

WCBD-TV
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

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
Director, Newscast	3, 5-8, 10, 12, 17-18, 20-27, 29, 31-32	23
Photographer	3, 7, 18-23, 25-27, 29-31	23
Digital Content Producer	3, 5-7, 10, 16-18, 20-23, 25-27, 29-31	23
Producer, News	3, 10-11, 16, 23	16
Producer, News	3, 10-11, 16, 23	23
Promotions Producer	5-6, 10, 12, 15, 17, 20-23, 25-27, 29-31	12
Account Executive for CW Charleston	3, 5, 8, 10, 12, 15, 17, 20-23, 25-27, 29, 31	23
Meteorologist	1, 3, 5, 10, 15, 17, 21-23, 25-27, 29, 31	23
Producer, News	3, 5, 10, 12, 15-16, 21-23, 25-27, 29, 31	12
Reporter MMJ Charleston	3, 5, 8, 10, 15, 17, 21-23, 25-27, 29-31	23
Media Account Executive	3, 5, 8, 10, 13, 15-17, 21-23, 25-27, 29, 31	13
General Sales Manager	3, 5, 10, 15, 17, 21-23, 25-31	23
Coordinator, Research Sales Dept	5, 10, 13, 15-17, 21-23, 25-27, 29-31	13
Director, Newscast	3, 5, 10, 12, 15, 21-23, 25-27, 29-31	12
Reporter/MMJ	3, 5, 10, 12, 15, 21-23, 25-27, 29-31	30
Commerical Sales Producer	3, 5, 17, 21-23, 25-27, 29-31, 34	23
Producer, Newscast	3-5, 7, 9-10, 14-15, 17, 21-27, 29-31, 33-34	14
Director, Newscast	1, 3-4, 6-7, 10, 12, 15, 17, 21-27, 29- 31, 33-34	23
Director, Newscast	1, 3-4, 6-7, 10, 12, 15, 17, 21-26, 29- 31, 33-34	12
Reporter/MMJ	1-7, 10, 12, 14-15, 17, 21-27, 29-31, 33 -34	12
Producer, News	1, 3-6, 10, 12, 15, 17, 21-23, 25-27, 29- 31, 33-34	23
Account Executive Experienced	1, 3-4, 6, 12, 15, 17, 21-23, 25-27, 29- 31, 34	23

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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	602 Communications Unknown Portland, Oregon Phone : 0000000000 Url : 602communications.com Job Vacancy Manual Posting	N	0
2	Aiken Technical College PO Drawer 696 Aiken, South Carolina 29802 Phone : 0000000000 Url : success@atc.edu Job Vacancy Manual Posting	N	0
3	BEA Unknown Unknown, South Carolina Phone : 0000000000 Job Vacancy Manual Posting	N	0
4	Bob Jones University 1700 Wade Hampton Blvd Greenville, South Carolina Phone : 0000000000 Url : http://bjc-csm.symplicity.com/employers Job Vacancy Manual Posting	N	0
5	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
6	Clemson University 403 Strode Tower #341510 Clemson, South Carolina 29634 Phone : 864-710-9747 Url : https://clemson-csm.symplicity.com/employers/index Deb Herman Manual Posting	N	0

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7	Collective Talent Unknown Unknown, South Carolina Phone : 813.254.9695 Michael Bille Manual Posting	N	0
8	College of Charleston 66 George Street Charleston, South Carolina 29424 Phone : 843-805-5507 Url : https://www.myinterfase.com/cofc/employer/ Job Listings Manual Posting	N	0
9	Educational Institution	N	1
10	Handshake Unknown Unknown, South Carolina Phone : 0000000000 Url : www.joinhandshake.com Job Vacancy Manual Posting	N	0
11	Indeed.com Indeed.com Mt Pleasant, South Carolina Phone : 0000000000 Url : www.indeed.com Job Vacancy Manual Posting	N	0
12	Indeed.com	N	14
13	Internal Promotion	N	2
14	Job Fair	N	2
15	Lander University 320 Stanley Avenue Greenwood, South Carolina 29646 Phone : 843.388.8971 Email : asmorgan@lander.edu Amanda Morgan	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	LinkedIn 2029 Stierlin Ct Mountain View, California 94043 Phone : 0000000000 Job Vacancy Manual Posting	N	6
17	LULAC International Office 1133 19th St NW Suite 1000 Washington , District of Columbia 20036 Phone : 202-833-6130 Url : www.hirelatinos.org Job Vacancy Manual Posting	N	0
18	Medialine Unknown Unknown, South Carolina 29464 Phone : 0000000000 Url : http://medialine.com/jobs.htm Job Vacancy Manual Posting	N	0
19	Monster	N	1
20	NABJ 8701A Adelphi Rd. Adelphi, Maryland Phone : 301-405-0532 Url : http://nabj.org Email : aturner@nabj.org Job Vacancy	N	0
21	National Association of Broadcasting 1771 N. Street NW Washington, District of Columbia 20036 Phone : 352-333-3452 Url : http://nab.org/bcc Email : hr@nab.org Job Vacancy	N	0
22	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	43
24	Northwestern University 1845 Sheridan Rd. Fisk Hall #106 Evanston, Illinois 60208 Phone : 847-491-3741 Url : http://northwestern-csm.symplicity.com/employers/ Job Listings Manual Posting	N	0
25	Organization of Chinese Americans 1322 18th St NW Washington, District of Columbia 20036 Phone : 202-296-0540 Email : mlee@ocanational.org Monica Lee	N	0
26	SCBA 2711 Middleburg Drive Suite 201 Columbia, South Carolina 29204 Phone : 803-732-1186 Url : http://www.scba.net Email : scba@scba.net Paula Thayer	N	0
27	South Carolina Vocational Rehab Department 4360 Dorchester Road North Charleston, South Carolina 29405 Phone : 843.740.1600 Email : Cclower@scvrd.state.sc.us Cathy Clower	N	0
28	Spots n Dots 1635 Old Highway 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : http://www.spotsndots.com Emily McKay Manual Posting	N	0

