WEHT
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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>News Anchor/Reporter</td>
<td>1-2, 7, 20-21, 28, 34-35</td>
<td>21</td>
</tr>
<tr>
<td>Broadcast Engineer</td>
<td>1-2, 10, 21, 28, 34-35</td>
<td>21</td>
</tr>
<tr>
<td>AE</td>
<td>1-5, 9-11, 13, 17-24, 28-37</td>
<td>18</td>
</tr>
<tr>
<td>MMJ</td>
<td>1-2, 4-5, 7, 9-11, 13, 17-24, 28, 30-37</td>
<td>7</td>
</tr>
<tr>
<td>Digital Sales Manager</td>
<td>1-2, 5-8, 10, 13, 15, 18, 20-24, 28, 30-37</td>
<td>7</td>
</tr>
<tr>
<td>MMJ</td>
<td>1-5, 7, 10-11, 13, 18-24, 28-37</td>
<td>21</td>
</tr>
<tr>
<td>AE</td>
<td>1-5, 7, 10-11, 13, 17-24, 28-37</td>
<td>7</td>
</tr>
<tr>
<td>Graphic Artist</td>
<td>2, 5, 7, 15-16, 18, 21, 28, 31-32, 34</td>
<td>18</td>
</tr>
<tr>
<td>Web Producer</td>
<td>1-2, 4-5, 7, 10-13, 17, 20-22, 24, 28, 30-37</td>
<td>7</td>
</tr>
<tr>
<td>News Photographer</td>
<td>2, 5, 21, 28, 34-35</td>
<td>21</td>
</tr>
<tr>
<td>General Sales Manager (DOS)</td>
<td>2, 5, 12, 14, 21, 27-28, 34-35</td>
<td>14</td>
</tr>
<tr>
<td>AE</td>
<td>1-2, 7, 10, 13, 18, 28, 32, 34-35</td>
<td>7</td>
</tr>
<tr>
<td>News Producer</td>
<td>2, 10, 12, 17, 25, 28, 34</td>
<td>12</td>
</tr>
<tr>
<td>Local Sales Manager</td>
<td>1-3, 5, 7, 10-11, 13, 17-18, 20-24, 26, 28, 31-37</td>
<td>7</td>
</tr>
<tr>
<td>AE</td>
<td>1-5, 7, 9-11, 13, 17-24, 26, 28, 30-38</td>
<td>35</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSI")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | American Advertising Federation  
300 E Walnut St  
Evansville, Indiana 47713  
Phone: 812-423-3843  
Url: http://aafevv.com  
Sharon Shumate  
Manual Posting  
Prong 2 Ended Date: 3/6/2018  
Prong 2 Ended Date: 3/6/2018 | N                                                  | 0                                                   |
| 2         | Broadcast Compliance Services  
1700 Rockville Pike  
Rockville, Massachusetts 20852  
Phone: 866-227-4336  
Url: http://bcs.com  
Robin Cooper  
Manual Posting  
Prong 2 Ended Date: 3/6/2018 | N                                                  | 0                                                   |
| 3         | Courier & Press  
300 E Walnut St  
Evansville, Indiana 47708  
Phone: 812-464-7853  
Url: http://courierpress.com  
Rachel Gollaher  
Manual Posting  
Prong 2 Ended Date: 2/25/2018  
Prong 2 Ended Date: 2/25/2018 | N                                                  | 0                                                   |
| 4         | Daviess County Impact-Red Door  
2212 East National Highway  
Washington, Indiana 47501  
Phone: 812-254-4471  
Email: mhunter@fhrs.org  
Mark Hunter | N                                                  | 0                                                   |
| 5         | Deltek HR Smart  
4970 Landmark PL  
Dallas, Texas 75254  
Phone: 972-373-8800  
Url: http://nexstar.com  
John Joines  
Manual Posting | N                                                  | 0                                                   |
**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 6         | Dept. of Employment Services  
121 East Second St  
Owensboro, Kentucky 42303  
Phone: 270-687-7297  
Email: bensalmon@des.org  
Ben Salmon | N               | 0                                               |
| 7         | Employee Referral | N               | 17                                              |
| 8         | Evansville Career Services/U of E  
1820 Green River Rd  
Evansville, Indiana 47715  
Phone: 812-479-9736  
Email: career@evansville.edu.com  
Terri Peak | N               | 0                                               |
| 9         | Harrisburg Employment Services  
320 E Raymond St  
Harrisburg, Illinois 62946  
Phone: 618-253-7161  
Url: http://dhs.com  
Email: lori.cox@sic.edu  
Lori Cox  
Prong 2 Ended Date: 2/12/2018 | N               | 0                                               |
| 10        | Henderson Community College  
2660 S Green River St  
Henderson, Kentucky 42420  
Phone: 270-831-9737  
Url: http://hcc.com  
Mary Hemlepp  
Manual Posting  
Prong 2 Ended Date: 2/25/2018 | N               | 0                                               |
| 11        | Henderson Employment Training  
212 North Water St  
Henderson, Kentucky 42420  
Phone: 270-826-2746  
Url: http://het.com  
Connie Galloway  
Manual Posting  
Prong 2 Ended Date: 3/6/2018 | N               | 0                                               |
| 12        | Indeed.com | N               | 3                                               |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
