

WCMH-TV

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
Creative Services Director	3, 7-9, 11-16, 19-21, 27, 30, 33, 35-41, 43, 45-49, 51-54, 56, 58-59	58
Multi Media Journalist	1-5, 7-11, 13-18, 20-22, 24, 27, 29-32, 34-41, 43-49, 51-56, 58-59	18
Assignment Editor	2-5, 7-11, 13-17, 20-24, 27, 29-32, 34-41, 43-49, 51-56, 58-59	32
IT Support Engineer	2-5, 7-11, 13-17, 20-22, 24, 27, 29-31, 34-41, 43-49, 51-56, 58-59	58
Assistant News Director	1-3, 5, 7-11, 13-17, 20-22, 24, 27, 29-30, 34-41, 43-48, 51-56, 58-59	1
Multi Media Journalist / Photojournalist	2-3, 5, 7-11, 13-18, 20-22, 24, 27, 29-30, 34-41, 43-48, 51-56, 58-59	18
Reporter / Multi Media Journalist	3, 5, 7-11, 13-14, 16-18, 20-22, 24, 27-30, 34-35, 37, 39-41, 43-48, 50-53, 55-56, 59	18
Anchor - WKDY	1, 3, 5, 7-11, 13-14, 16-17, 20-22, 24, 27, 29-30, 34-35, 37, 39-41, 43-48, 51-53, 55-56, 59	1
Account Executive	3, 5, 7-11, 13-14, 16-17, 20-22, 24, 27, 29-30, 34-35, 37, 39-41, 43-48, 51-53, 55-56, 58-59	58
Meteorologist	1, 3, 5, 7-11, 13-14, 16, 18, 20-22, 24, 27, 29-30, 34-35, 37, 39-41, 43-48, 51-53, 55-56	1
Producer	3, 5, 7-11, 13-14, 16, 20-22, 24, 27, 29-30, 34-35, 37, 39-41, 43-48, 51-53, 55-56, 58	58
Digital Account Executive	3, 5, 7-11, 13-14, 16, 18, 20-22, 24, 27, 29-30, 34-35, 37, 39-41, 43-48, 51-53, 55-57	18
Associate Producer	3, 5, 7-11, 13-14, 16, 20-22, 24, 27, 29-30, 34-35, 37, 39-41, 43-48, 51-53, 55-56, 58	58
Reporter / Multi Media Journalist	1, 3, 5, 7-11, 13-14, 16, 20-22, 24, 27, 29-30, 34-35, 37, 39-41, 43-48, 51-53, 55-56, 58	58

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Investigative / Sp. Projects Producer	3, 5, 7-11, 13-14, 16, 20-22, 24, 27, 29-30, 34-35, 37, 39-41, 43-48, 51-53, 55-56, 58, 60	60
Account Executive	3, 5, 7-11, 13-14, 16, 20-22, 24-25, 27, 29-30, 34-35, 37, 39-41, 43-48, 51-53, 55-56	25
Reporter / Multi Media Journalist	3, 5, 7-11, 13-14, 16, 18, 20-22, 24, 27, 29-30, 34-35, 37, 39-41, 43-48, 51-53, 55-56, 58	58
Digital Production Operator II	3, 5, 7-11, 13-14, 16, 20-24, 27, 29-30, 34-35, 37, 39-41, 43-48, 51-53, 55-56	23
Graphic Artist	3, 5, 7-11, 14, 16, 20, 22, 24, 27-30, 34-35, 39-40, 43-48, 51-53, 55-56	28
Graphic Artist	3, 5, 7-11, 14, 16, 20, 22, 24, 27-30, 34-35, 39-40, 43-48, 51-53, 55-56	28
Graphic Artist	3, 5, 7-11, 14, 16, 20, 22, 24, 27-30, 34-35, 39-40, 43-48, 51-53, 55-56	28
Reporter / Multi Media Journalist	3, 5, 7-11, 14, 16, 20-22, 24, 27, 29-30, 34-35, 39-40, 42-48, 50-53, 55-56	50
Account Executive	3, 5-11, 14, 16, 18, 20-22, 24, 27, 29-30, 34-35, 37, 39-40, 42-48, 51-53, 55-56	18
Local Sales Assistant	3, 5, 7-11, 14, 16, 18, 20-22, 24, 27, 29-30, 34-35, 37, 39-40, 43-48, 51-53, 55-56	18
Integrated Digital Specialist	3, 5, 7-11, 14, 16, 20-22, 24-25, 27, 29-30, 34-35, 37, 39-40, 43-48, 51-53, 55-56	25
HR Business Coordinator	3, 5, 7-11, 14, 16, 20-22, 24, 26-27, 29-30, 34-35, 37, 39-40, 43-48, 51, 53, 55-56	26

