

# WSPA-TV, WYCW-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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive, Sales	1-2, 5-9, 11, 13-15, 19, 23-25, 27, 30-35, 37-39, 41-43	11
Newscast Producer	1-2, 5-9, 12-15, 18-19, 21, 23-27, 30-35, 37-39, 41-43	18
News Producer	1-2, 5-9, 13-14, 19, 23-25, 27, 30-35, 37-39, 41-43	25
Morning News Anchor/Reporter	1-2, 5-6, 8-9, 13-14, 19, 22-25, 27, 30-39, 41-43	25
News Reporter	1-2, 5-10, 13-14, 19, 23-27, 30-33, 35, 37-39, 41-43	35
Weekend/Weekday Meteorologist	1-2, 5-9, 13-14, 19, 22-25, 27-28, 30-33, 35, 37-39, 41-43	28
News Photographer/Editor	1-3, 5-9, 13-14, 16, 19, 23-25, 27, 29-33, 35, 37-39, 41, 43	29
Creative Services Writer/Producer	1-2, 5-9, 13-14, 19, 23-25, 27, 29-33, 35, 37-39, 41-43	25
Digital Sales Manager	1-2, 5-9, 13-14, 17, 19, 22-27, 30-33, 35, 37-39, 41-43	17
Newscast Director	1-2, 4-9, 13-14, 16, 19, 23-25, 27, 30-33, 35, 37-39, 41-43	16
News Photographer	1-2, 5-9, 12-14, 19, 23-25, 27, 30-33, 35, 38-39, 41-43	25
Newscast Producer	1-2, 5-9, 13-14, 19-21, 23-25, 27, 30-33, 35, 37-39, 41-43	21
Account Executive, Sales	1-2, 5-9, 13-15, 19, 22-25, 27-28, 30-33, 35, 37-39, 41-43	28
Newscast Producer	1-2, 5-9, 13-14, 16, 19, 23-25, 27, 30-33, 35, 37-43	16
Digital Director	1-2, 5-10, 13-14, 19, 22-25, 30-33, 35, 37-39, 41-43	10
Graphic Designer-Motion	1, 5-9, 13-14, 16, 19, 22-25, 30-33, 35, 37-39, 41-43	22
Operator, Master Control	1-2, 5-9, 13-14, 16, 19, 23-25, 27, 30-33, 35, 37-39, 41-43	16
Video Editor	1-2, 5-9, 13-14, 17, 19, 23-25, 27, 30-33, 35, 37-41, 43	17

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Editor, Assignments	1-2, 5-9, 13-14, 16, 19, 22-23, 25-27, 30-33, 35, 37-39, 41-43	16
Production Manager	1, 5-6, 8-9, 13-14, 17, 19, 23, 25, 30- 33, 35, 37-39, 41-43	17
News Director	1-2, 5-6, 9, 13-14, 19, 23, 25, 27-28, 30 -33, 35, 37-39, 41-43	25
National Sales Assistant	1-2, 5-11, 13-14, 19, 23, 25, 27-28, 30- 33, 35, 37-38, 41-43	10

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

<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	Anderson University 316 Boulevard Anderson, South Carolina 29621 Phone : 864-231-2149 Url : <a href="http://www.andersonuniversity.edu">http://www.andersonuniversity.edu</a> Email : <a href="mailto:careerdevelopment@andersonuniversity.edu">careerdevelopment@andersonuniversity.edu</a> 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 : <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
3	Career Builder 200 N. Lasalle Street Suite 100 Chicago, Illinois 60601 Phone : 866-438-1485 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Center Manual Posting	N	1
4	CareerBuilder.com	N	1
5	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
6	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:mkenedy@cityofspartanburg.org">mkenedy@cityofspartanburg.org</a> Mitch Kennedy	N	0

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7	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
8	Clemson University P.O. Box 344007 Clemson, South Carolina 29634 Phone : 864-656-6000 Url : <a href="http://www.clemson.edu/career">http://www.clemson.edu/career</a> Fax : 1-864-656-0439 Neil Burton	N	0
9	Dept. of Commerce NC Work Career Ctr. 48 Grove Street Asheville, North Carolina 28801 Phone : 828-251-6200 Url : <a href="http://www.ncworks.gov">http://www.ncworks.gov</a> Email : brenda.ploss@nccommerce.com Fax : 1-828-251-6005 Brenda Ploss	N	0
10	Educational Institution	N	3
11	Employee Referral	N	3
12	Employment Services P.O. Box 328 Greenville, South Carolina 29602 Phone : 864-242-3531 Url : <a href="http://www.sces.org">http://www.sces.org</a> Donald West Manual Posting	N	0
13	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 : payne@erskine.edu Trent Payne	N	0