<td>Indiana Broadcasting Association</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Po Box 902</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Carmel, Indiana 46082</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 317-770-0970</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://iba.com">http://iba.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>C Klemet</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Internal Promotion</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Ivy Tech/Hire Ivy</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>3501 N 1st Ave</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Evansville, Indiana 47710</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 812-429-1422</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://ivytech.com">http://ivytech.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Monica Fieeler</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Prong 2 Ended Date: 3/6/2018</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Prong 2 Ended Date: 2/12/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Prong 2 Ended Date: 2/12/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Job/Bulletin Board</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Kentucky Wesleyan College</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>3000 Frederica St</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Owensboro, Kentucky 42301</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 270-852-3302</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://kwc.com">http://kwc.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>U Cambron</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>LinkedIn</td>
<td>N</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>2029 Stierlin Ct</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mountain View, California 94043</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 650-687-3600</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://linkedin.com">http://linkedin.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Marsha Jackson</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Media Recruiter</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>9457 S University</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Highlands Ranch, California 94043</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 303-400-5150</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://mediarecruiter.com">http://mediarecruiter.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Art Scott</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 20        | Nat. Assoc.of Black Journalists  
            Po Box902  
            Carmel, Indiana 46082  
            Phone : 317-770-0970  
            Url : http://iba.com  
            C Klemet  
            Manual Posting  
            Prong 2 Ended Date: 3/6/2018 | N | 0 |
| 21        | Nexstar Media Group, Inc.  
            545 E. John Carpenter Freeway Suite 700  
            Irving, Texas 75062  
            Phone : 972-764-6715  
            Terri Bush  
            Manual Posting | N | 14 |
| 22        | Oakland City University  
            138 Lucretia St  
            Oakland City, Indiana 47660  
            Phone : 812-479-6808  
            Url : http://bcs.com  
            Robert Gullick  
            Manual Posting | N | 0 |
| 23        | On air station announcements  
            800 Marywood Dr  
            Henderson, Kentucky 42420  
            Phone : 800-879-8542  
            Url : www.http/tristatehomepage.com  
            Pamela Simpson  
            Manual Posting | N | 0 |
| 24        | Owensboro Junior College of Business  
            3361 Buckland Sq  
            Owensboro, Kentucky 42301  
            Phone : 270-926-4040  
            Url : http://bcs.com  
            U Traas  
            Manual Posting | N | 0 |
| 25        | REEL Media Group  
            6513 Mammoth Ave  
            Van Nuys, California 91401  
            Phone : 818-725-1613  
            Url : http://reelmarketing  
            Daniel Williams  
            Manual Posting | N | 1 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSCL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 26        | Southern Illinois University  
1100 Lincoln Drive  
Carbondale, Illinois 62901  
Phone: 618-453-4308  
Lori Cox  
Manual Posting | Y                                                                 | 0                                                   |
| 27        | Spots N Dots (SND Publishing)  
1635 Old Highway 41 Suite 112-338  
Kennesaw, Georgia 30152  
Phone: 888-884-2630  
Debra Kissenger  
Manual Posting | N                                                                 | 0                                                   |
| 28        | TV Jobs  
3342 Hollowtree Dr  
Oceanside, California 92058  
Phone: 760-754-8177  
Url: http://tvjobs.com  
Mark Holloway  
Manual Posting | N                                                                 | 4                                                   |
| 29        | TV News Check  
24 West Landcaster Ave  
Ardmore, Pennsylvania 19003  
Phone: 610-420-6003  
Url: http://tvnewscheck.com  
Patty Hersh  
Manual Posting | N                                                                 | 0                                                   |
| 30        | University of Alabama  
Po Box 870152  
Tuscaloosa, Alabama 35487  
Phone: 205-348-2697  
Email: community.affairs@ua.edu  
Chandra Clark | N                                                                 | 0                                                   |
| 31        | University of Evansville/Symplicity.com  
1800 Lincoln Ave  
Evansville, Indiana 47722  
Phone: 812-488-1083  
Donna Schmitt  
Manual Posting | N                                                                 | 0                                                   |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSF")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 32        | University of Southern Indiana  
8600 University Dr  
Evansville, Indiana 47712  
Phone: 812-465-1624  
Url: http://usi.com  
Tammy Oliver  
Manual Posting | N | 0 |
