

**WTTK-TV, WTTV-TV, WXIN-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 - March 31, 2023**

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	6, 10-15, 17-25	13
Integrated Digital Specialist	2-3, 6, 10-15, 17-25	13
Assistant News Director	6, 9-15, 17-25	9
Anchor/Reporter	2-3, 5-7, 9-15, 17-25	7
News Producer	6, 9-11, 13-15, 17-25	13
Photographer	2-3, 5-6, 9-11, 13-15, 17-25	9
News Operation Manager	2-3, 6-7, 9-11, 13-15, 17-25	7
Non-Linear Editor/Lottery Producer	2-3, 5-6, 9-11, 13-15, 17-25	5
Director T/D Technician	2-3, 5-6, 10-11, 13-15, 17-25	13
Account Executive	2-4, 6, 9-11, 13-15, 17-25	4
FT Production Technician	2-3, 5-7, 9-11, 13-15, 17-25	7
MMJ Reporter	1-3, 6, 9-11, 13-15, 17-25	9
Non-Linear Editor Lottery Producer	2-3, 6, 9-11, 13-15, 17-25	13
News Producer	2-3, 6, 9-11, 13-15, 17-25	13
Local Sales Manager III	2-3, 6-7, 10-11, 13-15, 17-25	7
Director/TD Technician	2-3, 5-7, 10-11, 13-15, 17-25	7
Integrated Digital Specialist	2-3, 6, 10-11, 13-15, 17-25	13
Associate Producer	2-3, 5-7, 10-11, 13-15, 17-25	7
Sports Photog/MMJ	2-3, 5-6, 9-11, 13-25	9
Technician, Director/TD	2-3, 5-7, 9-11, 13-15, 17-25	9
News Producer	2-3, 6-7, 9-11, 13-15, 17-25	7
News Producer	2-3, 5-6, 9-11, 13-15, 17-25	9
Director TD Technician	2-3, 6-7, 9-11, 13-15, 17-25	7
Digital Sales Coordinator	2-3, 6, 8, 10-11, 13-15, 17-25	8
Photographer	2-6, 9-11, 13-15, 17-25	5

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CBS Morning Anchor	2-3, 6, 9-11, 13-15, 17-25	9
News Associate Director	1-3, 5-7, 10-11, 13-15, 17-25	7
News Anchor 11P	2-3, 5-7, 9-11, 13-15, 17-25	7
Integrated Digital Specialist	1-3, 6, 10-11, 13-15, 17-25	13
CBS Account Executive	2-4, 6, 10-11, 13-15, 17-25	4
CBS Morning Anchor	2-3, 6-7, 10-11, 13-15, 17-25	7
FT Production Tech	1-3, 6-7, 9-11, 13-15, 17-25	7
Fox Account Executive	2-3, 6, 9-11, 13-15, 17-25	9
MMJ Reporter	2-3, 6, 9-11, 13-15, 17-25	9
Promotions Producer	2-3, 6-7, 9-11, 13-15, 17-25	9
Director/TD Technician	2-3, 5-7, 10-11, 13-15, 17-25	5
Signal Acquisition Production Technician	2-3, 5-6, 9-11, 13-15, 17-25	5
News Producer	4-6, 9-11, 13-15, 17-25	4
Special Projects Coordinator	2, 6, 9-11, 13-15, 17-25	13
Assignments Editor	2, 5-6, 9-11, 13-15, 17-25	5
CBS Account Executive	2, 6, 10-11, 13-15, 17-25	13
Account Executive	2, 4, 6, 10-11, 13-15, 17-25	4
Director of Marketing	2, 6-7, 9-11, 13-15, 17-25	9
News Photographer	1-3, 5-6, 9-11, 13-15, 17-25	13
MMJ Reporter	2-3, 6, 9-11, 13-15, 17-25	13
MMJ Reporter	2-3, 6, 9-11, 13-15, 17-25	9
FT Production Technician	2-3, 6-7, 9-11, 13-15, 17-25	7
DIGITAL CONTENT PRODUCER	2-3, 5-6, 9-11, 13-15, 17-25	9
Anchor Reporter	2-3, 6, 9-11, 13-15, 17-25	9
Anchor/Reporter	2-3, 6-7, 10-11, 13-15, 17-25	13

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Content Producer	2-3, 5-6, 9-11, 13-15, 17-25	9

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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	CareerBuilder.com	N	5
2	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
3	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
4	Employee Referral	N	5
5	Indeed.com	N	31
6	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
7	Internal Promotion	N	20
8	Intracompany Transfer	N	1
9	Linked In	N	62
10	MediaLine 2515 Sparrow Crest Dr Katy, Texas 77494 Phone : 913-217-0685 Email : info@reelmediagroup.com Stephanie Stephanie	N	0
11	National Alliance of State Broadcasters Associations 2333 Wisconsin Street Albuquerque, New Mexico Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
13	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	78
14	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
15	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
16	TVJobs.com	N	1
17	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
18	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

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19	University-Butler University 4600 Sunset Avenue Indianapolis, Indiana 46208 Phone : 317-940-8802 Julie Schrader Manual Posting	N	0
20	University-Indiana State University 200 N. 7th Street Terre Haute, Indiana 47809 Phone : 812-237-5000 Christa Stultz Manual Posting	N	0
21	University-Indiana University 625 North Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-1556 Jeremy Harmon Manual Posting	N	0
22	University-IUPUI University 815 W. Michigan Street Taylor Hall 3162 Indianapolis, Indiana 46202 Phone : 317-274-3595 Matthew Rust Manual Posting	N	0
23	University-Marian University 3200 Cold Spring Road Clare Hall-Room 119 Indianapolis, Indiana 46222 Phone : 317-955-6341 Brandy Bast Manual Posting	N	0
24	University-University of Indianapolis 1400 East Hanna Avenue Schwitzer Student Center Indianapolis, Indiana 46227 Phone : 317-788-3296 Britney Dyer Manual Posting	N	0

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25	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>205</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	Ongoing Event	Establishment of an intern program designed to assist members of the community	The SEU has an established internship program that allows students to gain practical experience in the area of promotions.  The SEU hosted two (2) interns, from Ball State University & UIndy Summer 2022 semester. (1) intern UIndy Spring 2023.	2	Director of Marketing Producer Hoyt Lopez
2	8/3/2022	Participation in Job Fairs	The SEU participated at the NABJ/NAHJ Conference Career Fair. SEU personnel were able to meet to meet with applicants and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
3	9/15/2022	Participation in Job Fairs	The SEU participated at the RTDNA Conference job fair. SEU personnel were able to meet with applicants and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
4	10/3/2022	Participation in Job Fairs	The SEU participated at the Indiana Broadcasters Association Fall Career Fair. SEU personnel were able to meet with applicants and discuss vacancies at the Stations and in the broadcasting industry.	4	Human Resources Assistant News Director VP/GM Director of Sales
5	3/18/2023	Participation in scholarship programs	SEU participates in an established scholarship program that assists students interested in pursuing a career in broadcasting.  During current reporting term, there were ten (10) recipients with winners attending Goshen College, Ball State University, Butler University, University of Indianapolis, Franklin College.	1	News Director
6	3/21/2023	Provision of training to management	SEU conducted 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.	23	GM Director of Sales News Technology Director



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7	3/25/2023	Participation in Job Fairs	The SEU participated at the Indiana Broadcasters Association Spring Career Fair. SEU personnel were able to meet with applicants and discuss vacancies at the Stations and in the broadcasting industry.	2	News Director HR