

WSPA-TV, WYCW-TV

EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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
News Reporter/MMJ	1-2, 4-12, 16, 18-21, 23, 25-35	18
Photographer/Editor	1-2, 4-8, 10-11, 16-17, 19, 21-23, 25-30, 33-35	21
Producer, News	1, 4-5, 7-8, 10-11, 15-17, 19, 21, 23-31, 33-35	15
Account Executive, Sales	1-2, 4-8, 10-11, 16-19, 21, 23-29, 31, 33-35	24
Account Executive, Sales	1-2, 4-5, 7-8, 10-11, 16, 19, 21, 25-30, 33-35	21
Newscast Director	1-8, 10-11, 16, 19, 21, 23, 25-30, 33-35	21
News Anchor	1, 4-6, 8, 10-11, 14, 16, 19, 21, 25-31, 33-35	14
Digital Content Executive Producer	1-2, 4-6, 10-11, 16, 19, 21, 25-30, 33-35	21
News Reporter/MMJ	2, 4-5, 10-11, 15-16, 18-19, 21, 25-29, 35	15
News Reporter	2, 4-5, 10-11, 13, 16, 18-19, 21, 25-29, 35	13
VP, General Manager	2, 4-5, 10-11, 16, 19, 21, 25-29, 35	21
Reporter, MMJ Journalist	2-5, 10-11, 16, 19, 21, 25-29, 35	21
Digital MMJ Reporter	2, 4-5, 10-11, 16, 18-19, 21, 25-29, 35	18
Reporter, MMJ Journalist	2-5, 10-11, 13, 16, 19, 21, 25-29, 35	13
Producer, News	2, 4-5, 10-11, 13, 16, 19, 21, 25-29, 35	21
Producer, News	2-5, 10-11, 16, 18-19, 21, 25-29, 35	18
Promotions, Writer/Producer	2-5, 10-11, 13, 16, 19, 21, 25-29, 35	3
Weekend News Anchor/Reporter	2, 4-5, 10-11, 16, 19, 21, 25-29, 35	21
Digital Sports MMJ/Digital Content Producer	2, 4-5, 10-11, 13, 16, 18-19, 21, 25-29, 35	18
Multimedia Journalist	2, 4-5, 10-11, 13, 16, 19, 21, 25-29, 35	13

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital MMJ/Producer	2, 4-5, 10-11, 14, 16, 19, 21, 25-29, 35	14
Local Sales Manager	2, 4-5, 10-11, 16, 19, 21, 25-29, 35	21
Creative Services Director	2, 4-5, 10-11, 13, 16, 18-19, 21, 25-29, 35	18

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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	Anderson University 316 Boulevard Anderson, South Carolina 29621 Phone : 864-231-2149 Url : http://www.andersonuniversity.edu Email : careerdevelopment@andersonuniversity.edu Fax : 1-864-622-6073 Kelly A. Bell	N	0
2	Bob Jones University 1700 Wade Hampton Boulevard Greenville, South Carolina 29614 Phone : 864-242-5100 Url : http://www.bju.edu Email : careers@bj.edu Fax : 1-864-770-1340 Jane Smith	N	0
3	CareerBuilder.com	N	5
4	CBS Newspath on Campus 524 W. 57th Street New York, New York 10019 Phone : 212-975-3771 Url : http://www.cbsnewspath.com Email : booking@cbsnews.com Helen Blieberg	N	0
5	City of Spartanburg P.O. Box 1749 Spartanburg, South Carolina 29304 Phone : 864-596-2785 Url : http://www.cityofspartanburg.org Email : mkenedy@cityofspartanburg.org Mitch Kennedy	N	0
6	Claflin University Office of Career Development 400 Magnolia St. Orangeburg, South Carolina 29115 Phone : 803-535-5338 Email : csnell@claflin.edu Fax : 1-803-535-5379 Carolyn Snell	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
7	Clemson University P.O. Box 344007 Clemson, South Carolina 29634 Phone : 864-656-6000 Url : http://www.clemson.edu/career Fax : 1-864-656-0439 Neil Burton	N	0
8	Dept. of Commerce NC Work Career Ctr. 48 Grove Street Asheville, North Carolina 28801 Phone : 828-251-6200 Url : http://www.ncworks.gov Email : brenda.ploss@nccommerce.com Fax : 1-828-251-6005 Brenda Ploss	N	0
9	Educational Institution	N	1
10	Erskine College 2 Washington Street Due West, South Carolina 29639 Phone : 864-379-8725 Url : http://www.erskine.edu Email : payne@erskine.edu Trent Payne	N	0
11	Georgia Association of Broadcasters 6 West Druid Hills Drive NE Suite 330 Atlanta, Georgia 30350 Phone : 770-395-7200 Url : http://www.mlewis@gab.org Email : mlewis@gab.org Fax : 1-770-395-7235 McKenzie Lewis	N	0
12	Greenville Technical College P.O. 5616 Mailstop:1055 Greenville, South Carolina 29606 Phone : 864-250-8139 Url : http://www.gvltec.edu Email : donnis.longino@gvltec.edu Donnis Longino	N	0
13	Indeed.com	N	12
14	Internal Promotion	N	2
15	Intracompany Transfer	N	2

