

**WIII, WISH, WNDY**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Assignment Editor/Web Producer	4, 7, 9-10, 12, 17, 19, 26-27, 32	19
Assignment Editor/Web Producer	8, 12, 26-27	12
Multi Media Journalist	4, 7, 9-11, 13, 17, 24, 27, 29-32	32
Integrated Digital Specialist	2-4, 7, 9-13, 16-17, 21, 23-24, 26-27, 29-32	23
Executive Producer	4, 7-11, 13, 16-17, 21, 24, 27, 29-34	8
Graphics Designer/Animator	4, 7, 9-11, 13, 16-17, 27, 29-30, 32	27
Production Operator	4, 7-11, 13, 16-17, 21, 24, 29-34	8
Multi Media Journalist	2-4, 7, 9-11, 13, 16-17, 21, 24, 27, 29-34	27
Multi Media Journalist	4-5, 9-14, 27-28, 32	28
Digital Account Executive	8, 12, 23, 26-27	8
Account Executive	1, 4, 7, 9-13, 15, 17, 26-27, 29-30, 32	1
General Sales Manager	4, 7-13, 17, 19, 23, 26-27, 29-30, 32	19
Assistant News Director	4, 7, 9-13, 17, 19-20, 25-27, 29-33	20
Investigative Reporter	4, 9, 12, 26-27, 32	27
Bureau Reporter/MMJ	4, 7-13, 17, 24, 26-27, 29-30, 32	32
Account Executive	4-5, 9-14, 17, 22-23, 32, 35	22
Account Executive	4-7, 9-10, 12-13, 16-18, 23, 27, 32, 35	12
Digital Media Coordinator	9, 12, 16-17, 19, 27, 32, 36	19
Anchor, News	8-9, 16, 20, 27, 32, 36	8
Assignment Editor/Web Producer	10, 17, 27, 32, 35-36	32

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Advertisement-TV	N	2
2	Ball State University 2000 West University Ave Lucina Hall #220 Muncie, Indiana 47306 Phone : 765-285-2436 Career Center Manual Posting	N	0
3	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036 Url : <a href="http://www.beaweb.org/wp/">http://www.beaweb.org/wp/</a> Heather Birks Manual Posting	N	0
4	Catholic Archdiocese of Indianapolis The Archbishop O'Meara Catholic Center 1400 North Meridan Street Indianapolis, Indiana 46202 Phone : 317-236-1553 Fax : 1-317-261-3375 Joyce Overton	N	0
5	Civil Rights Commission Indiana Government Center North 100 N.Senate, Room N103 Indianapolis, Indiana 46204 Phone : 317-232-2600 Fax : 1-317-234-6859 Paula Barnett	N	0
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:info@michaelsmedia.com">info@michaelsmedia.com</a> Michael Bille	N	0
7	Columbus Workforce Development 2320 Midway, Suite 3 P.O. Box 3006 Columbus, Indiana 47202 Phone : 812-376-3351 Fax : 1-812-372-7626 Placement Specialist	N	0
8	Employee Referral	N	9

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9	Equal Employment Office Indianapolis District Office 101 West Ohio St, Suite 1900 Indianapolis, Indiana 46204 Phone : 317-226-7469 Fax : 1-317-226-7953 Phyllis Tucker-Wells	N	0
10	Goodwill Industrial Services 1635 West Michigan Street Indianapolis, Indiana 46222 Phone : 317-524-4539 Email : achabal@goodwillindy.org Ann Chabal	N	0
11	Hispanic Center 8902 East 38th Street Indianapolis, Indiana 46226 Phone : (317)890-3292 Fax : 1-317-898-4397 Ruby Fleming	N	0
12	Indeed through nexstar site na, Indiana julie Gloyeske Manual Posting	N	5
13	Indiana Black Expo 3145 North Meridian Street Indianapolis, Indiana 46208 Phone : (317) 925-2702 Fax : 1-317-925-6624 Marcia Bennett	N	0
14	Indiana Broadcasters Association 3003 E. 98th Street, Suite #161 Indianapolis, Indiana 46280 Phone : 317-573-0119 Url : <a href="http://www.indianabroadcasters.org">http://www.indianabroadcasters.org</a> Email : INDBA@aol.com Fax : 1-317-573-0895 Gwen Piening	N	0
15	Indiana Career Connect 10 N Senate Ave Indianapolis, Indiana 46202 n/a n/a Manual Posting	N	0

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16	Indiana University Graduate Career Services 1275 East Tenth Street Suite 2100 Bloomington, Indiana 47405 Phone : (812) 856-5052 Url : <a href="https://gcs.indiana.edu/gcs/">https://gcs.indiana.edu/gcs/</a> Email : <a href="mailto:gcs@indiana.edu">gcs@indiana.edu</a> Fax : 1-812-856-5387 Erik Medina	N	0
17	Indianapolis Association Of Black Journalists P.O. Box 441795 Indianapolis, Indiana 46224 Phone : (317) 444-4000 Fax : 1-317-444-8558 Michael Dabney	N	0
18	Indianapolis Urban League 777 Indiana Avenue Indianapolis, Indiana 46202 Phone : 317-693-7613 Fax : 1-317-693-7611 Kimberly Simmons	N	0
19	Internal Promotion	N	5
20	Intracompany Transfer	N	3
21	IUPUI Career Center 801 West Michigan Street Business/SPEA #2010 Indianapolis, Indiana 46202 Phone : (317) 274-2554 Email : <a href="mailto:Hire@iupui.edu">Hire@iupui.edu</a> Fax : 1-317-278-1335 Mary Dickerson	N	0
22	Job Fair	N	1
23	Linkedin 2029 Stierlin Court Mountain View, California 94043 Brian Mullins Manual Posting	N	8
24	Martin University 2171 Avondale Place Indianapolis, Indiana 46218 Phone : 317-543-3235 Fax : 1-317-543-4790 Vicki Wimbs	N	0