| 33        | Vincennes University  
1002 N 1st St  
Vincennes, Indiana 47591  
Phone: 812-888-4280  
Url: www.vinu.edu/blazercareerlink  
Career Specialist  
Manual Posting  
Prong 2 Ended Date: 1/25/2018 | N | 0 |
| 34        | WEHT Bulletin Board  
800 Marywood Dr  
Henderson, Kentucky 42420  
Phone: 800-879-8542  
Pamela Simpson  
Manual Posting | N | 5 |
| 35        | WEHT website  
800 Marywood Dr  
Henderson, Kentucky 42420  
Phone: 800-879-8542  
Url: Tristatehomepage.com  
Pamela Simpson  
Manual Posting | N | 4 |
| 36        | Western Kentucky University  
1906 College Heights  
Bowling Green, Kentucky 42101  
Phone: 270-745-3095  
Url: http://wku.com  
U Browning  
Manual Posting | N | 0 |
| 37        | Work One Evansville  
700 N Weinbach Ave  
Evansville, Indiana 47711  
Phone: 812-549-7123  
Url: http://bcs.com  
Erin Lucas  
Manual Posting | N | 0 |
II. MASTER RECRUITMENT SOURCE LIST ("MRSCL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 38        | 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 |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 62
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>4/1/2017</td>
<td>Participation in job banks, internet programs and other programs designed to promote outreach</td>
<td>The Station in collaboration with the Indiana Broadcasters Association, post all vacancies within the Broadcast Compliance Service (BCS). The BCS program ensures broad and diverse outreach for employment opportunities at the station.</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>9/20/2017</td>
<td>Participation in Job Fairs</td>
<td>The Station participated at the University of Southern Indiana Job Fair. Station personnel were able to meet students and discuss vacancies at the Station and in the broadcasting industry.</td>
<td>3</td>
<td>Local Sales Manager, Local Sales Manager, Production Manager</td>
</tr>
<tr>
<td>11/2/2017</td>
<td>Participation in Job Fairs</td>
<td>The Station participated at the Ivy Tech Career Development Job Fair. Station personnel were able to meet students and discuss vacancies at the Station and in the broadcasting industry.</td>
<td>2</td>
<td>Production Manager, Local Sales Manager</td>
</tr>
<tr>
<td>1/25/2018</td>
<td>Participation in Job Fairs</td>
<td>The Station participated at the Town Square Media Community Job Fair. Station personnel were able to meet potential applicants and discuss vacancies at the Station and in the broadcasting industry.</td>
<td>4</td>
<td>Production Manager, Local Sales Manager, Local Sales Manager, Digital Sales Manager</td>
</tr>
<tr>
<td>2/2/2018</td>
<td>Participation in Job Fairs</td>
<td>The Station personnel participated in the Career and Internship Fair at the Valparaiso University. Station personnel were able to meet students and discuss vacancies (and internship opportunities) at the Station and careers in the broadcasting industry.</td>
<td>1</td>
<td>Production Manager</td>
</tr>
<tr>
<td>2/13/2018</td>
<td>Participation in Job Fairs</td>
<td>The Station participated in the University of Evansville Winter Career Day Fair. Station personnel were able to meet students and discuss vacancies at the Station and in the broadcasting industry.</td>
<td>3</td>
<td>Production Manager, Local Sales Manager, Digital Sales Manager</td>
</tr>
<tr>
<td>2/21/2018</td>
<td>Participation in Job Fairs</td>
<td>The Station personnel participated in the University of Southern Indiana Career Fair. Station personnel were able to meet students and discuss vacancies at the Station and careers in the broadcasting industry.</td>
<td>3</td>
<td>Production Manager, Local Sales Manager, Digital Sales Manager</td>
</tr>
</tbody>
</table>
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td>2/27/2018 Participation in Job Fairs</td>
<td>The Station personnel participated in the IVY Tech Winter Career Fair. Station personnel were able to meet students and discuss vacancies at the the Station and careers in the broadcasting industry.</td>
<td>3</td>
<td>Production Manager, Local Sales Manager, General Sales Manager</td>
</tr>
<tr>
<td>9</td>
<td>3/15/2018 Participation in Job Fairs</td>
<td>The Station Personnel participated in the Vincennes University Technology Career Fair. Station personnel were able to meet students and discuss vacancies at the Station and careers in the broadcasting industry.</td>
<td>1</td>
<td>Production Manager</td>
</tr>
<tr>
<td>10</td>
<td>3/15/2018 Participation in scholarship programs</td>
<td>Station participates in the Indiana Broadcasters Foundation scholarship program. Scholarships are offered to worthy students who are pursuing a degree in the field or broadcasting. The IBA works with Indiana institutions that offer broadcasting programs to help students with educational expenses.</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>3/21/2018 Hosting of Job Fair</td>
<td>The Station hosted the Tri-State Job Fair at the Old National Events Plaza in Evansville, IN. The Station, among other things, promoted this event on the air and on the internet. Our General Sales Manager, Local Sales Manager, Digital Sales Manager and Production Manager hosted the event. Station personnel were able to meet students and discuss vacancies at the Station and in the Broadcasting industry.</td>
<td>4</td>
<td>Production Manager, Local Sales Manager, General Sales Manager, Digital Sales Manager</td>
</tr>
</tbody>
</table>