

# WCMH-TV

## EEO PUBLIC FILE REPORT

**June 1, 2021 - May 31, 2022**

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 Account Executive	1-5, 7-8, 11, 14-30	7
Producer	1-2, 5, 9, 12, 14-15, 17-18, 20-21, 23, 25-27, 29-30	12
Executive Producer	1-2, 5, 10, 14, 17-18, 20-21, 23, 25-27, 29-30	10
News Photographer	1-2, 5, 9, 14-18, 20-21, 23, 25-27, 29- 30	9
Production Technician	1-2, 5, 12, 14-15, 17-18, 20-21, 23, 25- 27, 29-30	12
Meteorologist/Reporter	1-2, 5, 7, 12, 14, 17-18, 20-21, 23, 25- 27, 29-30	7
Promotions Producer	1-2, 5, 12-14, 16-18, 20-21, 23, 26-27, 29-30	12
Digital Media Content Manager	1-2, 5, 10, 14, 16-18, 20-21, 23, 26-27, 29-30	10
Sales Assistant	1-2, 5, 9, 12, 14-15, 17-18, 20-21, 23, 26-27, 29-30	12
Digital Sales Coordinator	1-2, 5, 14-15, 17-18, 20-21, 23, 26-27, 29-30	15
Engineer, Broadcast	1-2, 5, 7, 14, 17-18, 20-21, 23, 26-27, 29-30	7
News Producer	1-2, 5, 12, 14, 17-18, 20-21, 23, 26-27, 29-30	12
Sales Assistant	1-2, 5, 9, 12, 14-15, 17-18, 20-21, 23, 26-27, 29-30	15
Assignment Editor	1-2, 5, 9, 12-14, 16-18, 20-21, 23, 26- 27, 29-30	9
Assignment Editor	1-2, 5, 9, 12-14, 16-18, 20-21, 23, 26- 27, 29-30	9
News Producer	1-2, 5, 9, 12, 14, 16-18, 20-21, 23, 26- 27, 29-30	12
Digital Account Executive	1-2, 5, 9, 14, 16-18, 20-21, 23, 26-27, 29-30	16
Senior Promotions Producer	1-2, 5, 7, 10, 12, 14, 16-18, 20-21, 23, 26-27, 29-30	7

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Sales Assistant	1-2, 5, 7, 9, 14, 16-18, 20-21, 23, 26-27, 29-30	7
Executive Producer Digital Content	1-2, 5-6, 10, 12, 14, 17-18, 20-21, 23, 26-27, 29-30	12
Trending news digital reporter and site producer	1-2, 5, 7, 9, 13-14, 17-18, 20-21, 23, 26-27, 29-30	7
Breaking News Digital Reporter/Producer	1-2, 5, 9, 13-14, 17-18, 20-21, 23, 26-27, 29-30	9
Commercial Production Assistant	1-2, 5, 9, 14, 16-18, 20-21, 23, 26-27, 29-30	16
Digital Sales Manager	1-2, 5, 10, 14, 16-18, 20-21, 23, 26-27, 29-30	10
Reporter, Multitmedia Journalist	1-2, 5, 12, 14, 16-18, 20-21, 23, 26-27, 29-30	12
News Photographer	1-2, 5, 7, 10, 14, 16-18, 20-21, 23, 26-27, 29-30	10
News Producer	1-2, 5, 10, 12, 14, 18, 20-21, 23, 26-27, 29-30	12
Chief Engineer	1-2, 5, 10, 14, 16, 18, 20-21, 23, 26-27, 29-30	10
Assignment Editor	1-2, 5, 9, 14, 16-18, 20-21, 23, 26-27, 29-30	16
Weekend Anchor/reporter	1-2, 5, 7, 9-10, 14, 16-18, 20-21, 23, 26-27, 29-30	7
Engineer, Broadcast	1-2, 5, 9-10, 12, 14, 16, 18, 20-21, 23, 26-27, 29-30	10
Breaking News Digital Reporter/Producer	1-2, 5, 7, 14, 16, 18, 20-21, 23, 26-27, 29-30	7
Production Technician	1-2, 5, 7, 9, 12, 14, 18, 20-21, 23, 26-27, 29-30	12
News Photographer	1-2, 5, 10, 14, 16, 18, 20-21, 23, 26-27, 29-30	10