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	17
2	Baldwin Wallace University 275 Eastland Road Berea, Ohio 44017 Phone : 4448262101 Email : lkerbusc@bw.edu Linda Kerbusch	N	0
3	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
4	Broadcast Education Association 1771 N Street NW District of Columbia, District of Columbia 20036 Phone : 2023741717 J-D Boyle Manual Posting	N	0
5	Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 8003740119 Email : admin@tvjobs.com Mark Holloway	N	0
6	CareerBuilder.com	N	1
7	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
8	Central Ohio Consortium 2080 Citygate Drive Columbus, Ohio 43219 Phone : 614-445-3750 Url : cocjobline.org Jobs Listing Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	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
10	Cleveland State University 2124 Chester Ave Cleveland, Ohio 44115 Email : i.rozakis@csuohio.edu Irene Rozakis	N	0
11	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://collectivetalent.com/ Email : bille@michaelsmedia.com Michael Bille	Y	0
12	Columbus Association of Black Journalists PO Box 1924 Columbus, Ohio 43216 Phone : 614-222-3767 Url : http://www.nabj.org/?page=regioniv Email : anelson@adamh.co.franklin.oh.us Alisha Wilkes	Y	0
13	Columbus Career Network 1100 King Ave. Columbus, Ohio 43212 Phone : 614-472-8523 Url : http://www.columbuscareernetwork.org Jobs Listing Manual Posting	Y	0
14	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Columbus Urban League 788 Mt. Vernon Ave. Columbus, Ohio 43203 Phone : 614-372-2319 Url : http://www.ohiomeansjobs.com Toni Cunningham Manual Posting	Y	0
16	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
17	Edinboro University of PA 405 Scotland Road Edinboro, Pennsylvania 16444 Phone : 8147321265 Email : pgill@edinboro.edu Philomena Gill	N	0
18	Employee Referral	N	10
19	Employment for Seniors 4500 E. Broad St. Columbus, Ohio 43213 Phone : 614-863-1219 Url : http://www.employseniors.org/ Email : jobs@employseniors.org Martha Cotton	Y	0
20	Functional Training Service 909 Oakland Park Ave. Columbus, Ohio 43224 Phone : 614-262-9669 Fax : 1-614-262-6088 Jennifer Bechtel	N	0
21	Goodwill Columbus 1331 Edgehill Rd. Columbus, Ohio 43212 Phone : 614-440-3652 Url : http://www.goodwillcolumbus.org/ Fax : 1-614-294-6895 Lori Collins	N	0

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22	Grove City College 100 Campus Drive Grove City, Pennsylvania 16127 Email : career@gcc.edu Linda Reash	N	0
23	Indeed.com	N	4
24	Indiana University of PA 201 Pratt Drive Suite 302 Indiana, Pennsylvania 15705 Phone : 7243572235 Email : career-services@iup.edu Jan Shellenbarger	N	0
25	Internal Candidate	N	2
26	Internal Promotion	N	1
27	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
28	Intracompany Transfer	N	4
29	ITT Technical Institute 1030 North Meridian Road Youngstown, Ohio 44509 Phone : 3307791236 Email : bvarner@itt-tech.edu Brenda Varner	N	0
30	Kent State University 4314 Mahoning Ave NW Warren, Ohio 44483 Phone : 3306758847 Nicolette Fenlock Manual Posting	N	0
31	La Roche College 9000 Babcock Blvd Pittsburgh, Pennsylvania 15237 Phone : 4125361788 Rebecca Rosswog Manual Posting	N	0
32	Linked In	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Local Newspaper	N	1
34	Mahoning Valley United Way 255 Watt Street Youngstown, Ohio 44505 Phone : 3307468494 Email : bhannon@ymvunitedway.org Bob Hannon	N	0
35	Media General 333 E. Franklin St. Richmond, Virginia 23293 Phone : 317-296-3109 Url : http://www.mediageneral/careers.com Email : careers@mediageneral.com Cheryl Robb	N	0
36	Mediabistro 475 Park Avenue South 4th Floor New York, New York 10016 Phone : 212-389-2000 Url : http://www.mediabistro.com/employers/pack_select.a Jobs Listing Manual Posting	Y	0
37	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
38	Minority & Women's Business Development PO Box 1001 Columbus, Ohio 43216 Phone : 614-466-4945 Melody Borchers Manual Posting	Y	0
39	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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40	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
41	New Directions Career Center 199 E. Rich St. Columbus, Ohio 43215 Phone : 614-849-0028 Url : http://www.newdirectionscc.org/ Email : robrien@newdirectionscc.org Amanda Fox	N	0
42	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	3
43	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
44	Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Valleyview, Ohio 44125 Phone : 2164479117 Email : jhardy@beonair.com Janice Hardy	N	0
45	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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46	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
47	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
48	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
49	Poynter Institute 801 Third St. South St. Petersburg, Florida 33701 Phone : 727-553-4711 Url : http://careers.poynter.org/employers/ Tina Dyakon Manual Posting	Y	0
50	Professional/Industry Trade Organization	N	4
51	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

