

WCMH-TV

EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

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
Commercial Producer	1-7, 9, 13, 15-16, 19-31, 33-36, 38	15
Co-Host/MMJ	1-7, 9, 11, 13, 15-17, 19, 21-31, 34-36, 38	15
Reporter/Multi Media Journalist	1-7, 9, 13, 16-17, 19, 21-31, 34-36, 38	17
Assignment Editor	1-7, 9-10, 12-14, 16, 18-19, 21-31, 34- 36, 38	18
Digital Promotions Producer	1-3, 6-8, 13-16, 19, 22-31, 34-36, 38	15
News Director	1-3, 6-7, 13, 15-16, 19, 22-38	32
News Director	1-3, 6-7, 13, 15-16, 19, 22-38	33
Engineer, Broadcast	1-3, 6-7, 11, 13-14, 16, 19, 22-31, 34- 38	37
Reporter/Multi Media Journalist	1-3, 6-7, 11, 13, 16-17, 19, 22-31, 34- 38	17
Executive Producer	1-3, 6-7, 13, 15-16, 19, 22-31, 34-38	37
Producer	1-3, 6-7, 13-17, 19, 22-32, 34-38	17
Producer	1-3, 6-7, 13-17, 19, 22-32, 34-38	15
Digital Sports Reporter	1-3, 6-7, 13, 16-17, 19, 22-31, 34-38	17
Sports Reporter/Anchor	1-3, 6-7, 13, 16-17, 19, 22-31, 34-36, 38	36
Digital Producer	1-3, 6-7, 13-14, 16-17, 19, 22-31, 34- 36, 38	25
News Photographer/Editor	1-3, 6-7, 13-16, 19, 22-31, 34-36, 38	15

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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	Bowling Green State University Career Center 322 Conklin North Bowling Green, Ohio 43403 Phone : 419-372-2356 Url : http://www.bgsu.edu Jobs Listing Manual Posting	Y	0
2	Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 8003740119 Email : admin@tvjobs.com Mark Holloway	N	0
3	Cedarville University Career Services 251 N. Main St. Cedarville, Ohio 45314 Phone : 937-766-7878 Url : https://cedarville-csm.symplicity.com/employers/ Email : career@cedarville.edu Jennifer Flynn	N	0
4	Central Ohio Consortium 2080 Citygate Drive Columbus, Ohio 43219 Phone : 614-445-3750 Url : cocjobline.org Jobs Listing Manual Posting	N	0
5	Central State University 1400 Brush Row Rd. Wilberforce, Ohio 45384 Phone : 800-388-2781 Url : https://centralstate-csm.symplicity.com Jobs Listing Manual Posting	N	0
6	Cleveland State University 2124 Chester Ave Cleveland, Ohio 44115 Email : i.rozakis@csuohio.edu Irene Rozakis	N	0

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7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://collectivetalent.com/ Email : bille@michaelsmedia.com Michael Bille	Y	0
8	Columbus NAACP 233 S. High St. Suite 207 Columbus, Ohio 43215 Phone : 614-464-1108 Url : http://www.naACP.org/columbus Email : branchoffice@columbusnaACP.org Tashia McMullin	N	0
9	Community Refugee & Immigration Services 1925 E. Dublin-Granville Rd. Suite 102 Columbus, Ohio 43229 Phone : 614-841-4007 Url : http://www.crisohio.org/ Fax : 1-614-235-6127 Angela Plummer	N	0
10	Educational Institution	N	1
11	Employee Referral	N	3
12	Functional Training Service 909 Oakland Park Ave. Columbus, Ohio 43224 Phone : 614-262-9669 Fax : 1-614-262-6088 Jennifer Bechtel	N	0
13	Grove City College 100 Campus Drive Grove City, Pennsylvania 16127 Email : career@gcc.edu Linda Reash	N	0
14	Indeed.com	N	6
15	Internal Promotion	N	12