\*The following recruiting sources were removed during the current term on June 1, 2021: RS#4/Cedarville State University Career Services;RS#5/Cleveland State University;RS#9Grove City College;RS#12 International College of Broadcasting;RS#20/Native American Indian Center;RS#23/Ohio Center for Broadcasting;RS#25/Ohio State University Job Board;RS#29/Talent Dynamics

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

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Bowling Green State University Career Center 322 Conklin North Bowling Green, Ohio 43403 Phone : 419-372-2356 Url : <a href="http://www.bgsu.edu">http://www.bgsu.edu</a> Jobs Listing Manual Posting	Y	0
2	Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 8003740119 Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	0
3	Cedarville University Career Services 251 N. Main St. Cedarville, Ohio 45314 Phone : 937-766-7878 Url : <a href="https://cedarville-csm.symplicity.com/employers/">https://cedarville-csm.symplicity.com/employers/</a> Email : <a href="mailto:career@cedarville.edu">career@cedarville.edu</a> Jennifer Flynn	N	0
4	Cleveland State University 2124 Chester Ave Cleveland, Ohio 44115 Email : <a href="mailto:i.rozakis@csuohio.edu">i.rozakis@csuohio.edu</a> Irene Rozakis	N	0
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://collectivetalent.com/">http://collectivetalent.com/</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	Y	0
6	Educational Institution	N	1
7	Employee Referral	N	12
8	Grove City College 100 Campus Drive Grove City, Pennsylvania 16127 Email : <a href="mailto:career@gcc.edu">career@gcc.edu</a> Linda Reash	N	0
9	Indeed.com	N	19
10	Internal Promotion	N	19

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
11	International College of Broadcasting 6 South Smithville Rd. Dayton, Ohio 45431 Phone : 800-517-7284 Url : <a href="http://www.icbcollege.com/">http://www.icbcollege.com/</a> Fax : 1-937-258-8714 Kenny Pyles	N	0
12	Intracompany Transfer	N	20
13	Job/Bulletin Board	N	4
14	Kent State University 4314 Mahoning Ave NW Warren, Ohio 44483 Phone : 3306758847 Nicolette Fenlock Manual Posting	N	0
15	Linked In	N	9
16	LinkedIn 2029 Stierlin Court Mountain View, , California 94043 Job Listing Manual Posting	N	30
17	MediaLine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com/jobs.htm">http://www.medialine.com/jobs.htm</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Rick Everitt	N	0
18	National Association of Black Journalists 8800 Lakewood Dr #117 Windsor, California 95492 Phone : 626-792-3846 Url : <a href="http://nabjcareers.org/contact">http://nabjcareers.org/contact</a> Email : <a href="mailto:info@nabjcareers.org">info@nabjcareers.org</a> Jobs Listing	Y	0
19	Native American Indian Center 67 E. Innis Ave PO Box 07705 Columbus, Ohio 43207 Phone : 614-443-6120 Url : <a href="http://naicco1975.org/">http://naicco1975.org/</a> Email : <a href="mailto:necklacemerida@gmail.com">necklacemerida@gmail.com</a> Mark Welch	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
20	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	6
21	Ohio Association of Broadcasters 88 E. Broad St. Suite 1180 Columbus, Ohio Phone : 614-228-4052 Url : <a href="https://oab.formstack.com/forms/untitled_form3">https://oab.formstack.com/forms/untitled_form3</a> Email : <a href="mailto:klovell@oab.org">klovell@oab.org</a> Katie Lovell	Y	0
22	Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Valleyview, Ohio 44125 Phone : 2164479117 Email : <a href="mailto:jhardy@beonair.com">jhardy@beonair.com</a> Janice Hardy	N	0
23	Ohio Means Jobs Office of Workforce Development PO Box 1618 Columbus, Ohio Phone : 888-296-7541 Url : <a href="https://employers.omj.ohio.gov/account/login">https://employers.omj.ohio.gov/account/login</a> Jobs Listing Manual Posting	N	0
24	Ohio Sate University Job Board Longaberger Alumni House 2200 Olentangy River Road Columbus, Ohio 43210 Phone : 614-292-3314 Url : <a href="https://www.myinterfase.com">https://www.myinterfase.com</a> Jobs Listing Manual Posting	N	0
25	Ohio State University Career Services 1885 Neil Ave. Columbus, Ohio 43210 Phone : 614-688-4522 Url : <a href="http://careers.osu.edu/">http://careers.osu.edu/</a> Randy Dineen	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
26	Otterbein University Center for Career Planning 1 South Grove St Westerville, Ohio 43081 Phone : 614-823-1456 Url : <a href="http://www.otterbein.edu">http://www.otterbein.edu</a> Email : <a href="mailto:career@otterbein.edu">career@otterbein.edu</a> Ryan Brechbill	N	0
27	Rick Gevers Newsletter 355 E. Ohio St. #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Url : <a href="http://www.rickgevers.com/">http://www.rickgevers.com/</a> Email : <a href="mailto:rick@rickgevers.com">rick@rickgevers.com</a> Rick Gevers	Y	0
28	Talent Dynamics 600 Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3139 Url : <a href="http://www.talentedynamics.com/jobs.cfm">http://www.talentedynamics.com/jobs.cfm</a> Email : <a href="mailto:connell@talentedynamics.com">connell@talentedynamics.com</a> Sandra Connell	N	0
29	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Jobs Listing Manual Posting	N	1
30	<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 : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>121</b>

