

WCMH-TV
EEO PUBLIC FILE REPORT
June 1, 2024 - May 31, 2025

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
Reporter, Multimedia Journalist	1-2, 5, 7-15	5
Reporter, Multimedia Journalist	1-2, 5, 7-15	5
Account Executive	1-3, 7-15	3
Account Executive	1-3, 7-15	10
News Producer	1-2, 5, 7-15	5
Broadcast Production Technician	1-3, 7, 9-15	10
Digital news reporter and site producer	1-2, 4, 7-15	8
Executive Producer	1-2, 4, 7-15	4
Reporter, Multimedia Journalist	1-4, 7-15	4
News Producer	1-3, 5, 7-15	5
Digital Executive Producer	1-2, 4-5, 7, 9-15	5
Account Executive	1-3, 5-15	5
News Producer	1-3, 7-15	8
Digital Sales Coordinator	1-2, 7-8, 10-15	10
Assignment Editor	1-3, 5, 7-8, 10-15	5

Nexstar did not actively distribute job vacancy notices to Indeed.com 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 ("MRSLS")

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	Indeed.com	N	9
4	Internal Promotion	N	6
5	Intracompany Transfer	N	11
6	Job/Bulletin Board	N	1
7	Kent State University 4314 Mahoning Ave NW Warren, Ohio 44483 Phone : 3306758847 Nicolette Fenlock Manual Posting	N	0
8	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Job Listing Manual Posting	N	24
9	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 214-765-4208 Lindsey Knapp Manual Posting	N	5
11	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
12	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
13	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
14	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Jobs Listing Manual Posting	N	0
15	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			56

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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	6/9/2024	Establishment of an intern program designed to assist members of the community	The Station has 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 three (3) interns from Ohio University during the 2024 Summer Semester, one (1) intern from University of Cincinnati during the 2024 Summer Semester, two (2) interns from The Ohio State University during the 2024 Summer Semester, and one (1) intern from The Ohio State University during the 2024 Fall/Winter Semester	4	News Director Executive Producer Operations Manager Creative Services Director
2	9/30/2024	Participation in Job Fairs	Station participated at the Schey Sales Centre at Ohio University Fall 2024 job fair. Station personnel met with potential job applicants.	1	VP, General Manager
3	10/4/2024	Participation in events or programs sponsored by educational institutions	Station Personnel participated as a speaker with Indiana University of Pennsylvania communication media and journalism students. She spoke about her career decisions and job requirements.	1	Reporter
4	10/21/2024	Participation in Job Fairs	Station participated at Ohio University Journalism Class job fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcast industry	1	News Director
5	11/4/2024	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker with the University of Maryland investigative journalism students. She spoke about her career decisions and job requirements.	1	Reporter
6	11/7/2024	Participation in events or programs sponsored by educational institutions	Station personnel hosted a group of Journalism students from Ohio University Schey Center. They spoke about careers and job requirements.	5	VP, General Manager News Director Sales Manager Operations Manager
7	Ongoing Event	Participation in events or programs sponsored by educational institutions	Station personnel 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	4	Anchor Anchor Anchor Anchor

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8	1/23/2025	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker with The Ohio State University Journalism class. He spoke about his career decisions and job requirements	1	Anchor
9	3/2/2025	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker with The Ohio State University Scarlet and Gray Campus Weather Forecasting Club. He spoke about his Meteorology career decisions and job requirements.	1	Meteorologist
10	3/3/2025	Participation in Job Fairs	Station participated at Ohio University Journalism Class job fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcast industry	1	News Director
11	3/25/2025	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker with The Ohio State University Journalism students. He spoke about career decisions and job requirements.	1	Anchor
12	4/28/2025	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker with journalism students from Arizona State University. He spoke about his career decisions and job requirements	1	Anchor
13	5/14/2025	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker to a guided tour at the station with Mid-East CTC broadcasting and editing class. He spoke about career decisions and job requirements.	1	VP, General Manager