

**WSPA-TV, WYCW-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2021 - July 31, 2022**

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
Broadcast Design/Art Director	1, 3-15	8
Digital Content Producer	1, 3-15	8
Executive Producer of Digital Content	1-6, 8-15	8
Integrated Digital Specialist	1, 3-15	10
News Reporter	1, 3-7, 9-15	7
Traffic Anchor/Reporter	1, 3-7, 9-15	10
Reporter I/MMJ	1, 3-15	10
Reporter I/MMJ	1, 3-15	10
Reporter I/MMJ	1, 3-15	10
News Photographer	1, 3-15	7
News Photographer	1, 3-15	7
Digital Reporter	1, 4-7, 9-15	7
News Anchor	1, 4-6, 9-15	10
Digital Producer	1, 4-6, 8-15	8
News Producer	1, 4-15	10
Anchor/Multi Media Journalist	1, 4-6, 9-15	10
National Sales Assistant	1, 4-6, 8-15	8
Account Executive III, Sales	1, 3-7, 9-15	10
Content Coordinator/Producer	1, 4-6, 8-15	10
Reporter, News	1, 4-7, 9-15	10
News Photographer	1, 4-7, 9-15	10
Producer 1, News	1, 4-6, 9-15	10
Weekend News Anchor/Reporter	1, 4-6, 8-15	10
Marketing Coordinator	1, 4-15	7

Nexstar did not actively distribute job vacancy notices to certain recruiting sources, including Career Builder, Indeed and LinkedIn, however said sources re-posted some but not all the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

Recruiting source #3-CBS Newspath on Campus was deleted on June 28, 2022.

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Sales Specialist	1, 3-15	10
Morning News Anchor	1, 3-6, 8-15	10
Producer, Digital Content	1, 3-15	8

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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	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	2
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
8	Linked In	N	28

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	NAACP P. O. Box 4081 Anderson, South Carolina 29622 Phone : 864-646-2887 Email : bhambler@clemsun.edu Barbara Hamberg	N	0
10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	49
11	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
12	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
13	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
14	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

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15	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>97</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	Establishment of an intern program designed to assist members of the community	<p>The SEU has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.</p> <p>The SEU hosted two (2) interns from Clemson University and one (1) from North Greenville University during the 2021 Summer Semester; two (2) interns from Clemson University during the 2021 Fall Semester; three (3) interns from Clemson University during the Winter Semester; two (2) interns from Clemson University during the 2022 Spring Semester; two (2) interns from the University of South Carolina during the 2022 Summer Semester.</p>	1	News Director
2	4/8/2022	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 was (1) one participant from J.L Mann high school.	1	News Director
3	7/12/2022	Provision of training to management	The SEU attended the mandatory Regional EEO Training Session conducted by Nexstar Legal that focused on EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	16	VP/General Manager Business Administrator Hiring Managers