WSPA-TV, WYCW-TV
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintenance Technician</td>
<td>1-17</td>
<td>9</td>
</tr>
<tr>
<td>News Anchor</td>
<td>1, 3-6, 10-14, 16-17</td>
<td>11</td>
</tr>
<tr>
<td>Artist I, Graphic</td>
<td>1, 3-6, 9-14, 16-17</td>
<td>9</td>
</tr>
<tr>
<td>Reporter I/MMJ</td>
<td>1, 3-6, 9-14, 16-17</td>
<td>11</td>
</tr>
<tr>
<td>News Photographer</td>
<td>1, 3-7, 9-14, 16-17</td>
<td>11</td>
</tr>
<tr>
<td>News Reporter</td>
<td>1, 3-7, 9-14, 16-17</td>
<td>11</td>
</tr>
<tr>
<td>Building Maintenance Engineer</td>
<td>1, 3-7, 10-14, 16-17</td>
<td>7</td>
</tr>
<tr>
<td>Sales Account Executive</td>
<td>1, 3-7, 10-14, 16-17</td>
<td>11</td>
</tr>
<tr>
<td>NewsCast Director</td>
<td>1-7, 9-14, 16-17</td>
<td>9</td>
</tr>
<tr>
<td>Digital Content Producer</td>
<td>1, 3-7, 10-14, 16-17</td>
<td>11</td>
</tr>
<tr>
<td>News Producer</td>
<td>1, 3-6, 9-14, 16-17</td>
<td>9</td>
</tr>
<tr>
<td>Sales Account Executive</td>
<td>1, 3-6, 9-14, 16-17</td>
<td>11</td>
</tr>
<tr>
<td>Producer 1, Digital</td>
<td>1, 3-7, 9-14, 16-17</td>
<td>11</td>
</tr>
<tr>
<td>Producer 1, News</td>
<td>1, 3-7, 9-14, 16-17</td>
<td>7</td>
</tr>
<tr>
<td>Graphic Artist</td>
<td>1, 3-7, 9-14, 16-17</td>
<td>9</td>
</tr>
</tbody>
</table>

Recruiting sources #8-Isothermal Community College and #15-Spelman College were deleted on August 10, 2020.

Nexstar did not actively distribute job vacancy notices to certain recruiting sources, including LinkedIn, CareerBuilder and Indeed, however said sources re-posted some but not all the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | Bob Jones University  
1700 Wade Hampton Boulevard  
Greenville, South Carolina 29614  
Phone: 864-242-5100  
Url: http://www.bju.edu  
Email: careers@bju.edu  
Fax: 1-864-770-1340  
Jane Smith | N | 0 |
| 2         | CareerBuilder.com | N | 3 |
| 3         | 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 |
| 4         | City of Spartanburg  
P.O. Box 1749  
Spartanburg, South Carolina 29304  
Phone: 864-596-2785  
Url: http://www.cityofspartanburg.org  
Email: mkennedy@cityofspartanburg.org  
Mitch Kennedy | N | 0 |
| 5         | 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 |
| 6         | 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 |
| 7         | Indeed.com | N | 18 |
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</tr>
</thead>
</table>
| 8         | 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                                                      |
| 9         | LinkedIn                                                                      | N                                                   | 20                                                     |
| 10        | NAACP  
P.O. Box 4081  
Anderson, South Carolina 29622  
Phone: 864-646-2887  
Email: bhamburger@clemson.edu  
Barbara Hamburger                     | N                                                   | 0                                                      |
| 11        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting                     | N                                                   | 26                                                     |
| 12        | SC State University  
P.O. Box 7068  
Orangeburg, South Carolina 29117  
Phone: 803-536-7033  
Url: http://www.scsu.edu  
Email: careerecenter@scsu.edu  
Joseph Thomas                     | N                                                   | 0                                                      |
| 13        | South Carolina Broadcasters Association  
2711 Middleburg Drive, Suite 201  
Columbia, South Carolina 29204  
Phone: 803-732-1186  
Url: http://www.scbfa.net  
Email: scba@scba.net  
Fax: 1-803-732-4085  
Paula Thayer                     | N                                                   | 0                                                      |
| 14        | South Carolina Hispanic Outreach  
PO Box 3820  
Columbia, South Carolina 29230  
Email: contact@schispicoutreach.org  
Jorge Leone                        | N                                                   | 0                                                      |
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</thead>
<tbody>
<tr>
<td>15</td>
<td>Spelman College&lt;br&gt;350 Spleman LN SW #10&lt;br&gt;Atlanta, Georgia 30314&lt;br&gt;Phone: 404-270-5273&lt;br&gt;Email: <a href="mailto:hbell@spelman.edu">hbell@spelman.edu</a>&lt;br&gt;Fax: 1-404-270-5276&lt;br&gt;Harold Bell</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>16</td>
<td>TVJobs&lt;br&gt;P.O. Box 4116&lt;br&gt;Oceanside, California 92052&lt;br&gt;Phone: 800-374-0119&lt;br&gt;Email: <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>&lt;br&gt;Mark Holloway</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>17</td>
<td><a href="http://www.mediagignow.com">www.mediagignow.com</a>&lt;br&gt;300 South Riverside Plaza Suite 800&lt;br&gt;Chicago, Illinois 60606&lt;br&gt;Phone: 336-553-0620&lt;br&gt;Email: <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a>&lt;br&gt;MediaGigNow.com</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 67
III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Ongoing Event Listing of each upper-level category opening in a job bank or newsletter</td>
<td>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.</td>
<td>1</td>
<td>VP/General Manager</td>
</tr>
<tr>
<td>2</td>
<td>7/19/2021 Participation in other activities designed by the station employment unit</td>
<td>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. During the current reporting term, there were three (3) participants two (2) from Spartanburg High School and one (1) from Midland High School.</td>
<td>1</td>
<td>News Director</td>
</tr>
</tbody>
</table>