

# WCMH-TV

## EEO PUBLIC FILE REPORT

**June 1, 2018 - May 31, 2019**

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	2, 4-5, 7-11, 13, 16, 18-19, 21, 23, 25-27, 30-36, 38-44, 46, 49, 51, 53	2
Account Executive	4-5, 7-11, 13, 16, 18-19, 21, 23, 25, 27-28, 30-36, 38-43, 46, 49, 51, 53	36
Digital Account Executive	4-5, 7-11, 13, 15-16, 18-19, 23-24, 27, 29-36, 38-43, 46, 49, 51, 53	24
Meteorologist/Reporter	4-5, 7-11, 13-14, 16, 18-20, 23, 27, 30-36, 38-43, 46, 49, 51-53	14
News Anchor	4-5, 7-11, 13, 15-17, 19, 22-23, 27, 30, 32-36, 38-43, 46, 49, 51, 53	17
Graphic Designer	4-5, 7-11, 13, 16, 19, 23, 26-28, 30, 32-36, 38-43, 46, 49, 51, 53	26
Multi Media Journalist	4-5, 7-13, 16, 19-21, 23-24, 27, 30, 32-36, 38-43, 45-47, 49-51, 53	36
Producer	4-5, 7-11, 13, 16, 19, 23, 27, 30, 32-36, 38-43, 46, 49, 51-53	36
Producer	4-5, 7-11, 13, 16, 19, 22-23, 27, 30, 32-36, 38-43, 46, 49, 51, 53	22
Multi Media Journalist	4-5, 7-13, 16, 19, 22-24, 27, 30, 32-36, 38-43, 45-46, 49, 51, 53	22
Multi Media Journalist	4-11, 13-14, 16, 19, 22-23, 27, 30, 32-36, 38-43, 46, 49, 51, 53	22
Digital Producer	4-5, 7-11, 13, 16, 19-20, 22-23, 26-27, 30, 32-43, 46, 49, 51, 53	20
Promotions Producer	3-11, 13, 16, 19-20, 23, 27, 30, 32-43, 46, 49-51, 53	37
Engineer, Broadcast	1, 4-5, 7-11, 13, 16, 19-21, 23, 27-28, 30, 32-36, 38-43, 46-47, 49, 51, 53	1
Digital Manager	4-5, 7-11, 13, 19, 22-24, 27, 30, 32-36, 38-43, 46, 49, 51, 53	24
Engineer, Broadcast	4-5, 7-11, 13-14, 19-20, 23, 27, 30, 32-36, 38-44, 46, 49, 51, 53	44
Producer	4-5, 7-11, 13, 17, 19, 23, 27, 30, 32-43, 46, 49, 51, 53	37
News Anchor	4-5, 7-11, 13, 16, 19, 23, 27, 30, 32-36, 38-44, 46, 48-49, 51, 53	44

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Producer	4-5, 7-11, 13, 16, 19-20, 22-24, 27, 30, 32-43, 46, 49, 51, 53	24
Account Executive	4-5, 7-11, 13, 16, 19-20, 23, 27, 29-30, 32-36, 38-43, 46, 49, 51-53	20
Account Executive	4-5, 7-11, 13, 16, 19-20, 23, 27, 30, 32-43, 46, 49, 51, 53	37
Executive Producer	4-5, 7-11, 13, 16, 19-20, 22-23, 27, 30, 32-34, 36-43, 46, 49, 51, 53	22
Assistant News Director	4-5, 7-11, 13, 16, 19-20, 22-23, 27, 30, 32-34, 36, 38-44, 46, 49, 51, 53	22
Producer	4-5, 7-11, 13, 16, 19, 23-24, 27, 30, 32-34, 36-43, 46, 49, 51, 53	24