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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>
14	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
15	Greenville Technical College P.O. 5616 Mailstop:1055 Greenville, South Carolina 29606 Phone : 864-250-8139 Url : <a href="http://www.gvltec.edu">http://www.gvltec.edu</a> Email : <a href="mailto:donnis.longino@gvltec.edu">donnis.longino@gvltec.edu</a> Donnis Longino	N	0
16	Indeed.com	N	8
17	Internal Promotion	N	4
18	Intracompany Transfer	N	1
19	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
20	Job Fair	N	1
21	Job/Bulletin Board	N	5
22	Linked In	N	9
23	NAACP P. O. Box 4081 Anderson, South Carolina 29622 Phone : 864-646-2887 Email : <a href="mailto:bhamber@clemson.edu">bhamber@clemson.edu</a> Barbara Hamberg	N	0
24	National Association of Hispanic Journalists 1050 Connecticut Avenue NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Url : <a href="http://www.nahjcareercenter.com">http://www.nahjcareercenter.com</a> Email : <a href="mailto:nahjdc@gmail.com">nahjdc@gmail.com</a> Job Placement	N	0

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25	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	20
26	Nexstar's Facebook Page	N	5
27	North Greenville University P.O. Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7669 Url : <a href="http://www.ngu.edu">http://www.ngu.edu</a> Email : <a href="mailto:joshua.putnam@ngu.edu">joshua.putnam@ngu.edu</a> Joshua Putnam	N	0
28	Professional/Industry Trade Organization	N	6
29	Re-hire	N	2
30	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
31	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
32	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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33	Spelman College 350 Spelman 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
34	Tri-County Technical College P.O. Box 587 Pendleton, South Carolina 29670 Phone : 864-646-1700 Url : <a href="http://www.tctc.edu">http://www.tctc.edu</a> Email : <a href="mailto:conted@tctc.edu">conted@tctc.edu</a> Glenn Hellenga	N	0
35	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	6
36	TVJobs.com	N	1
37	University of SC - Upstate 800 University Way Spartanburg, South Carolina 29303 Phone : 864-503-5000 Url : <a href="http://www.uscupstate.edu">http://www.uscupstate.edu</a> Email : <a href="mailto:rboggs@uscupstate.edu">rboggs@uscupstate.edu</a> Fax : 1-864-503-5931 Ryan Boggs	N	0
38	Urban League of the Upstate 15 Regency Hill Drive Greenville, South Carolina 29607 Phone : 864-244-3862 Url : <a href="http://www.urbanleagueupstate.org">http://www.urbanleagueupstate.org</a> Fax : 1-864-244-6134 Jill Littlejohn	N	0

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39	USC College of Mass Communications and Information Studies 800 Sumter Street Columbia, South Carolina 29208 Phone : 803-777-7066 Url : <a href="http://www.sc.edu/mcis">http://www.sc.edu/mcis</a> Email : <a href="mailto:jamesrj@mailbox.sc.edu">jamesrj@mailbox.sc.edu</a> Fax : 1-803-576-5656 Rushondra James	N	0
40	Warren Wilson College 701 Warren Wilson Road Swannanoa, North Carolina 28778 Phone : 828-298-3325 Url : <a href="http://www.warren-wilson.edu">http://www.warren-wilson.edu</a> Email : <a href="mailto:cgauthier@warren-wilson.edu">cgauthier@warren-wilson.edu</a> Fax : 1-828-771-3073 Courtney Gauthier	N	0
41	Western Carolina University 205 Killian Annex Building Cullowhee, North Carolina 28723 Phone : 828-227-7133 Url : <a href="http://www.wcu.edu">http://www.wcu.edu</a> Email : <a href="mailto:careerservices@wcu.edu">careerservices@wcu.edu</a> Fax : 1-828-227-7344 Trina Royar	N	0
42	Winthrop University 701 W. Oakland Avenue Rock Hill, South Carolina 29733 Phone : 803-323-2141 Url : <a href="http://www.winthrop.edu/eaglelink/">http://www.winthrop.edu/eaglelink/</a> Email : <a href="mailto:cce@winthrop.edu">cce@winthrop.edu</a> Fax : 1-803-323-3831 Goldie Gildehaus	N	0
43	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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>76</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	2/7/2019	Participation in Job Fairs	The SEU participated at the Bob Jones Job Fair. SEU personnel were able to meet with potential applicants and discuss vacancies at the Stations and in the broadcast industry.	1	Assistant News Director
2	3/26/2019	Participation in Job Fairs	The SEU participated at the University of South Carolina Career Fair. SEU personnel were able to meet and discuss vacancies at the Stations and in the broadcast Industry.	2	Assistant News Director Executive Producer
3	6/6/2019	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 one (1) intern from the University of High Point, during the 2018 Summer Semester; two (2) interns from the University of South Carolina during the 2019 Winter Semester, one (1) during the 2019 Spring Semester; four (4) interns during the 2019 Summer Semester from the University of North Greenville, Wofford College, and Clemson University.</p>	2	Assistant News Director Creative Services Director
4	7/25/2019	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 National Association of Hispanic Journalists, South Carolina Hispanic Outreach and South Carolina Broadcasters Association, media/trade organizations with a broad-based membership, including the participation of women and minorities, and the Dept. of Commerce NC Work Center Career.	1	Business Adminiistrator