

**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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Maintenance Technician	1-17	9
News Anchor	1, 3-6, 10-14, 16-17	11
Artist I, Graphic	1, 3-6, 9-14, 16-17	9
Reporter I/MMJ	1, 3-6, 9-14, 16-17	11
News Photographer	1, 3-7, 9-14, 16-17	11
News Reporter	1, 3-7, 9-14, 16-17	11
Building Maintenance Engineer	1, 3-7, 10-14, 16-17	7
Sales Account Executive	1, 3-7, 10-14, 16-17	11
Newscast Director	1-7, 9-14, 16-17	9
Digital Content Producer	1, 3-7, 10-14, 16-17	11
News Producer	1, 3-6, 9-14, 16-17	9
Sales Account Executive	1, 3-6, 9-14, 16-17	11
Producer 1, Digital	1, 3-7, 9-14, 16-17	11
Producer 1, News	1, 3-7, 9-14, 16-17	7
Graphic Artist	1, 3-7, 9-14, 16-17	9

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 Linked In, 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.

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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	Bob Jones University 1700 Wade Hampton Boulevard Greenville, South Carolina 29614 Phone : 864-242-5100 Url : <a href="http://www.bju.edu">http://www.bju.edu</a> Email : <a href="mailto:careers@bj.edu">careers@bj.edu</a> 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 : <a href="http://www.cbsnewspath.com">http://www.cbsnewspath.com</a> Email : <a href="mailto:booking@cbsnews.com">booking@cbsnews.com</a> Helen Blieberg	N	0
4	City of Spartanburg P.O. Box 1749 Spartanburg, South Carolina 29304 Phone : 864-596-2785 Url : <a href="http://www.cityofspartanburg.org">http://www.cityofspartanburg.org</a> Email : <a href="mailto:mkennedy@cityofspartanburg.org">mkennedy@cityofspartanburg.org</a> Mitch Kennedy	N	0
5	Erskine College 2 Washington Street Due West, South Carolina 29639 Phone : 864-379-8725 Url : <a href="http://www.erskine.edu">http://www.erskine.edu</a> Email : <a href="mailto:payne@erskine.edu">payne@erskine.edu</a> 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 : <a href="http://www.mlewis@gab.org">http://www.mlewis@gab.org</a> Email : <a href="mailto:mlewis@gab.org">mlewis@gab.org</a> Fax : 1-770-395-7235 McKenzie Lewis	N	0
7	Indeed.com	N	18

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8	Isothermal Community College P.O. Box 804 Spindale, North Carolina 28160 Phone : 828-395-1652 Url : <a href="http://www.isothermal.edu">http://www.isothermal.edu</a> Email : <a href="mailto:tadair@isothermal.edu">tadair@isothermal.edu</a> Trenna Adair	N	0
9	Linked In	N	20
10	NAACP P. O. Box 4081 Anderson, South Carolina 29622 Phone : 864-646-2887 Email : <a href="mailto:bhamber@clermson.edu">bhamber@clermson.edu</a> Barbara Hamberg	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 : <a href="http://www.scsu.edu">http://www.scsu.edu</a> Email : <a href="mailto:careercenter@scsu.edu">careercenter@scsu.edu</a> Joseph Thomas	N	0
13	South Carolina Broadcasters Association 2711 Middleburg Drive, Suite 201 Columbia, South Carolina 29204 Phone : 803-732-1186 Url : <a href="http://www.scba.net">http://www.scba.net</a> Email : <a href="mailto:scba@scba.net">scba@scba.net</a> Fax : 1-803-732-4085 Paula Thayer	N	0
14	South Carolina Hispanic Outreach PO Box 3820 Columbia, South Carolina 29230 Email : <a href="mailto:contact@schispanicoutreach.org">contact@schispanicoutreach.org</a> Jorge Leone	N	0

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15	Spelman College 350 Spleman LN SW #10 Atlanta, Georgia 30314 Phone : 404-270-5273 Url : <a href="http://www.spelman.edu">http://www.spelman.edu</a> Email : <a href="mailto:hbell@spelman.edu">hbell@spelman.edu</a> Fax : 1-404-270-5276 Harold Bell	N	0
16	TVJobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	0
17	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>67</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	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	VP/General Manager
2	7/19/2021	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. During the current reporting term, there were three (3) participants two (2) from Spartanburg High School and one (1) from Midland High School.	1	News Director