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29	Trident Technical College P.O. Box 10367 Charleston, South Carolina 29411 Phone : 843-574-6739 Url : http://www.tridenttech.edu Email : randy.grimes@tridenttech.edu Randy Grimes	N	0
30	Tvjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Job Vacancy Manual Posting	N	3
31	University of Florida / WUFT-TV P.O. Box 118405 Gainesville, Florida 32611 Phone : 352.273.1223 Url : http://info.ufonline.ufl.edu Email : pwilkerson@jou.ufl.edu Alexandria Wilkerson	N	0
32	University of Missouri 120 Neff Hall Columbia, Missouri 65211 Phone : 573-882-2121 Url : http://hiremizzoutigers.com Job Listings Manual Posting	N	0
33	Winthrop University 219 Johnson Hall Rock Hill, South Carolina 29733 Phone : 0000000000 Job Vacancy Manual Posting	N	0
34	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			72

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/22/2017	Participation in events or programs sponsored by educational institutions	Anchor participated in student Alumni panel, answering questions regarding experience in Broadcast, opportunities, and gave career goal advice.	1	Anchor
2	8/25/2017	Sponsorship of events in the community designed to increase public awareness	The Station 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.	3	Anchor Producer Director
3	9/23/2017	Participation in events sponsored by community groups	Anchor acted as Mistress of Ceremony where she spoke about her career accomplishments and opportunities in Broadcast.	1	Anchor
4	10/9/2017	Participation in events or programs sponsored by educational institutions	Reporter participated in a media panel at local college. She answered career related questions from the students.	1	Reporter
5	11/11/2017	Participation in events or programs sponsored by educational institutions	Anchor participated in student Military Magnet Academy Celebration, represented the Broadcast industry, shared career opportunities and goals.	1	Anchor
6	11/29/2017	Participation in events sponsored by community groups	Anchor participated in community event Rotary Club, represented Broadcast industry, sharing about her career and broadcast opportunities.	1	Anchor
7	11/30/2017	Participation in events sponsored by community groups	Anchor participated in event for a local non-profit that provides assistance and career advice to low income families in the area, shared about her career and opportunities in Broadcast.	1	Anchor
8	1/22/2018	Sponsorship of events in the community designed to increase public awareness	The Station 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.	4	Anchor Reporter Creative Services Director Assignment Desk Manager
9	1/26/2018	Participation in events or programs sponsored by educational institutions	Anchor participated in student National Honor Society ceremony, shared about career and goals, career opportunities, and about being a NHS mentor.	1	Anchor
10	2/6/2018	Participation in events sponsored by community groups	Anchor participated in community event Black History, shared about her career, career goals and job opportunities.	1	Anchor

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11	2/27/2018	Participation in events or programs sponsored by educational institutions	Reporter participated as Journalist panel member at College of Charleston, spoke on her career, career goals and opportunities, gave feedback to journalism students.	1	Reporter
12	3/3/2018	Participation in events or programs sponsored by educational institutions	Anchor participated in SC State University scholarship program ceremony, spoke about her career, career goals and opportunities.	1	Anchor
13	3/9/2018	Participation in events sponsored by community groups	Anchor participated in MUSC Science Communication Forum, answered questions about her career and opportunities, research and reporting science based stories as a journalist.	1	Anchor
14	3/16/2018	Participation in events or programs sponsored by educational institutions	Promotions Producer participated in community event SC Future Business Leaders America, represented Broadcast industry, gave feedback to Broadcast students.	1	Promotions Producer
15	3/18/2018	Participation in events sponsored by community groups	Anchor participated in community event Women History Month, represented Broadcast industry, spoke about her career and opportunities.	1	Anchor
16	4/4/2018	Participation in Job Fairs	Marketing Director attended SC Broadcasters Association job fair. She shared job descriptions, open positions with broadcast students.	1	Marketing Director
17	5/9/2018	Participation in events sponsored by community groups	Anchor participated in community event YWCA Awards, represented Broadcast industry, her career acting as a Role Model and Mentor for students, opportunities for women in Broadcast.	1	Anchor
18	6/4/2018	Establishment of an intern program designed to assist members of the community	The Station has an established Internship Program which provides members of the community, including students, with an opportunity to experience real life training as a broadcast professional.	8	Producers Editors Creative Services Director Assignment Desk Manager
19	6/18/2018	Sponsorship of events in the community designed to increase public awareness	The Station 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.	1	Producer Director Meteorologist Reporter