

WTTK-TV, WTTV-TV, WXIN-TV
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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Weekend/Digital Meteorologist	2-5, 8-9, 15-28, 30	18
Producer	1, 8-9, 13-14, 16-18, 29-30	18
MMJ/Reporter	5, 7-8, 14-21, 25, 30	14
Digital Executive Producer	4-5, 8, 10, 14-21, 23-28, 30	10
Integrated Digital Specialist	4-5, 7-8, 10, 14-21, 23-28, 30	14
Local Sales Manager	1, 5, 8, 10, 14-21, 25, 30	14
Building Maintenance Engineer	4-5, 7-8, 10, 14-21, 23-28, 30	10
Reporter MMJ	4-5, 8, 10, 14-21, 23-28, 30	10
Senior Producer	5, 7-8, 11, 14-21, 25, 30	11
Anchor Meteorologist	4-5, 8, 10, 15-28, 30	10
Fox59 Account Executive	4-5, 7-8, 10, 15-21, 23-28, 30	7
Non-Linear Editor/Hoosier Lottery Producer	4-5, 7-8, 10, 14-22, 25, 30	10
Producer I, News	4-5, 7-8, 14-28, 30	14
Non-Linear Editor/Hoosier Lottery Producer	4-5, 7-8, 14-28, 30	14
Associate Producer	4-8, 14-21, 23-28, 30	14
Special Projects Coordinator I	4-5, 7-8, 14-28, 30	18
Digital Data Reporter	4-5, 8, 14-28, 30	18
FT Photographer	4-5, 7-8, 10, 14-28, 30	7
FT Production Technician	1, 4-5, 8, 15-28, 30	18
News Associate Producer	5, 8, 15-28, 30	18
Executive Producer	4-5, 7-8, 15-21, 23-28, 30	18
Reporter MMJ	4-5, 7-8, 15-21, 23-28, 30	18
Lifestyle Show Producer	4-5, 8, 14-21, 23-28, 30	18
Digital Weather Anchor	1, 4-5, 8, 15-21, 23-28, 30	1
Account Executive Fox59	4-5, 7-8, 15-21, 23-28, 30	18

WTTK-TV, WTTV-TV, WXIN-TV
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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Reporter MMJ	4-5, 8, 15-28, 30	18
Account Executive CBS4	4-5, 8, 14-28, 30	14
FT Production Technician	4-5, 7-8, 10, 14-28, 30	10
CBS4 Account Executive	4-6, 8, 15-21, 23-28, 30	6
Executive Producer	4-5, 7-8, 10, 14-28, 30	7
Non-Linear Editor/Hoosier Lottery Producer	4-5, 7-8, 14-28, 30	14
Technician, Director T/D	4-5, 7-8, 10, 14-28, 30	10
Weekend Meteorologist	1, 8, 15-21, 23-28, 30	18
Lifestyle Show Host	8, 14-28, 30	18
Lifestyle Show Associate Producer	7-8, 15-21, 23-28, 30	7
News Producer	4-5, 8, 14-28, 30	18
Associate Producer	8, 14-28, 30	18
Investigative Reporter	8, 10, 14-28, 30	14
Commercial Production Producer	4-8, 14-28, 30	6
Reporter/MMJ	1, 4, 8, 10, 14-28, 30	14
FT Production Technician	1, 4-5, 8, 14-28, 30	1
News Lead Editor	4-5, 7-8, 15-28, 30	18
News Producer	4-5, 7-8, 14-28, 30	14
Digital Multi-Media Journalist	4-5, 8, 14-28, 30	14
News Associate Director	4-5, 7-8, 10, 14-28, 30	10
Non-Linear Editor/Lottery Producer	4-5, 7-8, 15-28, 30	18
Digital Sales Coordinator	4-5, 7-8, 14-28, 30	14
FT Production Technician	1, 4-5, 7-8, 10, 14-28, 30	18
FT Production Technician	1, 4-5, 7-8, 10, 14-28, 30	10
News Producer	4-5, 8, 10-11, 14-28, 30	10

