WANE
EEO PUBLIC FILE REPORT
April 1, 2017 - March 31, 2018

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account Executive</td>
<td>1-7, 10-12, 14-17, 19</td>
<td>3</td>
</tr>
<tr>
<td>Creative Services Producer</td>
<td>1-8, 10-11, 14-19</td>
<td>8</td>
</tr>
<tr>
<td>TV News Producer/Content Manager</td>
<td>1-2, 4-8, 10-11, 13-19</td>
<td>8</td>
</tr>
<tr>
<td>TV News Producer/Content Manager</td>
<td>1-2, 4, 6-7, 10-11, 14-19</td>
<td>19</td>
</tr>
<tr>
<td>TV Meteorologist</td>
<td>1, 4, 9-10, 13-19</td>
<td>9</td>
</tr>
<tr>
<td>TV News Producer/Content Manager</td>
<td>1-2, 4-5, 7, 10-11, 14-20</td>
<td>19</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | Allen County Public Library  
P.O. Box 2270 200 East Berry Street  
Fort Wayne, Indiana 46801  
Phone: 260-421-1245  
Email: ncompton@acpl.info  
Norm Compton | N | 0 |
| 2         | Ball State University  
Lucina Hall Room 220  
Muncie, Indiana 47306  
Phone: 765-285-2436  
Cindy Hershman  
Manual Posting | N | 0 |
| 3         | Employee Referral | N | 2 |
| 4         | Fort Wayne Urban League  
2135 South Hanna Street  
Fort Wayne, Indiana 46803  
Phone: 260-745-3100  
Email: jray@fwurbanleague.org  
Fax: 1-260-745-0405  
Jonathan Ray | N | 0 |
| 5         | Huntington University  
2303 College Avenue  
Huntington, Indiana 46750  
Phone: 260-359-4027  
Email: arenberger@huntington.edu  
Fax: 1-260-359-4077  
Amber Rensberger | N | 0 |
| 6         | Indiana Broadcasters Association  
P.O. Box 902  
Carmel, Indiana 46082  
Phone: 317-770-0970  
Url: http://www.indianabroadcasters.org  
Sam Klemet  
Manual Posting | N | 0 |
| 7         | Indiana Tech  
1600 E. Washington Blvd.  
Fort Wayne, Indiana 46803  
Phone: 260-422-5561 x2217 | N | 0 |
<table>
<thead>
<tr>
<th></th>
<th>Andrew Craig</th>
<th>Manual Posting</th>
<th>8</th>
<th>Internal Promotion</th>
<th>N</th>
<th>2</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>Intracompany Transfer</td>
<td></td>
<td></td>
<td></td>
<td>N</td>
<td>1</td>
</tr>
</tbody>
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</thead>
</table>
| 10        | IPFW  
2101 Coliseum Blvd. E.  
Fort Wayne, Indiana 46805  
Phone: 260-481-6825  
Email: boydrs@ipfw.edu  
Fax: 1-260-481-6183  
Randi Boyd | N | 0 |
| 11        | IPFW Jobzone  
2101 E. Coliseum Blvd.  
Fort Wayne, Indiana 46805  
Phone: 260-481-0689  
Career Services  
Manual Posting | N | 0 |
| 12        | Linkedin  
2029 Sterling Ct  
Mountain View, California 94043  
Phone: 650-687-3600  
Customer Service  
Manual Posting | N | 3 |
| 13        | Medialine  
1209 Wood Valley Road  
Augusta, Georgia 30909  
Phone: 706-364-7564  
Url: http://www.medialine.com  
Email: medialine@medialine.com  
Rich Everett | N | 0 |
| 14        | New Haven Chamber of Commerce  
435 Ann Street  
New Haven, Indiana 46774  
Phone: 260-749-4484  
Vinceq Buchanan  
Manual Posting | N | 0 |
| 15        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N | 4 |
# WANE

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| 16        | Tri State University  
1 University Avenue  
Angola, Indiana 46703  
Phone: 260-665-4124  
Fax: 1-260-665-4828  
Debbi Roemke | N | 0 |
| 17        | Trine University  
9910 Dupont Circle Drive East  
Fort Wayne, Indiana 46825  
Phone: 260-665-4214  
Email: batemanl@trine.edu  
Fax: 1-260-482-8553  
Linda Bateman | N | 0 |
| 18        | TV Jobs  
P.O. Box 4116  
Oceanside, California 92052  
Phone: 800-374-0119  
Url: http://www.tvjobs.com  
Email: admin@tvjobs.com  
Fax: 1-760-754-2115  
Mark Holloway | N | 5 |
| 19        | wane.com  
2915 W. State Blvd.  
Fort Wayne, Indiana 46808  
Phone: 260-481-1525  
Url: http://www.wane.com  
Joe Carroll  
Manual Posting | N | 5 |
| 20        | www.mediagignow.com  
5000 Crossmill Road  
McLeansville, North Carolina 27301  
Phone: 336-553-0620  
Url: http://www.mediagignow.com  
Email: customerservice@mediagignow.com  
MediaGigNow.com | N | 0 |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 22
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
</table>
| 4/2/2017   | Establishment of an intern program designed to assist members of the community                                                                                            | The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. The Station hosted six (6) interns from Ball State University, Indiana University, Valparaiso University, IPFW, and Central Michigan University during the 2017 Spring Semester; and two (2) interns from IPFW during the 2017 Fall Semester.                                                                                                                                                                                                                     | 4                             | News Director  
Assistant News Director  
Operations Manager  
Chief Meteorologist |
| 5/23/2017  | Participation in other activities designed by the station employment unit                                                                                                                        | The Station hosted a tour for juveniles from the Allen County Juvenile Center. The group consisted of 12 (high school age) juveniles. They were shown the various broadcast positions and the importance of the responsibilities each job holds was discussed in particular with this group.                                                                                                                                                                                                                                                                                  | 1                             | Operations Manager                          |
| 9/21/2017  | Participation in Job Fairs                                                                                                                                                                                                                  | The Station participated at the IPFW Mastodon Job & Internship Fair. Station personnel were able to meet prospective applicants and discuss vacancies at the Station and in the broadcasting industry.                                                                                                                                                                                                                                               | 2                             | Creative Service Director  
Director of Sales                   |
| 9/29/2017  | Participation in events or programs sponsored by educational institutions                                                                                                              | The Station participated at the Ball State University 22nd Annual Fall News Roundup. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry. The Station's News Director participated as a panelist on a panel composed to discuss "Directions and Connections; Career Tips from News Pros" in which provided advice, insight and suggestions for jobs in the broadcasting industry and what today's students should do or avoid doing during their college years. | 1                             | News Director                              |
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</thead>
<tbody>
<tr>
<td>5</td>
<td>Participation in other activities designed by the station employment unit</td>
<td>The Station's personnel participated in a career event hosted by a Huntington University Broadcast Journalism class. The Station's News Director discussed numerous topics including determining local news story selection and development, operations, and the importance of work ethics associated with reporting positions.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>6</td>
<td>Participation in Job Fairs</td>
<td>The Station participated at the Spring 2018 Cardinal Job Fair. Station personnel were able to meet with students and discuss vacancies at the Station (including internship opportunities) and in the broadcasting industry.</td>
<td>1</td>
<td>Vice President &amp; General Manager</td>
</tr>
</tbody>
</table>