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

<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	Advertisement-Print	N	1
2	Advertisement-TV	N	1
3	Baldwin Wallace University 275 Eastland Road Berea, Ohio 44017 Phone : 4448262101 Email : lkerbusc@bw.edu Linda Kerbusch	N	0
4	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
5	Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 8003740119 Email : admin@tvjobs.com Mark Holloway	N	0
6	CareerBuilder.com	N	2
7	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 : career@cedarville.edu Jennifer Flynn	N	0
8	Central Ohio Consortium 2080 Citygate Drive Columbus, Ohio 43219 Phone : 614-445-3750 Url : <a href="http://cocjobline.org">cocjobline.org</a> Jobs Listing Manual Posting	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>
9	Central State University 1400 Brush Row Rd. Wilberforce, Ohio 45384 Phone : 800-388-2781 Url : <a href="https://centralstate-csm.symplicity.com">https://centralstate-csm.symplicity.com</a> Jobs Listing Manual Posting	N	0
10	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
11	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
12	Columbus NAACP 233 S. High St. Suite 207 Columbus, Ohio 43215 Phone : 614-464-1108 Url : <a href="http://www.naACP.org/columbus">http://www.naACP.org/columbus</a> Email : <a href="mailto:branchoffice@columbusnaACP.org">branchoffice@columbusnaACP.org</a> Tashia McMullin	N	0
13	Community Refugee & Immigration Services 1925 E. Dublin-Granville Rd. Suite 102 Columbus, Ohio 43229 Phone : 614-841-4007 Url : <a href="http://www.crisohio.org/">http://www.crisohio.org/</a> Fax : 1-614-235-6127 Angela Plummer	N	0
14	Educational Institution	N	3
15	Employee Referral	N	3
16	Functional Training Service 909 Oakland Park Ave. Columbus, Ohio 43224 Phone : 614-262-9669 Fax : 1-614-262-6088 Jennifer Bechtel	N	0
17	GlassDoor	N	2

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

<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>
18	Goodwill Columbus 1331 Edgehill Rd. Columbus, Ohio 43212 Phone : 614-440-3652 Url : <a href="http://www.goodwillcolumbus.org/">http://www.goodwillcolumbus.org/</a> Fax : 1-614-294-6895 Lori Collins	N	0
19	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
20	Indeed.com	N	13
21	Indiana University of PA 201 Pratt Drive Suite 302 Indiana, Pennsylvania 15705 Phone : 7243572235 Email : <a href="mailto:career-services@iup.edu">career-services@iup.edu</a> Jan Shellenbarger	N	0
22	Internal Promotion	N	12
23	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
24	Intracompany Transfer	N	7
25	ITT Technical Institute 1030 North Meridian Road Youngstown, Ohio 44509 Phone : 3307791236 Email : <a href="mailto:bvarner@itt-tech.edu">bvarner@itt-tech.edu</a> Brenda Varner	N	0
26	Job/Bulletin Board	N	3
27	Kent State University 4314 Mahoning Ave NW Warren, Ohio 44483 Phone : 3306758847 Nicolette Fenlock Manual Posting	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>
28	Linked In	N	5
29	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Job Listing Manual Posting	N	2
30	Mahoning Valley United Way 255 Watt Street Youngstown, Ohio 44505 Phone : 3307468494 Email : bhannon@ymvunitedway.org Bob Hannon	N	0
31	Media General 333 E. Franklin St. Richmond, Virginia 23293 Phone : 317-296-3109 Url : <a href="http://www.mediageneral/careers.com">http://www.mediageneral/careers.com</a> Email : <a href="mailto:careers@mediageneral.com">careers@mediageneral.com</a> Cheryl Robb	N	0
32	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
33	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
34	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>
35	New Directions Career Center 199 E. Rich St. Columbus, Ohio 43215 Phone : 614-849-0028 Url : <a href="http://www.newdirectionscc.org/">http://www.newdirectionscc.org/</a> Email : <a href="mailto:robrien@newdirectionscc.org">robrien@newdirectionscc.org</a> Amanda Fox	N	0
36	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	8
37	Nexstar's Facebook Page	N	8
38	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
39	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
40	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
41	Ohio State 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

