

WANE
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

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
TV and Multi-Platform Journalist	1-2, 5-6, 8-9, 11, 13-16, 19-24	2
TV and Multi-Platform Journalist	1-2, 5-6, 8-9, 11, 13-16, 19-24	2
News Anchor/Reporter	1-2, 5-6, 8-9, 11, 13-16, 20-24	15
TV and Multi-Platform Journalist	1-2, 4-6, 8-9, 11, 13-16, 20-24	4
News Anchor	1-2, 4-6, 8-9, 14-16, 20-24	4
News Photographer	1-2, 5-6, 8-9, 13-15, 20-24	23
Meteorologist/Reporter	1-2, 5-9, 12, 14-16, 20-24	7
News Producer	1-6, 9, 12, 14-16, 20-24	2
News Reporter	1, 3, 5-6, 15, 17, 20-24	17
Local Sales Account Executive	1-3, 5-10, 12-16, 18, 20-24	23

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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
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	4
3	Butler University/The Center for Career Planning & Development 4600 Sunset Avenue Indianapolis, Indiana 46208 Phone : 317-940-9383 Email : career@butler.edu Career Services	N	0
4	Employee Referral	N	4
5	Fort Wayne Urban League 2135 South Hanna Street Fort Wayne, Indiana 46803 Phone : 260-745-3100 Email : pmcgee@fwurbanleague.org Fax : 1-260-745-0405 Paula McGee	N	0
6	Huntington University 2303 College Avenue Huntington, Indiana 46750 Phone : 260-359-4027 Email : msmith@huntington.edu Fax : 1-260-359-4077 Martha Smith	N	0
7	Indeed.com	N	3
8	Indiana Broadcasters Association P.O. Box 902	N	0

	Carmel, Indiana 46082 Phone : 317-770-0970 Url : http://www.indianabroadcasters.org Sam Klemet Manual Posting		
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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Indiana Tech 1600 E. Washington Blvd. Fort Wayne, Indiana 46803 Phone : 260-422-5561 x2217 Andrew Craig Manual Posting	N	0
10	Internal Promotion	N	1
11	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
12	Manchester College 604 East College Avenue North Manchester, Indiana 46962 Phone : 260-982-5083 Leslie Marlatt Manual Posting	N	0
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	N	9

	Terri Bush Manual Posting		
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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	Purdue Fort Wayne 2101 E. Coliseum Blvd. Fort Wayne, Indiana 46805 Phone : 260-481-6628 Lynne Koepper Manual Posting	N	0
17	Re-hire	N	1
18	State/Local Employment Agency	N	1
19	Station's Facebook Page	N	1
20	Tri State University 1 University Avenue Angola, Indiana 46703 Phone : 260-665-4124 Fax : 1-260-665-4828 Debbi Roemke	N	0
21	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
22	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	2
23	wane.com 2915 W. State Blvd. Fort Wayne, Indiana 46808 Phone : 260-481-1525 Url : http://www.wane.com Joe Carroll Manual Posting	N	8

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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
24	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			34

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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	4/13/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated in the Career Fair Day held at Churubusco High School. He spoke about career decisions and job requirements of a Meteorologist/Reporter to Seniors.	1	Meteorologist / Reporter
2	5/1/2018	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 Fort Wayne Urban League, a media/trade organization with a broad-based membership, including the participation of women and minorities.	2	Business Administrator News Director
3	5/8/2018	Participation in other activities designed by the station employment unit	The Station hosted students from the Fort Wayne Community Schools Career Academy at Anthis for a station tour. During that tour, students were able to observe station operations and certain aspects of programming. Students also had an opportunity to interact with station personnel and ask questions regarding operations, job qualifications, professional experience and other issues.	1	Multi Media Journalist
4	9/13/2018	Participation in Job Fairs	The Station participated in the Purdue Fort Wayne Mastodon Job & Internship Fair. Station Personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	Assistant News Director Director of Sales
5	10/12/2018	Participation in events or programs sponsored by educational institutions	Station participated at the Ball State University Annual Fall News Roundup. Station personnel participated as mock interviewers allowing students to receive feedback on their interview skills.	1	News Director
6	10/19/2018	Participation in other activities designed by the station employment unit	The station hosted students from IVY Tech Northeast College for a station tour. During that tour, students were able to observe station operations and certain aspects of programming. Students also had an opportunity to	1	Production Assistant

		interact with station personnel and ask questions regarding operations, job qualifications, professional experience and other issues.		
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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	10/23/2018	Participation in other activities designed by the station employment unit	The station hosted students from IVY Tech Northeast College for a station tour. During that tour, students were able to observe station operations and certain aspects of programming. Students also had an opportunity to interact with station personnel and ask questions regarding operations, job qualifications, professional experience and other issues.	1	Production Assistant
8	2/20/2019	Participation in Job Fairs	The SEU participated in the Spring 2019 Cardinal Job Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	VP & GM
9	2/25/2019	Establishment of an intern program designed to assist members of the community	The Station has established an 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, IPFW, Anderson University, North Park University, and Ivy Tech College during the 2018 Spring Semester; five (5) interns, from Ball State University and IPFW during the 2018 Fall Semester; and one (1) International Student from the UK for 2 weeks in the winter of 2018.	2	News Director Assistant News Director