WTTK-TV, WTTV-TV, WXIN-TV
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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Non-Linear Editor/Lottery Producer	7-8, 15-28, 30	18
Morning Show Anchor/Reporter	4-5, 8, 10, 15-28, 30	10
Wknd Sports Anchor	4-5, 8, 14-28, 30	18
Assign. Editor/Digital Content Producer	4-5, 7-8, 14-28, 30	18
Broadcast Maintenance Engineer	4-5, 7-8, 15-28, 30	7
FT Production Technician	4-5, 7-8, 10, 14-28, 30	10
Non-Linear Editor/Lottery Producer	4-8, 14-28, 30	14
Sales Coordinator	4-5, 8, 15-21, 23-28, 30	18
CBS4 Wknd News Anchor/Reporter	1, 4-5, 7-8, 10, 14-28, 30	10
Nat'l Sales Asst	4-5, 8, 15-28, 30	18
News Producer	4-5, 7-8, 14-28, 30	7
FT Graphic Artist	8, 10, 12, 14-28, 30	10
Assignment Editor/Assoc Producer	4-5, 7-8, 10, 14-28, 30	14
Assign Editor/Content Producer	4-5, 8, 10-11, 15-28, 30	10
News Producer I	4-5, 8, 14-16, 18-28, 30	18
CBS Traffic Anchor/MMJ III	4-5, 8, 14-16, 18-28, 30	18
FT Production Technician	4-5, 7-8, 10, 15-16, 18-28, 30	10
Non-Linear Editor/Lottery Producer	4-5, 7-8, 15-16, 18-28, 30	18
Nat'l Sales Asst	4-5, 8, 14-16, 18-28, 30	18

WTTK-TV, WTTV-TV, WXIN-TV

EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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
1	CareerBuilder.com	N	10
2	College-Franklin College-WFCI Radio 101 Branigin Boulevard Franklin, Indiana 46131 Phone : 317-738-8197 Fax : 1-317-738-8738 Joel Cramer	N	0
3	College-Hanover College 517 Ball Drive Hanover, Indiana 47243 Phone : 812-866-7126 Url : http://careercenter.hanover.edu Fax : 1-812-866-7125 Margaret Krantz	N	0
4	College-Ivy Tech Community College Central Indiana 50 W. Fall Creek Pkwy N Drive Indianapolis, Indiana 46208 Phone : 317-916-7825 Email : BCarter145@ivytech.edu Ben Carter	N	0
5	College-Ivy Tech Community College-Anderson 104 West 53rd Street Anderson, Indiana 46013 Phone : 765-643-7133 Email : pwerling@ivytech.edu Paul Werling	N	0
6	Employee Referral	N	4
7	Indeed.com	N	56

WTTK-TV, WTTV-TV, WXIN-TV**EEO PUBLIC FILE REPORT**

April 1, 2021 - March 31, 2022

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
8	Indiana Broadcasters Association 14074 Trade Center Drive Suite 141 Fishers, Indiana 46038 Phone : 317-770-0970 Email : iba@indianabroadcasters.org Fax : 1-317-770-0972 Sam Klemet	N	0
9	Indianapolis Association of Black Journalists PO Box 441795 Indianapolis, Indiana 46244 Phone : 317- 444-2814 Fax : 1-317-444-8558 Michael Dabnet	N	0
10	Internal Promotion	N	31
11	Intracompany Transfer	N	3
12	Job/Bulletin Board	N	1
13	La Plaza Hispanic Center 8902 East 38th Street Indianapolis, Indiana 46226 Phone : 317-890-3292 Fax : 1-317-898-4397 Miriam Acevedo Davis	N	0
14	Linked In	N	85
15	MediaLine 2515 Sparrow Crest Dr Katy, Texas 77494 Phone : 913-217-0685 Email : info@reelmediagroup.com Stephanie Stephanie	N	0

