

**WANE**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 - March 31, 2021**

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	1-3, 5-9, 11-19	14
MutiMedia Journalist/Digital Content Producer	1-2, 5-9, 12-19	14
News Producer	1-2, 5-9, 11-19	14
News Director	1-2, 5-6, 8-9, 11-19	14
Digital Multi-Media Journalist	1-2, 5-6, 8-9, 11-19	14
News Producer	1-2, 4-9, 11-19	14
TV & Multi-Platform Journalist	1-2, 4-6, 8-9, 11-19	14
Productions Operations Manager	1-2, 4-6, 8-10, 12-19	10
News Producer	1-2, 4-6, 8-9, 11-19	8

**WANE**  
**EEO PUBLIC FILE REPORT**

April 1, 2020 - March 31, 2021

**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	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	1
3	Careerbuilder.com 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-353-7653 Url : www.careerbuilder.com Rick Bartholomay Manual Posting	N	2
4	Fort Wayne Urban League 2135 South Hanna Street Fort Wayne, Indiana 46803 Phone : 260-745-3100 Email : clowe@fwurbanleague.org Carmen Lowe	N	0
5	Handshake 2915 West State Blvd. Fort Wayne, Indiana 46808 Phone : 260-481-1516 Url : www.joinhandshake.com Rhonda Poulson Manual Posting	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	10

**WANE**  
**EEO PUBLIC FILE REPORT**

April 1, 2020 - March 31, 2021

**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
8	Indiana Broadcasters Association P.O. Box 902 Carmel, Indiana 46082 Phone : 317-770-0970 Url : <a href="http://www.indianabroadcasters.org">http://www.indianabroadcasters.org</a> Sam Klemet Manual Posting	N	3
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	Linked In	N	13
12	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 Everett	N	0
13	New Haven Chamber of Commerce 435 Ann Street New Haven, Indiana 46774 Phone : 260-749-4484 Vinceq Buchanan Manual Posting	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	13
15	Tri State University 1 University Avenue Angola, Indiana 46703 Phone : 260-665-4124 Fax : 1-260-665-4828 Debbi Roemke	N	0

**WANE**  
**EEO PUBLIC FILE REPORT**

April 1, 2020 - March 31, 2021

**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
16	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
17	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	1
18	wane.com 2915 W. State Blvd. Fort Wayne, Indiana 46808 Phone : 260-481-1525 Url : <a href="http://www.wane.com">http://www.wane.com</a> Joe Carroll Manual Posting	N	10
19	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>55</b>

**WANE**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 - March 31, 2021**

**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	4/1/2020	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>The Station hosted four (4) interns, from Ball State University during the 2020 Spring Semester; and two (2) interns, from Ball State University, and Trine University, during the 2020 Summer Semester.</p>	3	Assistant News Director Chief Meteorologist Production Operations Manager
2	Ongoing Event	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 Indiana Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities and to the New Haven Chamber of Commerce, a general job bank.	1	Business Administrator
3	2/8/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before Huntington University's advanced media productions class. He spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	Creative Services Director
4	2/23/2021	Participation in Job Fairs	The Station participated in the Indiana Tech virtual Spring 2021 Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Production Operations Manager
5	2/25/2021	Participation in Job Fairs	<p>The Station participated in the Indiana Broadcasters Association virtual career fair.</p> <p>Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.</p>	1	News Director