

WCBD-TV
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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
Sales Account Executive	4-17	5
Account Executive Sales Broadcast & Digital	1-2, 4, 6-9, 11-17	2
Sales Assistant/Front Desk	1, 4, 6-17	1
Executive Producer News	1, 3-4, 6-17	3
Graphic Designer Broadcast Digital	2, 4, 6-17	2
Assignment Manager News Broadcast Digital	4, 6-17	8
Reporter Multimedia Journalist Digital Full Time	4-17	5
Reporter/MMJ Digital Media	1, 4-17	1
Director Broadcast News	4, 6-17	8
Producer, News Broadcast Media	1-2, 4, 6-17	2
Reporter Anchor News Broadcast	2, 4, 6-17	2
Reporter I Multimedia Journalist	1, 4-17	8
Sales Assistant Broadcast Digital Media	1, 4, 6-17	1
Commercial Producer	4, 6-17	13
Commercial Producer	4, 6-17	8
Regional National Sales Manager	2, 4, 6-17	2
Digital Producer Media	1, 4, 6-17	8
Account Executive Sales Broadcast & Digital	1, 4, 6-17	8
Account Executive Media Sales	1, 4-17	8
Anchor Reporter	1, 4, 6-17	1
Account Executive Media Sales	1, 4-17	1
Executive Producer News	1, 4, 6-17	1
Anchor Reporter News	2, 4, 6-17	2
Account Executive Media Sales	1, 4-17	5
Sales Assistant Broadcast Digital Media	1, 4, 6-17	8
Director News Production	4, 6-14, 16-17	8
Integrated Digital Specialist Media Advertising	1, 4-17	1

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Media Sales	1, 4-17	1
Account Executive Media Sales	1, 4-17	1
Producer, News	1-2, 4, 6-14, 16-17	2
Account Executive Sales Account Strategist	1, 4-17	8
Meteorologist I, News	1, 4-17	1
Photographer, News	2, 4, 6-17	2
Sports Anchor Reporter	4-17	5
Reporter Multimedia Journalist	2, 4, 6-17	2
Account Executive Sales Account Strategist	1, 4-17	8
Photographer, News	4, 6-17	8
General Sales Manager Broadcast and Digital	2, 4-17	2
Account Executive Sales Account Strategist	1, 4-17	1
Account Executive Sales Account Strategist	1, 4-17	8

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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	Indeed.com	N	48
2	Internal Promotion	N	10
3	Intracompany Transfer	N	1
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	26
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	61
9	Organization of Chinese Americans 1322 18th St NW Washington, District of Columbia 20036 Phone : 202-296-0540 Email : kent.tong@ocanational.org Kent Tong	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
10	SC Works 1930 Hanahan Road Suite C312 North Charleston, South Carolina 29405 Phone : 8435741800 Url : https://scworks.org Charleston Center Manual Posting	N	0
11	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
12	South Carolina State University, Career Planning and Placement P.O. Box 7068 Orangeburg, South Carolina Phone : (803) 536-7033 Email : careercenter@scsu.edu Fax : 1-803-516-4679 Dwight Bailey	N	0
13	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	2
14	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
15	University of South Carolina, School of Journalism and Mass Comm. Columbia, South Carolina Phone : (803) 777-5166 Email : mudunuri@mailbox.sc.edu Shirisha Mudunuri	N	0

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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
16	USC Film and Media Studies 406 Welsh Humanities Office Building Columbia, South Carolina 29208 Phone : (803) 777-2213 Email : COOPERMG@mailbox.sc.edu Mark Cooper	N	0
17	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			148

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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	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	The Station regularly disseminates job vacancy notices, including upper-lever positions, to SCWorks, a State Agency with broad-based job applicants, including women, minorities and veterans.	1	Business Administrator
2	10/2/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a judge at the College of Charleston allowing students to receive feedback on their presentations.	1	Managing Editor
3	10/7/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Ashley Hall School. She spoke about career decisions and job requirements.	1	Anchor
4	3/7/2020	Participation in events sponsored by community groups	Station personnel attended the Dream Girls Conference, which was held in Charleston, SC. During that event, the Station was able to discuss broadcasting jobs in general and at the Station, and provided guidance on how and where to apply for jobs at Nexstar.	1	Anchor Reporter
5	3/13/2020	Participation in events sponsored by community groups	Station personnel participated as a judge at the Future Business Leaders of America competition, allowing students to receive feedback on their presentation.	1	Creative Services Director
6	3/19/2020	Participation in Job Fairs	The Station participated at the SCWorks job fair. Station personnel were able to meet with attendees and discuss vacancies at the Stations and in the broadcasting industry.	1	Creative Services Director