WTTK-TV, WTTV-TV, WXIN-TV
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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
16	National Alliance of State Broadcasters Associations 2333 Wisconsin Street Albuquerque, New Mexico Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0
17	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	104
19	Rick Gevers 355 E Ohio St #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Email : rick@rickgevers.com Fax : 1-317-635-7919 Rick Gevers	N	0
20	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : Jobs@tvjobs.com Fax : 1-760-754-2115 Job Postings	N	0

WTTK-TV, WTTV-TV, WXIN-TV
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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
21	University of Southern Indiana-Career Services and Internships 8600 University Blvd. Orr Center, Room 074 Evansville, Indiana 47712 Phone : 812-464-1865 Email : career@usi.edu Pamela Doerter	N	0
22	University-Ball State University 2000 W. University Avenue Lucina Hall 220 Muncie, Indiana 47306 Phone : 765-285-2436 Fax : 1-765-285-3757 Cindy Hershman	N	0
23	University-Butler University 4600 Sunset Avenue Indianapolis, Indiana 46208 Phone : 317-940-8802 Julie Schrader Manual Posting	N	0
24	University-Indiana State University 200 N. 7th Street Terre Haute, Indiana 47809 Phone : 812-237-5000 Christa Stultz Manual Posting	N	0
25	University-Indiana University 625 North Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-1556 Jeremy Harmon Manual Posting	N	0

WTTK-TV, WTTV-TV, WXIN-TV
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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
26	University-IUPUI University 815 W. Michigan Street Taylor Hall 3162 Indianapolis, Indiana 46202 Phone : 317-274-3595 Matthew Rust Manual Posting	N	0
27	University-Marian University 3200 Cold Spring Road Clare Hall-Room 119 Indianapolis, Indiana 46222 Phone : 317-955-6341 Brandy Bast Manual Posting	N	0
28	University-University of Indianapolis 1400 East Hanna Avenue Schwitzer Student Center Indianapolis, Indiana 46227 Phone : 317-788-3296 Britney Dyer Manual Posting	N	0
29	Urban League of Indianapolis 777 Indiana Avenue Indianapolis, Indiana 46202 Phone : 317-693-7603 Fax : 1-317-693-7613 Pambana Uisha	N	0
30	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:			294

On 3/6/21, deleted (5) recruiting agencies. Some positions did not get filled until following cycle.

Deleted: RS#2 Franklin College-WFCI Radio, RS#3 Hanover College, RS#9 Indiana Association of Black Journalists, RS#13 La Plaza Hispanic Center, RS#29 Urban League of Indianapolis

On 4/8/21, added (3) recruiting sources. Positions posted previously were not disseminated to these.

Added: RS#4 Ivy Tech Community College Central Indiana, RS#24 Indiana State University, RS#26 IUPUI University.

WTTK-TV, WTTV-TV, WXIN-TV
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/31/2021	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>The SEU hosted two (2) interns, from the Syracuse University, during the 2021 Summer Semester.</p>	2	News Director Asst News Director
2	10/26/2021	Participation in Job Fairs	The SEU participated at the Indiana Broadcasters Association Center Fair. SEU personnel were able to meet with applicants and discuss vacancies at the Stations and in the broadcasting industry.	2	News Director HR VP/GM
3	3/1/2022	Provision of training to management	The SEU participated in 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.	4	VP/GM Director of Sales News Director Technology Director
4	3/26/2022	Participation in scholarship programs	<p>SEU participates in an established scholarship program that assists students interested in pursuing a career in broadcasting.</p> <p>During the current reporting term, there were ten (10) recipients from Ball State University, Goshen College, Indiana University, Indiana Wesleyan University, Huntington College, and University of Indianapolis.</p>	3	Local Sales Manager Promotions Manager Sr Producer HR