

**WTWO**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 - March 31, 2023**

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
General Sales Manager	1, 3-6, 8-9, 11-20	16
Reporter, MMJ	1, 3-9, 12-20	15
Creative Services Producer	1, 3-9, 11-13, 15-20	16
Multimedia Journalist	1, 3-6, 8-12, 15-20	10
Meteorologist	1, 3-9, 11-13, 15-20	15
Account Executive	1, 3-6, 8-9, 11-12, 15-20	15
Digital Reporter	1, 3-6, 8-9, 11-13, 15-20	16
Account Executive	1-9, 11-13, 15-20	15
Creative Services Content Producer	1, 3-6, 8-12, 15-20	10
Production Assistant	1, 3-9, 11-12, 15-20	16
Multimedia Journalist	1, 3-9, 11-13, 15-20	15
Production Assistant - FT	1, 3-6, 8-9, 11-12, 15-20	16
News Producer	1, 3-6, 8-9, 11-12, 15-20	16
Weekend Sports Anchor	1-9, 11-13, 15-20	15
Production Assistant - FT	1, 3-6, 8-9, 11-13, 15-20	16
Production Assistant - FT	1, 3-6, 8-9, 11-13, 15-20	15

MediaLine (Recruitment Source #14) was deleted 4/01/2022.

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and Linked In. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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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 : <a href="http://www.bsu.edu">http://www.bsu.edu</a> Email : <a href="mailto:sjsmith@bsu.edu">sjsmith@bsu.edu</a> Suzy Smith	N	0
2	CareerBuilder.com	N	2
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	Handshake WTWO 10849 N. US Highway 41 Farmersburg, Indiana 47850 Phone : 812-696-1301 Url : <a href="http://www.joinhandshake.com">www.joinhandshake.com</a> Patty Sluder Manual Posting	N	0
6	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
7	Indeed.com	N	14

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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 : <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
9	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
10	Internal Promotion	N	2
11	Ivy Tech Community College 1700 East Industrial Drive. Terre Haute, Indiana 47802 Phone : 812-298-2263 Url : <a href="http://www.ivytech.edu/CCEC/">http://www.ivytech.edu/CCEC/</a> Email : <a href="mailto:mlarsen@ivytech.edu">mlarsen@ivytech.edu</a> Monica Larsen	N	0
12	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@lakelandcollege.edu">gpowers@lakelandcollege.edu</a> Greg Powers	N	0
13	Linked In	N	21
14	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	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	17
16	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	10
17	St. Mary-of-the-Woods College Placement Services 140 Lefer Hall St. Mary-of-the-Woods, Indiana 47876 Phone : 812-535-5215 Url : <a href="http://www.smwc.edu">http://www.smwc.edu</a> Email : <a href="mailto:Martha.Reed@smwc.edu">Martha.Reed@smwc.edu</a> Martha Reed	N	0
18	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
19	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
20	<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

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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>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>66</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	4/1/2022	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	8/30/2022	Hosting of Job Fair	The Station hosted a Career Fair and Job Expo. Hiring managers were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	4	VP/General Manager General Sales Manager Operations Manager Digital Media Manager
3	10/3/2022	Participation in Job Fairs	The Station participated in the Indiana Broadcasters Association Fall Career Fair. The Station personnel spoke with potential job applicants.	3	VP/General Manager News Director Operations Manager
4	2/2/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Lincoln Trail College. She spoke about career decisions and job requirements for a Career in Broadcasting.	1	Assignment Manager
5	2/16/2023	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 (3) Ball State University, (3) University of Indianapolis, (1) Butler University, (2) Goshen College and (1) Franklin College.	1	VP/General Manager
6	3/7/2023	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.	7	VP/General Manager Business Administrator News Director Operations Manager
7	3/14/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Indiana State University. He spoke about career decisions and job requirements for a Career in Broadcasting.	1	VP/General Manager

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8	3/15/2023	Participation in Job Fairs	The Station participated at the Sullivan High School Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	VP/General Manager Chief Engineer
9	3/25/2023	Participation in Job Fairs	The Station participated in the Indiana Broadcaster's Spring Career Fair. The Station personnel spoke with potential job applicants.	2	VP/General Manager News Director
10	3/29/2023	Participation in Job Fairs	The Station participated at the Eastern Illinois University Media Internship and Job Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	News Director