

WTTK-TV, WTTV-TV, WXIN-TV**EEO PUBLIC FILE REPORT****April 1, 2023 - March 31, 2024**

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
News Producer	1-2, 6, 10-11, 13-25	10
News Producer, Associate	1-2, 6, 10-11, 13-25	14
News Photographer	1-3, 5-6, 10-11, 13-25	10
Integrated Digital Specialist	1-2, 6, 10-11, 13-25	10
MMJ REPORTER	1-3, 6, 10-11, 13-25	3
News Producer	1-2, 6, 8, 10-11, 13-25	8
Digital Sales Coord	1-2, 6, 10-11, 13-25	10
Director/TD Tech	1-2, 6, 10-11, 13-25	10
Sales Manager	1-2, 6, 11, 13-25	14
Executive Producer	1-2, 5-6, 11, 13-25	14
News Producer	1-2, 6, 10-11, 13-25	14
Production Manager	1-2, 6, 10-11, 13-25	10
Weekend Anchor Reporter	1-2, 6, 10-11, 13-25	14
MMJ Reporter	1-2, 6, 10-11, 13-25	14
Photographer	1-2, 5-6, 10-11, 13-25	10
MMJ Reporter	1-2, 6, 10-11, 13-25	10
Sales Coordinator	1-2, 6, 10-11, 13-25	10
Digital Content Producer	1-2, 5-6, 10-11, 13-25	14
Statehouse Reporter MMj	5-6, 10-11, 13-25	10
Graphic Artist	5-6, 11, 13-25	14
Sales Manager	6, 11, 13-25	14
Lead News Editor	4, 6, 11, 13-25	14
Integrated Digital Specialist	6, 10-11, 13-25	14
Account Executive	6, 10-11, 13-25	14

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and LinkedIn. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

RS #1/College-Ivy Tech Community College-Central Indiana and RS #2/College-Ivy Tech Community College-Anderson were deleted April 3, 2023.

WTTK-TV, WTTV-TV, WXIN-TV**EEO PUBLIC FILE REPORT****April 1, 2023 - March 31, 2024**

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
Digital Content Producer	6, 10-11, 13-25	14
Digital Investigative Producer	6, 9-11, 13-25	14
Assignments Editor	6, 10-11, 13-25	14
Weekend Meteorologist	5-6, 10-11, 13-25	10
Weekend Meteorologist	5-6, 10-11, 13-25	10
Account Executive	6, 10-11, 13-25	10
Associate News Producer	5-6, 10-11, 13-25	10
Photographer	5-6, 10-11, 13-25	10
Production Manager	5-6, 11, 13-25	5
Non-Linear Editor/Lottery Producer	5-6, 11, 13-25	14
FT Production Technician	6, 8, 10-11, 13-25	8
Technician, Director TD	6-7, 10-11, 13-25	7
MMJ Reporter	6-7, 11, 13-25	7
Broadcast Maintenance Engineer	6, 11, 13-25	14
Promotions Producer	5-6, 11, 13-25	14
Production Technician	5-6, 10-11, 13-25	5
Graphic Design Manager	5-6, 11, 13-25	14
News Producer	3, 5-6, 10-11, 13-25	5
Digital Sales Coordinator	6, 10-11, 14-25	10
New Local Direct/New Bus Development AE	5-6, 11-25	12
Director of Technology	6, 10-11, 13-25	14
Director of Sales	6, 10-11, 13-25	14
Non-Linear Editor Lottery Producer	5-6, 10-11, 13-25	5
Research Director	6, 11, 13-17, 19-25	14

WTTK-TV, WTTV-TV, WXIN-TV**EEO PUBLIC FILE REPORT****April 1, 2023 - March 31, 2024**

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
Graphic Artist	6, 11, 13-25	14
Account Executive	5-6, 10-11, 13-25	14
FT Production Technician	5-6, 10-11, 13-25	10
Multi-Platform Coord	5-6, 11, 13-25	5
Special Projects Coordinator	6, 11, 13-25	14

WTTK-TV, WTTV-TV, WXIN-TV

EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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	(Remove 4.3.23)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
2	(Remove 4.3.23)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
3	CareerBuilder.com	N	3
4	GlassDoor	N	1
5	Indeed.com	N	43
6	Indiana Broadcasters Association 580 E Carmel Dr Carmel, Indiana 46032 Phone : 317-966-5489 Mickaela Melvin Manual Posting	N	0
7	Internal Promotion	N	2
8	Intracompany Transfer	N	2
9	Job/Bulletin Board	N	1
10	Linked In	N	85
11	MediaLine 2515 Sparrow Crest Dr Katy, Texas 77494 Phone : 913-217-0685 Email : info@reelmediagroup.com Stephanie Stephanie	N	0
12	Monster	N	1

WTTK-TV, WTTV-TV, WXIN-TV**EEO PUBLIC FILE REPORT**

April 1, 2023 - March 31, 2024

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
13	National Alliance of State Broadcasters Associations 2333 Wisconsin Street Albuquerque, New Mexico Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0
14	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	90
15	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
16	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
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

WTTK-TV, WTTV-TV, WXIN-TV

EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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
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

WTTK-TV, WTTV-TV, WXIN-TV**EEO PUBLIC FILE REPORT**

April 1, 2023 - March 31, 2024

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
25	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			228

WTTK-TV, WTTV-TV, WXIN-TV

EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/1/2023	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions, to the Indiana Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	Human Resources
2	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 all areas of our operations, including news, production, sports and weather	1	News Director
3	4/13/2023	Participation in Job Fairs	The SEU participated at the University of Indianapolis Communications Career Fair. The SEU were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	News Director Human Resources
4	10/2/2023	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.	3	Director of Sales Sr. Producer Human Resources
5	11/16/2023	Participation in Job Fairs	The SEU participated in the Ball State University College Communications Career Fair. SEU personnel were able to meet with students and discuss vacancies at the stations and in the broadcasting industry.	1	News Director
6	3/19/2024	Provision of training to management	The 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	21	VP/GM Director of Sales Director of Marketing News Director
7	3/23/2024	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.	3	News Director Sales Manager Human Resources

WTTK-TV, WTTV-TV, WXIN-TV

EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	3/23/2024	Participation in scholarship programs	<p>The SEU participates in an established scholarship program that assists students interested in pursuing a career in broadcasting.</p> <p>During the current reporting term, there were ten (10) recipients with winners attending Ball State University, Butler University, Indiana University, University of Indianapolis.</p>	2	VP/GM HR