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**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	11/10/2021	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a virtual speaker with Ohio University, Leadership Pathway Program. He spoke about his career decisions and job requirements	1	Anchor
2	11/15/2021	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a speaker at Ohio Wesleyan University Public Relations Class. He spoke about his career decisions and job requirements.	1	Anchor
3	11/17/2021	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a speaker at The Ohio State University Department of Geography, Careers in Meteorology. He spoke about career decisions and job requirements.	1	Meteorologist
4	12/3/2021	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a speaker at Olentangy Berlin High School Journalism classes. He spoke about his career decisions and job requirements	1	Anchor
5	12/16/2021	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a speaker with Columbus Media School students. He spoke about his career decisions and job requirements.	1	Anchor
6	12/17/2021	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a speaker with Northland STEM high school students. He spoke about his career decisions and job requirements	1	Anchor
7	1/17/2022	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a speaker at The Ohio State University Extreme Weather and Climate Class Guest Lecture. He spoke about his career decisions and job requirements.	1	Meteorologist
8	3/10/2022	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a speaker at Franklin Road Academy (Nashville, TN). He spoke about this career decisions and job requirements.	1	Anchor
9	3/15/2022	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a speaker at Beechcroft High School's Broadcasting Club. He spoke about his career and job requirements	1	Anchor

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10	3/24/2022	Co Sponsoring Job Fair	The Station co-sponsored a job fair with Urban One, Columbus Urban League. The Station provided administrative and advertising resources. The Station personnel were able to meet with individuals from the community and discuss vacancies at the station and in the broadcasting industry	5	Digital Sales Manager Local Sales Manager Assistant News Director Promotions Manager
11	5/9/2022	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a speaker at Bloom Carroll High School Broadcasting class. He spoke about his career decisions and job requirements	1	Anchor
12	5/11/2022	Provision of training to management	The Station 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	7	General Manager News Director HR Coordinator General Sales Manager
13	5/21/2022	Co Sponsoring Job Fair	The Station co-sponsored a job fair with Urban One, Columbus Urban League. The Station provided administrative and advertising resources. The Station personnel were able to meet with individuals from the community and discuss vacancies at the station and in the broadcasting industry	2	Promotion Manager Creative Service Director