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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
16	Isothermal Community College P.O. Box 804 Spindale, North Carolina 28160 Phone : 828-395-1652 Url : http://www.isothermal.edu Email : tadair@isothermal.edu Trenna Adair	N	0
17	Job/Bulletin Board	N	3
18	Linked In	N	14
19	NAACP P. O. Box 4081 Anderson, South Carolina 29622 Phone : 864-646-2887 Email : bhamber@clemson.edu Barbara Hamberg	N	0
20	National Association of Hispanic Journalists 1050 Connecticut Avenue NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Url : http://www.nahjcareercenter.com Email : nahjdc@gmail.com Job Placement	N	0
21	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	46
22	Nexstar's Facebook Page	N	1
23	North Greenville University P.O. Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7669 Url : http://www.ngu.edu Email : joshua.putnam@ngu.edu Joshua Putnam	N	0
24	Professional/Industry Trade Organization	N	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
25	SC State University P.O.Box 7068 Orangeburg, South Carolina 29117 Phone : 803-536-7033 Url : http://www.scsu.edu Email : careercenter@scsu.edu Joseph Thomas	N	0
26	South Carolina Broadcasters Association 2711 Middleburg Drive, Suite 201 Columbia, South Carolina 29204 Phone : 803-732-1186 Url : http://www.scba.net Email : scba@scba.net Fax : 1-803-732-4085 Paula Thayer	N	0
27	South Carolina Hispanic Outreach PO Box 3820 Columbia, South Carolina 29230 Email : contact@schispanicoutreach.org Jorge Leone	N	0
28	Spelman College 350 Spelman LN SW #10 Atlanta, Georgia 30314 Phone : 404-270-5273 Url : http://www.spelman.edu Email : hbell@spelman.edu Fax : 1-404-270-5276 Harold Bell	N	0
29	TVJobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
30	University of SC - Upstate 800 University Way Spartanburg, South Carolina 29303 Phone : 864-503-5000 Url : http://www.uscupstate.edu Email : rboggs@uscupstate.edu Fax : 1-864-503-5931 Ryan Boggs	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
31	Urban League of the Upstate 15 Regency Hill Drive Greenville, South Carolina 29607 Phone : 864-244-3862 Url : http://www.urbanleagueupstate.org Fax : 1-864-244-6134 Jill Littlejohn	N	0
32	USC College of Mass Communications and Information Studies 800 Sumter Street Columbia, South Carolina 29208 Phone : 803-777-7066 Url : http://www.sc.edu/mcis Email : jamesrj@mailbox.sc.edu Fax : 1-803-576-5656 Rushondra James	N	0
33	Western Carolina University 205 Killian Annex Building Cullowhee, North Carolina 28723 Phone : 828-227-7133 Url : http://www.wcu.edu Email : careerservices@wcu.edu Fax : 1-828-227-7344 Trina Royar	N	0
34	Winthrop University 701 W. Oakland Avenue Rock Hill, South Carolina 29733 Phone : 803-323-2141 Url : http://www.winthrop.edu/eaglelink/ Email : cce@winthrop.edu Fax : 1-803-323-3831 Goldie Gildehaus	N	0
35	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:			88

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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	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions to the South Carolina Hispanic Outreach and South Carolina Broadcasters Association, media/trade organization with a broad-based membership.	1	Business Administrator
2	6/19/2020	Participation in other activities designed by the station employment unit	The SEU has an established job shadow program which provides members of the community, including potential job candidates, with an opportunity to experience real life situations as a broadcast professional.	2	Assistant News Director IT Support
3	7/16/2020	Co Sponsoring Job Fair	The SEU partnered with SC Works Greater Upstate and helped host a virtual job fair. The Virtual Job Fair provided information to discuss opportunities in the broadcast industry.	1	Chief Engineer