

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-7, 10-12, 14-17, 19	3
Creative Services Producer	1-8, 10-11, 14-19	8
TV News Producer/Content Manager	1-2, 4-8, 10-11, 13-19	8
TV News Producer/Content Manager	1-2, 4, 6-7, 10-11, 14-19	19
TV Meteorologist	1, 4, 9-10, 13-19	9
TV News Producer/Content Manager	1-2, 4-5, 7, 10-11, 14-20	19

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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	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 : arensberger@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

	Andrew Craig Manual Posting		
8	Internal Promotion	N	2
9	Intracompany Transfer	N	1

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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

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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

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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	4/2/2017	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>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.</p>	4	News Director Assistant News Director Operations Manager Chief Meteorologist
2	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
3	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
4	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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5	10/19/2017	Participation in other activities designed by the station employment unit	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.	1	News Director
6	2/7/2018	Participation in Job Fairs	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.	1	Vice President & General Manager