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16	International College of Broadcasting 6 South Smithville Rd. Dayton, Ohio 45431 Phone : 800-517-7284 Url : http://www.icbcollege.com/ Fax : 1-937-258-8714 Kenny Pyles	N	0
17	Intracompany Transfer	N	9
18	Job/Bulletin Board	N	2
19	Kent State University 4314 Mahoning Ave NW Warren, Ohio 44483 Phone : 3306758847 Nicolette Fenlock Manual Posting	N	0
20	Linked In	N	1
21	Mahoning Valley United Way 255 Watt Street Youngstown, Ohio 44505 Phone : 3307468494 Email : bhannon@ymvunitedway.org Bob Hannon	N	0
22	MediaLine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com/jobs.htm Email : medialine@medialine.com Rick Everitt	N	0
23	National Association of Black Journalists 8800 Lakewood Dr #117 Windsor, California 95492 Phone : 626-792-3846 Url : http://nabjcareers.org/contact Email : info@nabjcareers.org Jobs Listing	Y	0

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24	Native American Indian Center 67 E. Innis Ave PO Box 07705 Columbus, Ohio 43207 Phone : 614-443-6120 Url : http://naicco1975.org/ Email : necklacemerida@gmail.com Mark Welch	N	0
25	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	3
26	Ohio Association of Broadcasters 88 E. Broad St. Suite 1180 Columbus, Ohio Phone : 614-228-4052 Url : https://oab.formstack.com/forms/untitled_form3 Email : klovell@oab.org Katie Lovell	Y	0
27	Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Valleyview, Ohio 44125 Phone : 2164479117 Email : jhardy@beonair.com Janice Hardy	N	0
28	Ohio Means Jobs Office of Workforce Development PO Box 1618 Columbus, Ohio Phone : 888-296-7541 Url : https://employers.omj.ohio.gov/account/login Jobs Listing Manual Posting	N	0
29	Ohio Sate University Job Board Longaberger Alumni House 2200 Olentangy River Road Columbus, Ohio 43210 Phone : 614-292-3314 Url : https://www.myinterfase.com Jobs Listing Manual Posting	N	0

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30	Ohio State University Career Services 1885 Neil Ave. Columbus, Ohio 43210 Phone : 614-688-4522 Url : http://careers.osu.edu/ Email : dineen.2@osu.edu Randy Dineen	Y	0
31	Otterbein University Center for Career Planning 1 South Grove St Westerville, Ohio 43081 Phone : 614-823-1456 Url : http://www.otterbein.edu Email : career@otterbein.edu Ryan Brechbill	N	0
32	Professional/Industry Trade Organization	N	3
33	Re-hire	N	2
34	Rick Gevers Newsletter 355 E. Ohio St. #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Url : http://www.rickgevers.com/ Email : rick@rickgevers.com Rick Gevers	Y	0
35	Talent Dynamics 600 Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3139 Url : http://www.talentedynamics.com/jobs.cfm Email : connell@talentedynamics.com Sandra Connell	N	0
36	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Jobs Listing Manual Posting	N	4
37	TVJobs.com	N	6

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38	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			52

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/4/2019	Establishment of an intern program designed to assist members of the community	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. The Station hosted one (1) intern from Miami University, one (1) intern from Ohio University, one (1) Intern from Notre Dame College OH during the 2019 Summer Semester, and one (1) intern from The Ohio State University during the 2020 Winter Semester.	3	News Director Operations Manager Marketing Director
2	6/14/2019	Participation in scholarship programs	The station participates in an established scholarship program that assists students interested in pursuing a career in broadcasting. During the current reporting term there was 1 (1) recipient from Penn State University and the Emma Bowman Foundation	1	HR Coord/Business Adm News Director
3	1/15/2020	Participation in events or programs sponsored by educational institutions	The Station personnel did a Presentation at The Ohio State University School of Environment and Natural Resources He spoke about career decisions and job requirements.	1	Meteorologist
4	1/25/2020	Participation in events or programs sponsored by educational institutions	The station personnel participated as a speaker at Ohio University He spoke about career decisions and job requirements.	1	Anchor
5	2/12/2020	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a speaker for Workforce Development and Africentric High School. He spoke about career decisions and job requirements.	4	General Manager Anchor Anchor Executive News Producer
6	2/28/2020	Participation in events or programs sponsored by educational institutions	The station personnel participated as a speaker at Ohio University, Bob Moran Sports Symposium event. He spoke about career decisions and job requirements.	1	Anchor