

**WCBD-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2018 - July 31, 2019**

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
Producer, News	1, 4, 6-15	8
Account Executive Media Sales	1, 4, 6-15	1
Photographer, Broadcast News	2, 4, 6-15	2
Sports Reporter/Anchor	3-4, 6-15	3
Director, Newscast Production	1, 4, 6-15	8
Executive Digital Producer	4, 6-15	8
Account Executive Media Sales	1-2, 4, 6-15	2
Director, Newscast Production	1, 4, 6-15	8
Photographer, Broadcast News	2, 4, 6-15	2
Weekend Meteorologist and Social Media Reporter	1, 3-4, 6-15	3
Weekend Anchor/Producer/Reporter	1, 4, 6-15	1
Multimedia Journalist Reporter	1, 4-15	5
Promotions Director	2, 4, 6-15	2
National Sales Assistant	1, 4, 6-15	1
Local Sales Assistant/Front Desk	1, 4, 6-15	1
Account Executive, Sales	4, 6-15	8
Sales Assistant/Research Coordinator	1, 4, 6-15	8
Producer, Promotions	1-2, 4, 6-15	2
Photographer	4, 6-15	8
Account Executive Media Sales	4, 6-15	8
Digital Producer/Multimedia Journalist/Reporter	1, 4, 6-15	1
Digital Multimedia Journalist Full Time	1, 4-15	1
Digital Reporter/MMJ	1, 4-15	8
Sales Assistant/Research	1, 4, 6-15	8

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Indeed.com	N	34
2	Internal Promotion	N	5
3	Intracompany Transfer	N	2
4	Lander University 320 Stanley Avenue Greenwood, South Carolina 29646 Phone : 843.388.8971 Email : asmorgan@lander.edu Amanda Morgan	N	0
5	Linked In	N	3
6	Morris College North Main St. Sumter, South Carolina 29150 Phone : 803-934-3230 Email : jclayton@morris.edu Janet Smith-Clayton	N	0
7	National Association of Hispanic Journalist 1000 National Press Building Washington, District of Columbia Phone : 888-975-1386 Url : http://nahj.org Email : nahj@nahj.org Job Vacancy	N	0
8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	47
9	Organization of Chinese Americans 1322 18th St NW Washington, District of Columbia 20036 Phone : 202-296-0540 Email : alo@ocanational.org Andrew Lo	N	0

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10	SCBA 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> Paula Thayer	N	0
11	South Carolina State University, Career Planning and Placement P.O. Box 7068 Orangeburg, South Carolina Phone : (803) 536-7033 Email : <a href="mailto:careercenter@scsu.edu">careercenter@scsu.edu</a> Fax : 1-803-516-4679 Dwight Bailey	N	0
12	Trident Technical College P.O. Box 10367 Charleston, South Carolina 29411 Phone : 843-574-6739 Url : <a href="http://www.tridenttech.edu">http://www.tridenttech.edu</a> Email : <a href="mailto:randy.grimes@tridenttech.edu">randy.grimes@tridenttech.edu</a> Randy Grimes	N	0
13	University of Florida / WUFT-TV P.O. Box 118405 Gainesville, Florida 32611 Phone : 352.273.1223 Url : <a href="http://info.ufonline.ufl.edu">http://info.ufonline.ufl.edu</a> Email : <a href="mailto:pwilkerson@jou.ufl.edu">pwilkerson@jou.ufl.edu</a> Alexandria Wilkerson	N	0
14	University of South Carolina, School of Journalism and Mass Comm. Columbia, South Carolina Phone : (803) 777-5166 Fax : 1-803-777-1267 Sarah Hughes	N	0
15	USC Film and Media Studies 406 Welsh Humanities Office Building Columbia, South Carolina 29208 Phone : (803) 777-2213 Email : <a href="mailto:COOPERMG@mailbox.sc.edu">COOPERMG@mailbox.sc.edu</a> Mark Cooper	N	3

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>94</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	10/2/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Quality Education Project. She spoke about careers and opportunities at the Station and within the broadcast industry.	1	Anchor
2	10/20/2018	Sponsorship of events in the community designed to increase public awareness	Station personnel participated at the South Carolina NAACP's North Charleston Branch NAACP Freedom Fund Banquet. She spoke about careers and opportunities at the Station and within the broadcast industry.	1	Anchor
3	1/17/2019	Participation in events sponsored by community groups	Station personnel participated as a speaker before the Moncks Corner, South Carolina Rotary Club. The topics discussed included careers and opportunities at the Station and within the broadcast industry.	1	GM
4	1/24/2019	Participation in events sponsored by community groups	The Station participated at the Nu Gamma Chapter of Alpha Kappa Alpha Founder's Day Assembly. She spoke about her professional experiences and how to pursue a career in the broadcast industry.	1	Anchor
5	1/26/2019	Participation in events or programs sponsored by educational institutions	The Station participated at the Clemson University National Men of Color Summit. She spoke about developing professional skills that prepare students for careers after college.	1	Anchor
6	2/21/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before a College of Charleston public relations class. She spoke about job qualifications and careers and opportunities at the Station and within the broadcast industry.	1	Reporter
7	2/28/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before Trident Tech media students. She spoke about her professional experiences and how to pursue a career in the broadcast industry.	1	Promotions Director
8	3/22/2019	Participation in events sponsored by community groups	The Station participated in the South Carolina Future Business Leaders of America Conference. She participated as a judge critiquing student presentations and providing feedback.	1	Promotions Director

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9	3/25/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before The Medical University of South Carolina students. She spoke about her professional experiences, job qualifications and careers and opportunities at the Station and within the broadcast industry.	3	Promotions Director Anchor Executive Producer
10	3/26/2019	Participation in Job Fairs	The Station participated at the University of South Carolina Job Fair. Station personnel were able to meet with students and discuss vacancies at the stations and in the broadcasting industry.	2	Promotions Director Anchor
11	5/8/2019	Provision of training to management	The Station conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	11	News Director General Sales Manager Local Sales Managers Chief Engineer
12	6/3/2019	Establishment of an intern program designed to assist members of the community	The Station has an 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 five (5) interns from the University of South Carolina, Tulane University, Clafin University, and Pennsylvania State University during the 2019 Summer Semester.	5	Promotions Director Sports Anchor Photographer Reporters