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25	Media General 333 E Franklin St. Richmond, Virginia 23219 Phone : 3179238888 Url : mediageneral.com Julie Gloyeske Manual Posting	N	0
26	Monster.com posted through Nexstar site na, Indiana Phone : 3179238888 Julie Gloyeske Manual Posting	N	0
27	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	12
28	Re-hire	N	1
29	Salvation Army 711 E Washington St #-1 Indianapolis, Indiana 46202 Phone : 317-638-6585 Fax : 1-317-685-2461 Larry Scott	N	0
30	Shelbyville Workforce Development Center 425 E. Washington St Shelbyville, Indiana 46176 Phone : 317-392-3251 Fax : 1-317-392-3419 Employment Services	N	0
31	Society Of Broadcast Engineers 9247 North Meridian Street Suite 305 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Fax : 1-317-846-9120 Jim Bernier	N	0

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32	TVJOBS P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark Holloway	N	12
33	University Of Indianapolis-Career Services 1400 East Hanna Ave Indianapolis, Indiana 46227 Phone : (317) 788-3208 Email : ocs@uindy.edu Fax : 1-317-788-3383 Karen Childers	N	0
34	University of Indianapolis-School of Adult Learning 1400 E Hanna Ave Indianapolis, Indiana 46227 Phone : 317-788-2119 Email : sallyr@uindy.edu Robbin Sally	N	0
35	wishtv.com/wndy.com 1950 N. Meridian St. Indianapolis, Indiana 46202 Phone : (317) 923-8888 Url : http://www.wishtv.com Email : careers@wishtv.com Julie Gloyeske	N	0
36	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>58</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	5/1/2017	Establishment of an intern program designed to assist members of the community	Each year, the SEU participates in internship programs to assist students from area colleges and universities. Students are given academic credit in exchange for successful completion of practical experience in all areas of our operations. Internships are offered for the Spring, Summer, Fall and Winter academic terms. The SEU hosted four (4) interns, from Ball State University, and one (1) intern from Indiana University, during the 2017 Spring Semester; four (4) interns, from Ball State University, three (3) interns from Indiana University, and one (1) intern from Indiana State University, during the 2017 Summer Semester; and three (3) interns, from Ball State University, and two (2) interns from Indiana University, during the 2017 Winter Semester.	3	News Director Sports Director Creative Services Director Chief Meteorologist
2	5/18/2017	Participation in Job Fairs	On May 18, 2017, the SEU participated in the United Way Career Fair Sales professional event at Keystone Crossing, Indianapolis. A 3 minute presentation highlighting station employment opportunities was presented, and then personnel met with approximately 30 individuals one-on-one to discuss career opportunities at the station.	2	Local Sales Manager Marketing Coordinator
3	7/13/2017	Participation in Job Fairs	On July 13, 2017 the SEU participated in the Indiana Broadcaster's Association's Job Fair at the Indiana Black Expo's Summer Celebration at the Indiana Convention Center in Indianapolis, IN. Current job openings were shared with potential job applicants and resumes were collected. Job counseling with future interns was also provided.	2	Creative Services Director News Director

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4	9/13/2017	Participation in Job Fairs	On September 13, 2017 the SEU participated in the Indiana University-Bloomington fall College of Arts & Sciences career fair. Personnel met with over 200 college students regarding open positions as well as shared information regarding the station's internship program. Resumes were collected and internship information was handed out to participants.	2	News Director Business Administrator
5	9/29/2017	Participation in events or programs sponsored by educational institutions	On September 29th, 2017, the SEU's station News Director was a panelist for Ball State University's annual Fall News Roundup. The purpose of the panel was to offer career advice and insights on how to prepare for the first media job. Attendees were over 100 current Junior and Senior students.	1	News Director
6	2/13/2018	Participation in other activities designed by the station employment unit	On February 13, 2018, the SEU hosted 15 students from Taylor University to tour and learn about the career opportunities within our organization. Time was spent watching a newscast and then having a discussion with news and production personnel regarding opportunities in the industry.	2	News Director Asst News Director
7	3/19/2018	Participation in scholarship programs	The SEU participated in the Indiana Broadcaster's Association's Annual College Scholarship Program by donating air time and website presence to the scholarship program. Information about student eligibility to participate in the program was shared on air daily via our on-air Community Calendars and our on-air Community Inserts which run during our regular Newscasts from January 1, 2018 through February 16, 2018 application deadline. Online application information was also shared on a daily and weekly basis.	2	General Manager Creative Service Director



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8	3/24/2018	Participation in Job Fairs	The SEU attended the 2018 Spring Indiana Broadcaster's Association Job Fair held at the Event Center in Carmel, IN. Current job openings were shared with potential job applicants. The station's current internship opportunities were also discussed with attendees.	1	General Sales Manager