

**WTWO**  
**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" ("MRSLS") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Integrated Digital Specialist	1-10, 12-13, 15, 17-19, 22-27	7
Multimedia Journalist	1-2, 4-10, 12-13, 15, 17-19, 22-27	7
Multimedia Journalist	1-2, 4-10, 12-13, 15, 17-19, 22-27	9
Account Executive	1-2, 4-6, 8-10, 12-13, 15, 17-19, 22-27	13
Weekend Anchor/Reporter	1-2, 4-6, 8-12, 15, 17-19, 22-27	11
News Producer	1-6, 8-9, 12, 15, 17-19, 22-27	3
Production Operations Manager	1-2, 4-6, 8-12, 14-15, 17-19, 22-27	11
Creative Services Producer/Photographer/Editor	1-6, 8-10, 12, 15, 17-20, 22-27	20
Production Assistant	1-6, 8-9, 12, 15, 17-19, 22-27	3
News Director	1-6, 8-12, 15, 17-19, 23-27	11
Account Executive	1-2, 4, 6-10, 12, 15, 17-19, 23-27	7
Production Assistant	1-6, 8-10, 12, 15, 17-19, 22-27	3
Web/Newscast Producer	1-2, 4, 6-10, 12, 15, 17-19, 22-27	7
Account Executive	1-4, 6, 8-10, 12, 14-15, 17-19, 21-27	21
News Producer	1-2, 4, 6, 8-9, 11-12, 15, 17-19, 22-27	11
Morning Weather/Reporter	1-4, 6, 8-10, 12, 15, 17-19, 22-27	3
Master Control Operator	1-2, 4, 6-10, 12, 15-19, 22-27	19
Account Executive	1-4, 6, 8-9, 12, 15, 17-19, 22-27	3
Production Assistant	1-4, 6, 8-10, 12-13, 15, 17-19, 22-27	13

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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	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> Erin Mahoney	N	0
2	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:karunyon@eiu.edu">karunyon@eiu.edu</a> Kelly Runyon	N	0
3	Employee Referral	N	14
4	Franklin College 101 Branigin Blvd. Franklin, Indiana 46131 Phone : 317-738-8000 Url : <a href="http://www.franklincollege.edu">http://www.franklincollege.edu</a> Email : <a href="mailto:kbixler@franklincollege.edu">kbixler@franklincollege.edu</a> Kirk Bixler	N	0
5	Harrison College 1378 S. State Road 46 Terre Haute, Indiana 47803 Phone : 812-877-2100 Url : <a href="http://www.harrison.edu">http://www.harrison.edu</a> Email : <a href="mailto:john.mace@harrison.edu">john.mace@harrison.edu</a> John Mace	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	8

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Indiana Broadcasters Association 600 E. Carmel Drive 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:mary.kelly@indstate.edu">mary.kelly@indstate.edu</a> Mary Kelly	N	3
10	Indiana University Career Center 625 N. Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-5234 Url : <a href="http://www.careers.college.indiana.edu">http://www.careers.college.indiana.edu</a> Career Office Manual Posting	N	0
11	Internal Promotion	N	4
12	Ivy Tech Community College 8000 S. Education Dr. Terre Haute, Indiana 47802 Phone : 812-298-2282 Url : <a href="http://www.ivytech.edu/hireivy">http://www.ivytech.edu/hireivy</a> Email : <a href="mailto:jfrey@ivytech.edu">jfrey@ivytech.edu</a> Jaime Frey	N	0
13	Job Fair	N	5
14	Job/Bulletin Board	N	2
15	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@lakeland.cc.il.us">gpowers@lakeland.cc.il.us</a> Greg Powers	N	0
16	Linked In	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	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
18	<a href="http://mywabashvalley.com">mywabashvalley.com</a> 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	2
19	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	14
20	Nexstar's Facebook Page	N	1
21	Re-hire	N	1
22	Southern Illinois University 1100 Lincoln Drive Room 1012 Carbondale, Illinois 62901 Phone : 618-453-5282 Url : <a href="http://www.siu.edu">http://www.siu.edu</a> Email : <a href="mailto:gregtodd@siu.edu">gregtodd@siu.edu</a> Greg Todd	N	0
23	St. Mary-of-the-Woods College Placement Services 140 Lefer Hall St. Mary-of-the-Woods, Indiana 47876 Phone : 812-535-5151 Url : <a href="http://www.smwc.edu">http://www.smwc.edu</a> Email : <a href="mailto:career@smwc.edu">career@smwc.edu</a> Susan Gresham	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
24	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
25	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
26	Work One Western Indiana 30 N. 8th Street Terre Haute, Indiana 47807 Phone : 812-230-2023 Url : <a href="http://careerconnect.com">http://careerconnect.com</a> Email : <a href="mailto:l.burris@workforcenet.org">l.burris@workforcenet.org</a> Laury Burris	N	0
27	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>55</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	4/19/2018	Participation in Job Fairs	The station participated in the University of Indianapolis Job Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	News Director
2	5/14/2018	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 one(1) intern from Southern Illinois University-Edwardsville during the 2019 Summer Semester.	1	News Anchor
3	5/31/2018	Participation in Job Fairs	The Station participated at the Terre Haute Job Fair. Station personnel met with potential job applicants.	4	VP/General Manager Chief Engineer Operations Manager News Director
4	9/19/2018	Participation in Job Fairs	The Station participated in the Indiana State University Fall 2018 Career Fair. Station personnel were able to meet with students and discuss internship opportunities and vacancies at the Station and in the broadcasting industry.	3	VP/General Manager Local Sales Manager Chief Engineer
5	2/5/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before a broadcasting class at Indiana University. She spoke about the daily routine of a sports reporter as well as answered questions and showed some examples of work.	1	Sports Reporter
6	2/20/2019	Participation in Job Fairs	The Station participated in the Indiana State University Spring Career Fair. Station personnel met and discussed internship and employment opportunities at the Station and in the industry with potential applicants.	3	Chief Engineer Operations Manager News Director
7	2/27/2019	Participation in scholarship programs	The Station participates in the IBA Scholarship program. The scholarship program awards scholarships to students pursuing a degree in the field of broadcasting. This year's winners represent seven different institutions.	1	VP/General Manager

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	<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>
8	3/12/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated in the Sullivan High School Career Fair 2019. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Operations Manager
9	3/21/2019	Participation in Job Fairs	The Station participated in the Ivy Tech Terre Haute Career Fair Spring 2019. Station personnel met with students and discussed vacancies and internship opportunities at the station and in the broadcasting industry.	1	Chief Engineer
10	3/28/2019	Participation in Job Fairs	The Station participated at the Eastern Illinois University Television, Radio & Video Job Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Chief Engineer
11	3/30/2019	Participation in Job Fairs	The Station participated in the IBA Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	VP/General Manager