

WDTN
EEO PUBLIC FILE REPORT
June 1, 2016 - May 26, 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 |
|-------------------------------|--|-----------------------|
| Account Executive | 1, 4-5, 7-8, 10-11, 13, 15-19 | 5 |
| Multi Media Journalist | 1, 4-5, 7-8, 10, 13, 15-19 | 16 |
| Account Executive | 1, 4, 7-8, 13, 15-19 | 16 |
| Anchor/Reporter | 1, 4, 6-8, 11, 13, 15-19 | 6 |
| Account Executive | 1, 4, 7-8, 10-11, 13-17, 19 | 14 |
| General Sales Manager | 1, 4, 6-8, 13, 15-19 | 6 |
| Account Executive | 1, 4, 7-8, 11, 13, 15-19 | 11 |
| Account Executive | 1, 4, 7-8, 13, 15-19 | 15 |
| Multi-Media Journalist | 1, 4-5, 7-8, 13, 15-19 | 5 |
| Digital Sales Director | 1, 4-5, 7-8, 11, 13, 15-19 | 5 |
| Assignment Editor | 1, 4, 6-8, 13, 15-19 | 6 |
| Part-time News Vehicle Driver | 1, 4, 7-8, 13, 15-19 | 16 |
| Local Sales Manager | 1, 4, 6-8, 11, 13, 15-19 | 6 |
| Commercial Producer | 1, 4, 6-8, 13, 15-19 | 16 |
| Editor | 1, 4, 6-8, 13, 15-19 | 6 |
| Weekend Editor | 1, 4, 6-8, 13, 15-19 | 6 |
| Account Executive | 1, 4-5, 7-8, 13, 15-19 | 5 |
| Content Producer | 1, 4, 6-8, 12-13, 15-19 | 12 |
| Account Executive | 1, 4, 7-8, 11, 13, 15-19 | 16 |
| Account Executive | 1, 4-5, 7-8, 13, 15-19 | 16 |
| Multi Media Journalist | 1, 4, 7-8, 13, 15-19 | 16 |
| Production Technician | 1, 4, 7-8, 12-13, 15-19 | 12 |
| Production Technician | 1, 4, 7-8, 12-13, 15-19 | 18 |
| Newscast Producer | 1, 4-5, 7-9, 12-13, 15-19 | 16 |
| Integrated Digital Specialist | 1, 3-4, 7-8, 13, 15-19 | 3 |
| Producer - Creative Services | 1, 3-4, 6-8, 12-13, 15-19 | 6 |
| Production Technician | 1-2, 4, 7-8, 13, 15-19 | 2 |

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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 | Clothes That Work 1133 S. Edwin C. Moses Suite 392 Dayton, Ohio 45417 Phone : 937-222-3778 Fax : 1-937-222-3781 Libby Webster | N | 0 |
| 2 | Educational Institution | N | 1 |
| 3 | Employee Referral | N | 4 |
| 4 | Goodwill Easter Seals Miami Valley 1511 Kuntz Road Dayton, Ohio 45404 Phone : 937-461-4800 Url : http://www.gesmv.org/index.cfm Email : careers@gesmv.org Fax : 1-937-461-1414 Jefferson Alcott | N | 0 |
| 5 | Indeed.com 1770 Broad Street 6th Floor Stanford, Connecticut 06901 Phone : 2033282691 Paul Forster Manual Posting | N | 7 |
| 6 | Internal Promotion | N | 12 |
| 7 | International College of Broadcasting 6 South Smithville Road Dayton, Ohio 45414 Phone : 937-258-8251 Email : swackkid@yahoo.com Career Services | Y | 0 |
| 8 | ITT Tech - Dayton 3325 Stop 8 Rd Dayton, Ohio 45414 Phone : na Email : mjeffery@itt-tech.edu Melissa Jeffery | Y | 0 |
| 9 | Job Fair | N | 1 |

