Indiana Broadcasters Association P.O. Box 902 Carmel, Indiana 46032 Phone : 317-701-0084 Url : http://www.indianabroadcasters.org Email : dave@indianabroadcasters.org Dave Arland	N	0
9	Indiana State University Career Center 567 N. 5th Street Terre Haute, Indiana 47809 Phone : 812-237-2589 Url : http://www.indstate.edu/career-center Email : teresa.dwyer@indstate.edu Teresa Dwyer	N	0
10	Indiana University Career Center 625 N. Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-5234 Url : http://www.careers.college.indiana.edu Career Office Manual Posting	N	0
11	Internal Promotion	N	6
12	Intracompany Transfer	N	2
13	Ivy Tech Community College 1700 East Industrial Drive. Terre Haute, Indiana 47802 Phone : 812-298-2263 Url : http://www.ivytech.edu/CCEC/ Email : mlarsen@ivytech.edu Monica Larsen	N	0
14	Lake Land College 5001 Lake Land Blvd. Mattoon, Illinois 61938 Phone : 217-234-5335 Url : http://www.lakelandcollege.edu Email : gpowers@lakelandcollege.edu Greg Powers	N	0
15	Linked In	N	3

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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 : http://www.medialine.com Email : medialine@medialine.com Rich Everitt	N	0
17	mywabashvalley.com PO Box 9268 Terre Haute, Indiana 47808 Phone : 812-696-1301 Url : http://www.mywabashvalley.com Email : psluder@wtwo.com Patty Sluder	N	9
18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	22
19	St. Mary-of-the-Woods College Placement Services 140 Lefer Hall St. Mary-of-the-Woods, Indiana 47876 Phone : 812-535-5215 Url : http://www.smwc.edu Email : Martha.Reed@smwc.edu Martha Reed	N	0
20	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	1
21	Vincennes University Broadcasting Dept. 1200 N. 2nd Street Vincennes, Indiana 47591 Phone : 812-888-5344 Url : http://www.vinu.edu Email : jballinger@vinu.edu Jill Ballinger	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
22	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			55

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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	4/1/2021	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	7/20/2021	Participation in Job Fairs	The Station participated in the Community Cares Career Fair at Ivy Tech Community College. Station personnel met with potential job applicants.	3	VP/General Manager Operations Manager Chief Engineer
3	9/15/2021	Participation in Job Fairs	The Station participated in the Indiana State University Fall Career Fair. Station personnel met with potential job applicants.	1	Operations Manager
4	10/26/2021	Participation in Job Fairs	The Station participated in the Indiana Broadcasters Fall Career Fair. The Station personnel spoke with potential job applicants.	1	VP/General Manager
5	11/16/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated in the Indiana University Media Broadcast Reel Workshop allowing 15 students to receive feedback on their presentation. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Anchor
6	11/30/2021	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 for a Career in Broadcasting.	1	Anchor
7	2/15/2022	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 (4) University of Indianapolis, (2) Goshen College, Indiana Wesleyan University, Huntington University, Ball State University and Indiana University.	1	VP/General Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	2/16/2022	Participation in Job Fairs	The Station participated at the Indiana State University Spring Career Fair. Station personnel was able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Operations Manager
9	2/25/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before the Marshall High School ECCEL Academy. He spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	VP/General Manager
10	3/1/2022	Provision of training to management	The station conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	2	VP/General Manager Business Administrator
11	3/4/2022	Participation in Job Fairs	Station personnel participated in the Paris High School Career Fair. She was able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Assignment Manager
12	3/11/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Daviess County High School. She spoke about career decisions and job requirements for a Career in Broadcasting.	1	Assignment Manager