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52	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
53	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
54	The Ohio Dept. of Job & Family Services 30 E. Broad Street 32 Floor Columbus, Ohio Phone : 614-466-6282 Url : https://employer.ohiomeansjobs.monster.com Mark Birnbrich Manual Posting	Y	0
55	Turning Gears 3622 Belmont Ave Youngstown, Ohio 44505 Phone : 3307590566 Email : thompson_maryann@sbcglobal.net Mary Ann Thompson	N	0
56	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Jobs Listing Manual Posting	N	2
57	TVJobs.com	N	2
58	Walk In/Self-Referral	N	39

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
59	Wittenberg University Career Center 210 Shouplin Center Springfield, Ohio 45501 Phone : 937-327-7521 Url : https://www.myinterfase.com/wittenberg/employer/TeresaCantrellManualPosting	N	0
60	Word of Mouth Referral	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			95

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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	6/2/2016	Establishment of an intern program designed to assist members of the community	NBC4 Internship Program - On Going Internship Programs are available during the year consistently in the News, Local Programming, and Marketing departments. Total of ten interns representing Ohio State University, Ohio University, Otterbein University, Kent State University, Penn State, Miami, and Denison University. All interns received college credit during their tenure. Interns are present in our News, Programming/Production, and Marketing departments and responsibilities include assisting station personnel and learning the broadcasting industry as it relates to their internship focus.	3	News Director Operations Manager Marketing Director
2	8/24/2016	Participation in events or programs sponsored by educational institutions	Station personnel were invited to Ohio University to discuss the broadcasting industry and opportunities with Communication students.	4	News Director Executive Producer Producer Meteorologist
3	10/4/2016	Co Sponsoring Job Fair	The Station co-sponsored the Champions of Diversity Career Fair, which was hosted at the OSU Fawcett Center Columbus Ohio.	2	Business Manager Programming
4	10/26/2016	Participation in events or programs sponsored by educational institutions	A Station Anchor participated as the Emcee of a leadership event at the Columbus Academy.	1	Anchor
5	2/2/2017	Participation in events or programs sponsored by educational institutions	The Station's Meteorologists participated in Career Day at the following schools: Dublin Coffman High School, Dublin Scioto High School, Dublin Jerome and Tolles Career & Technical Center.	2	Meteorologist Meteorologist
6	2/16/2017	Participation in events or programs sponsored by educational institutions	A Station Anchor visited the Ohio University to address students in the Scripts Program and to discuss careers in television.	1	Anchor
7	3/1/2017	Co Sponsoring Job Fair	The Station, WDTN AND WKBN co-sponsored a Career Fair at Kent State University.	2	News Director Executive Producer

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8	3/24/2017	Participation in job banks, internet programs and other programs designed to promote outreach	A Station Meteorologist participated in The Ohio State University Severe Weather Symposium program.	1	Meteorologist
9	3/30/2017	Participation in events or programs sponsored by educational institutions	A Station Meteorologist spoke to students in the Broadcast Program at Gahanna Lincoln High School about career opportunities in the industry.	1	Meteorologist
10	4/19/2017	Participation in job banks, internet programs and other programs designed to promote outreach	Business Manager/HR Coordinator attended a webinar provided by corporate general counsel for training on equal employment opportunities and EEO compliance.	1	Business Manager
11	5/2/2017	Participation in events or programs sponsored by educational institutions	A Station Anchor participated as Emcee at the LeaderSpark Yippee Awards-Columbus Youth.	1	Anchor
12	5/9/2017	Participation in events or programs sponsored by educational institutions	A Station Meteorologist was a speaker at the Dublin Scioto High School Professional Day Event.	1	Meteorologist