

WCMH-TV

EEO PUBLIC FILE REPORT

June 1, 2020 - May 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 Producer/Anchor | 1-6, 8, 10, 12-14, 16-30, 32 | 16 |
| Reporter, News | 1-5, 7-8, 12, 14, 16-27, 29-30, 32 | 16 |
| Digital Data Journalist | 1-10, 12, 14, 16-30, 32 | 16 |
| News Anchor | 1-5, 7-8, 11-12, 14, 17-27, 29-30, 32 | 7 |
| Account Executive | 1-5, 8-9, 12, 14, 16-27, 29-30, 32 | 16 |
| Producer | 1-5, 8-9, 13-14, 16-27, 29-30, 32 | 13 |
| Reporter, News | 1-5, 8-9, 12, 14, 16-27, 29-32 | 31 |
| Digital Media Director | 1-5, 8-9, 11, 14-15, 17-27, 29-30, 32 | 11 |
| News Anchor/Multimedia Journalist | 1-5, 7-8, 11, 14, 17-27, 29-30, 32 | 11 |
| Studio Technician | 1-5, 7-8, 12-14, 17-27, 29-30, 32 | 30 |
| Reporter, Multimedia Journalist | 1-5, 7-8, 14, 16-27, 29-30, 32 | 7 |
| Traffic Anchor/Reporter | 1-5, 8, 12-14, 17-27, 29-30, 32 | 20 |
| Investigative Reporter | 1-5, 7-8, 14-15, 17-27, 29-30, 32 | 7 |
| Reporter, Multimedia Journalist | 1-2, 5, 9, 14-18, 20-21, 23, 25-27, 30, 32 | 16 |
| Digital Promotions Producer | 1-2, 5, 7, 9, 13-14, 16-18, 20-21, 23, 25- 27, 30, 32 | 13 |
| News Photographer/Editor | 1-2, 5, 9, 11, 14, 16-18, 20-21, 23, 25- 27, 30, 32 | 11 |
| MultiMedia Journalist Photographer | 1-2, 5, 7, 9, 14, 16-18, 20-21, 23, 25- 27, 30, 32 | 7 |
| Director, | 1-2, 5, 7, 9, 11, 13-14, 17-18, 20-21, 23, 25-27, 30, 32 | 11 |
| Production Technician | 1-2, 5, 7, 9, 14, 17-18, 20-21, 23, 25- 27, 30, 32 | 7 |

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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 | Cleveland State University 2124 Chester Ave Cleveland, Ohio 44115 Email : i.rozakis@csuohio.edu Irene Rozakis | N | 0 |
| 5 | Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://collectivetalent.com/ Email : bille@michaelsmedia.com Michael Bille | Y | 0 |
| 6 | 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 |
| 7 | Employee Referral | N | 12 |

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|-----------|--|---|--|
| 8 | Grove City College 100 Campus Drive Grove City, Pennsylvania 16127 Email : career@gcc.edu Linda Reash | N | 0 |
| 9 | Indeed.com | N | 12 |
| 10 | Indiana University of PA 201 Pratt Drive Suite 302 Indiana, Pennsylvania 15705 Phone : 7243572235 Email : career-services@iup.edu Jan Shellenbarger | N | 0 |
| 11 | Internal Promotion | N | 9 |
| 12 | 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 |
| 13 | Intracompany Transfer | N | 6 |
| 14 | Kent State University 4314 Mahoning Ave NW Warren, Ohio 44483 Phone : 3306758847 Nicolette Fenlock Manual Posting | N | 0 |
| 15 | Linked In | N | 3 |
| 16 | LinkedIn 2029 Stierlin Court Mountain View, California 94043 Job Listing Manual Posting | N | 14 |
| 17 | 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 |

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|------------------|---|--|---|
| 18 | 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 |
| 19 | 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 |
| 20 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting | N | 3 |
| 21 | 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 |
| 22 | Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Valleyview, Ohio 44125 Phone : 2164479117 Email : jhardy@beonair.com Janice Hardy | N | 0 |
| 23 | 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 |

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|------------------|--|--|---|
| 24 | 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 |
| 25 | 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 |
| 26 | 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 |
| 27 | 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 |
| 28 | Specs Howard School of Broadcast Arts 19900 W. Nine Mile Rd. Southfield, Michigan 48075 Phone : 248-358-9000 Url : http://collegecentral.com/specshoward/employer.cfm Email : kpeters@specshoward.edu Katie Peters | N | 0 |
| 29 | 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 |

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|--|--|--|---|
| 30 | TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Jobs Listing Manual Posting | N | 4 |
| 31 | TVJobs.com | N | 1 |
| 32 | 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: | | | 64 |

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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 | 9/9/2020 | Participation in events or programs sponsored by educational institutions | The Station personnel participated as a speaker at Worthington Kilbourne High School Journalism Classes. He spoke about his career decisions and job requirements | 1 | Anchor |
| 2 | 11/5/2020 | Participation in events or programs sponsored by educational institutions | The Station personnel participated as a speaker with Ohio University Capstone Journalism via zoom. She spoke about career decisions and job requirements. | 1 | News Director |
| 3 | 3/11/2021 | Participation in events or programs sponsored by educational institutions | The Station personnel participated as a speaker at Ohio University School of Journalism. He spoke to broadcast journalism students about career decisions and job requirements | 1 | Anchor |
| 4 | 3/16/2021 | Participation in events or programs sponsored by educational institutions | The Station personnel participated as a speaker at Ohio Christian University. He spoke about career decisions and job requirements. | 1 | Anchor |
| 5 | 3/23/2021 | Participation in events or programs sponsored by educational institutions | The Station Personnel participated in a career series at Franklinton High School. She spoke about career decisions and job requirements. | 1 | Anchor |