

WCMH-TV

EEO PUBLIC FILE REPORT

June 1, 2022 - May 31, 2023

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
Account Executive	1-2, 4, 6, 9, 12-14, 16-21	14
Reporter, Multitmedia Journalist	1-2, 4, 7, 9, 11-14, 16-21	11
Reporter, Multitmedia Journalist	1-2, 4, 8-9, 11-14, 16-21	11
Account Executive	1-2, 4, 9, 11-14, 16-21	14
Account Executive	1-2, 4, 9, 11-14, 16-21	14
News Producer	1-2, 4, 8-9, 11-14, 16-21	14
Weekend Anchor/reporter	1-2, 4, 6-7, 9, 11-14, 16-21	6
News Producer	1-2, 4, 6, 9, 13-14, 16-21	6
Assignment Editor	1-2, 4, 9, 11, 13-14, 16-21	11
Graphic Designer	1-2, 4, 6, 9, 11, 13-14, 16-17, 19-21	11
Reporter, Multimedia Journalist	1-2, 4, 7-9, 13-14, 16-17, 19-21	8
Senior Assignment Desk Editor	1-2, 4, 7, 9, 13-14, 16-17, 19-21	7
Executive Producer	1-2, 4, 7, 9, 13-14, 16-17, 19-21	7
Market & Sales Research Analyst	1-2, 4, 9, 11, 14, 16-17, 19-21	14
News Photographer	1-2, 4, 6-7, 9-10, 13-17, 19-21	7
News Producer	1-2, 4, 6, 8-9, 11, 13-14, 16-17, 19-21	8
News Producer	1-2, 4, 6, 8-9, 11, 13-14, 16-17, 19-21	14
Assignment Editor	1-2, 4, 6, 9, 13-14, 16-17, 19-21	6
Assignment Editor	1-4, 6, 9, 11, 13-14, 16-17, 19-21	6
Assignment Editor	1-4, 6, 9, 11, 13-14, 16-17, 19-21	11
Commercial Production Assistant	1-2, 4-5, 9, 11, 13-14, 16-17, 19-21	5
Site producer and Breaking News Reporter	1-2, 4, 6, 9, 13-14, 16-17, 19-21	14
Site producer and Breaking News Reporter	1-2, 4, 6, 9, 13-14, 16-17, 19-21	14
Site producer and Breaking News Reporter	1-2, 4, 6, 9, 13-14, 16-17, 19-21	14
Assistant News Director	1-2, 4, 6-7, 9, 13-14, 16-17, 19-21	7
Reporter, Multimedia Journalist	1-2, 4, 6, 8-9, 11, 13-14, 16-17, 19-21	13
Reporter, Multimedia Journalist	1-2, 4, 6, 8-9, 11, 13-14, 16-17, 19-21	14

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I. VACANCY LIST

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Reporter, Multimedia Journalist	1-2, 4, 6, 8-9, 11, 13-14, 16-17, 19-21	11
Weekend Anchor/reporter	1-2, 4, 7, 9, 11, 13-14, 16-17, 19-21	11
Traffic Anchor/Reporter	1-2, 4, 6-7, 9, 13-14, 16-17, 19-21	7
Executive Producer	1-2, 4, 7, 9, 13-14, 16-17, 19-21	7
Executive Producer	1-2, 4, 7, 9, 13-14, 16-17, 19-21	7
Production Technician	1-2, 4, 9, 11, 13-14, 16-17, 19-21	14
News Producer	1-4, 7-9, 11, 13-14, 16-17, 19-21	3
News Producer	1-4, 7-9, 11, 13-14, 16-17, 19-21	8
News Producer	1-4, 7-9, 11, 13-14, 16-17, 19-21	8
Digital Anchor/Reporter	1-2, 4, 7, 9, 11, 13-14, 16-17, 19-21	7
Meteorologist/Reporter	1-2, 4, 8-9, 11, 13-14, 16-17, 19-21	11
Producer/Reporter	1-2, 4, 6, 8-9, 13-14, 16-17, 19-21	6
Assignment Editor	1-2, 4, 6, 9, 11, 13-14, 16-17, 19-21	6
Assignment Editor	1-2, 4, 6, 9, 11, 13-14, 16-17, 19-21	6

Nexstar did not actively distribute job vacancy notices to CareerBuilder, Indeed and LinkedIn. However, said sources reposted 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")

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	CareerBuilder.com	N	2
4	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://collectivetalent.com/ Email : bille@michaelsmedia.com Michael Bille	Y	0
5	Educational Institution	N	1
6	Indeed.com	N	26
7	Internal Promotion	N	24
8	Intracompany Transfer	N	15
9	Kent State University 4314 Mahoning Ave NW Warren, Ohio 44483 Phone : 3306758847 Nicolette Fenlock Manual Posting	N	1
10	Linked In	N	1
11	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Job Listing Manual Posting	N	52

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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12	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
13	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	1
14	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	36
15	Nexstar's Facebook Page	N	1
16	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
17	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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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
18	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
19	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
20	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Jobs Listing Manual Posting	N	0
21	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:			160

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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	8/19/2022	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 1 Intern from Ohio University during the 2022 Fall Semester	2	News Director Sports Director
2	9/15/2022	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a speaker with Olentangy Berlin High School Journalism Class. He spoke about his career decisions and job requirements	1	Anchor
3	9/22/2022	Participation in Job Fairs	The Station participated at The Ohio State University. The Station personnel met with potential job applicants	1	Assistant News Director
4	11/1/2022	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a speaker with Ohio University Journalism Class. He spoke about career decisions and job requirements.	1	Anchor
5	11/17/2022	Participation in Job Fairs	The Station participated at Ohio University Journalism Class Fair. Station personnel were able to meet with students and discuss vacancies at the stations and in the broadcasting industry.	1	Assistant News Director
6	1/23/2023	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a speaker at Lancaster High School Broadcast Class. He spoke about his career decisions and job requirements.	1	Anchor
7	1/23/2023	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a speaker at The Ohio State University, Journalism Class. He spoke about career decisions and job requirements.	1	Anchor
8	Ongoing Event	Participation in events or programs sponsored by educational institutions	Station personal participated as Mentors at Columbus Journalists in Training Seminars for Columbus City Schools High School Students at the Fort Hayes Career Center. They also spoke about career decisions and job requirements	3	Anchor Multi-Media Journalist Statehouse Reporter
9	2/2/2023	Participation in Job Fairs	The Station participated at Ohio University Journalism Class Fair. Station personnel were able to meet with students and discuss vacancies at the stations and in the broadcasting industry.	1	News Director

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	2/6/2023	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a virtual speaker with Ohio University Society of Professional Journalists. He spoke about this career decisions and job requirements.	1	Anchor
11	2/14/2023	Participation in Job Fairs	The Station participated at the Schey Sales Centre at Ohio University job fair. The Station personnel met with potential job applicants.	2	Digital Sales Manager General Manager, VP
12	3/3/2023	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a speaker at Delaware Career Center. He spoke about his career decisions and job requirements	1	Anchor
13	3/9/2023	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a speaker with Bloom-Carroll High School Broadcast Class. He spoke about his career decisions and job requirements	1	Anchor
14	4/20/2023	Participation in events or programs sponsored by educational institutions	Station Personnel participated as speaker for the University of Cincinnati University. She spoke about career decisions, job requirements and mock producing newscast.	3	News Director Executive Producer Assistant News Director