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|-----------|--|---|--|
| 10 | LIN Media One West Exchange Street, Suite 5A Providence, Rhode Island 2903 Phone : 401-454-2880 Url : http://www.linmedia.com Email : WDTN_TV@linmedia.com Claudia Balcewicz | N | 0 |
| 11 | Linkedin 2029 Stierlin Ct Mountain View, California 94043 Phone : 6506873600 Jeff Weiner Manual Posting | N | 8 |
| 12 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting | N | 5 |
| 13 | Ohio Center for Broadcasting 9885 Rockside Road #160 Valley View , Ohio 44125 Phone : 216-503-5900 Email : jhardy@beonair.com Janice Hardy | Y | 0 |
| 14 | Re-hire | N | 1 |
| 15 | The Job Center 1111 Edwin C Moses Blvd Dayton, Ohio 45422 Phone : 937-225-5627 Url : http://www.thejobcenter.org/ Fax : 1-937-225-4183 Human Resources | N | 6 |
| 16 | TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway | N | 21 |

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|--|--|---|--|
| 17 | United Rehabilitation Services 4710 Old Troy Pike Dayton, Ohio 45424 Phone : 937-233-1230 Url : http://www.ursdayton.org/ Email : metherington@ursdayton.org Fax : 1-937-236-8930 Miranda Etherington | N | 0 |
| 18 | WDTN.com 4595 S. Dixie Drive Dayton, Ohio 45439 Phone : 937-293-8668 Email : jackie.lainhart@wdtn.com Jackie Lainhart | N | 12 |
| 19 | YWCA Dayton 141 West 3rd Street Dayton, Ohio 45402 Phone : 937-222-6333 Url : http://www.ywca.org/site/pp.asp?c=eLVJiP8H&b=5915 Fax : 1-937-222-0610 Carol Hinton | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 78 |

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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 | 6/1/2016 | Establishment of an intern program designed to assist members of the community | WDTN hosted 7 Interns in our News, Creative, Living Dayton and Sales Departments from Miami University, Wright State University, University of Dayton, Bowling Green State University and Belmont University throughout a 12 month period beginning June 1, 2016. The interns learned how to write and produce newscasts, topicals, promos and PSA's among other essential skills in broadcasting. All interns go through an interview and are required to complete an internship application. | 3 | News Director Creative Services Director General Sales Manager |
| 2 | 9/28/2016 | Participation in events or programs sponsored by educational institutions | On September 28, 2016, Jamie Jarosik, spoke with a group of students from Dayton Christian School regarding her career as a Meteorologist and the education she needed to become a Meteorologist. | 1 | Meteorologist |
| 3 | 2/1/2017 | Participation in events or programs sponsored by educational institutions | On February 1, 2017, Tara Hastings spoke with a group of students at Fairlawn Schools regarding Meteorology, education and what a Meteorologist dose on a daily basis. | 1 | Meteorologist |
| 4 | 2/2/2017 | Participation in events or programs sponsored by educational institutions | On February 2, 2017 Kelley King spoke with group of approximately 600 students regarding her career in broadcasting and the path she took to get into the industry. | 1 | Reporter |
| 5 | 3/13/2017 | Participation in events or programs sponsored by educational institutions | On March 13, 2017 Kelley King spoke to a class of English majors at the University of Dayton regarding her career in broadcasting and the path she took to get into the industry. | 1 | Reporter |
| 6 | 3/29/2017 | Participation in events or programs sponsored by educational institutions | On March 27, 2017 Katie Ussin spoke at Hadley E Watts Middle School with a group of students who had made a news cast as a part of their Social Studies class. She was able to view their newscast and spoke to them about the television business. | 1 | Anchor |
| 7 | 4/7/2017 | Participation in events or programs sponsored by educational institutions | On April 7, 2017 Jamie Jarosik spoke with a media class from Fairmont High School about weather, her education and career as a Meteorologist. | 1 | Meteorologist |

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|----|-------------|---|--|-------------------------------------|----------------------------|
| 8 | 4/12/2017 | Participation in events or programs sponsored by educational institutions | On April 12, 2017 Jamie Jarosik spoke with a group of students from Holy Angels School on her career as a Meteorologist explaining how they forecast weather and what education is needed to become a Meteorologist. | 1 | Meteorologist |
| 9 | 4/12/2017 | Participation in Job Fairs | On April 12, 2017, Jason Doyle attend a Internship Partners Expo that was structured to be a career fair type event at Wright State University where students were able to visit our display and learn about available internships at the company. | 1 | Creative Services Director |
| 10 | 5/18/2017 | Participation in events or programs sponsored by educational institutions | On May 18, 2017, John Seibel spoke with a t group of students at Dennis Elementary School for their Career Day. Students learned what education is needed to become a news anchor. | 1 | Anchor |