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42	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> Email : <a href="mailto:dineen.2@osu.edu">dineen.2@osu.edu</a> Randy Dineen	Y	0
43	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
44	Professional/Industry Trade Organization	N	5
45	Re-hire	N	2
46	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
47	Specs Howard School of Broadcast Arts 19900 W. Nine Mile Rd. Southfield, Michigan 48075 Phone : 248-358-9000 Url : <a href="http://collegecentral.com/specshoward/employer.cfm">http://collegecentral.com/specshoward/employer.cfm</a> Email : <a href="mailto:kpeters@specshoward.edu">kpeters@specshoward.edu</a> Katie Peters	N	0
48	State/Local Employment Agency	N	1
49	Talent Dynamics 600 Las Colinas Blvd. Suite 100 Irving, Texas 75039 Phone : 214-640-3139 Url : <a href="http://www.talentdynamics.com/jobs.cfm">http://www.talentdynamics.com/jobs.cfm</a> Email : <a href="mailto:connell@talentdynamics.com">connell@talentdynamics.com</a> Sandra Connell	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>
50	Turning Gears 3622 Belmont Ave Youngstown, Ohio 44505 Phone : 3307590566 Email : thompson_maryann@sbcglobal.net Mary Ann Thompson	N	0
51	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Jobs Listing Manual Posting	N	5
52	TVJobs.com	N	3
53	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>86</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	6/4/2018	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 2 interns from The Ohio State University during 2018 Spring Semester, 1 from Miami University, 3 from Otterbein University, 1 from Ohio University, 1 from Florida State University, 1 from Penn state University during the 2018 Summer Semester	3	News Director Operations Manager Marketing Director
2	8/11/2018	Sponsorship of events in the community designed to increase public awareness	A Station Sponsored event, African American Male Wellness Walk. Station Personal was present and actively recruiting vacancies at the station.	10	Anchor Reporter Promotions Director News Director
3	9/26/2018	Participation in events sponsored by community groups	The station personal participated s a speaker at Olentangy Orange High School. He spoke about career decisions and job requirements	1	Meteorologist
4	10/12/2018	Participation in events or programs sponsored by educational institutions	The station personnel participated as a speaker for Worthington Kilbourne High School Broadcast TV Class. He spoke about career decisions and job requirements	1	Anchor
5	10/26/2018	Participation in events or programs sponsored by educational institutions	The station personnel participated as a speaker at Zanesville High School. She spoke about career decisions and job requirements .	1	Anchor
6	11/26/2018	Participation in events or programs sponsored by educational institutions	The station participated as a speaker at Ohio Wesleyan University- He spoke to science and journalism students about career decisions and job requirements	1	Meteorologist
7	12/3/2018	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	1	General Manager
8	12/10/2018	Participation in events or programs sponsored by educational institutions	The Station personnel participated at Worthington Kilbourne High School's TV Productions Class, She spoke about broadcast career decisions and job requirements.	1	Anchor

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	<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>
9	2/21/2019	Participation in events or programs sponsored by educational institutions	The Station Personal participated as a speaker at Walnut Ridge High School. He spoke about carer decisions and job requirements.	1	Anchor
10	2/27/2019	Provision of training to management	The station participated in an EEO compliance seminar	1	HR Coord/Business Adm
11	5/6/2019	Participation in events or programs sponsored by educational institutions	The Station Personnel participated as a speaker at Columbus Collegiate Academy. She spoke about career decisions and job requirements	1	Anchor
12	5/8/2019	Participation in events or programs sponsored by educational institutions	The station personnel participated as a speaker at Africentric High School. He spoke about career decisions and job requirements.	1	Anchor
13	5/11/2019	Participation in events or programs sponsored by educational institutions	The Station personnel participated as mock interviewers allowing students to receive feedback on their presentation at The State Science day for Ohio	1	Meteorologist
14	5/14/2019	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 recipient from Penn State University and the Emma Bowman Foundation	1	HR Coord/Business Adm
15	5/17/2019	Participation in events or programs sponsored by educational institutions	The Station personnel did a Presentation at Franklin County EMA/National Weather Service. He spoke about career decisions and job requirements.	1	Meteorologist