

WCBD-TV
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

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	2-15	3
Local Sales Manager Media	2-15	3
Commercial Producer Broadcast	2, 4-15	6
Account Executive Sales Account Strategist	2-15	3
Producer, News	2, 4-15	6
Sports Anchor/Reporter	2, 4-15	6
Photographer, News	2-15	3
Anchor/Reporter News	2, 4-15	6
Creative Services Director	1-15	6
Photographer, News	2, 4-15	6
Sales Assistant Broadcast Digital Media	2-15	3
Account Executive Sales Account Strategist	2-4, 6-15	6
Anchor/Reporter News	2, 4, 6-15	6
Reporter Multimedia Journalist	1-2, 4, 6-15	6
Account Executive Sales Account Strategist	1-4, 6-15	1
Editor News	2, 4, 6-15	6
Anchor Reporter News	1-2, 4, 6-15	6
Account Executive Sales Account Strategist	1-4, 6-15	1
Reporter Multimedia Journalist Digital	2, 4, 6-15	6
Account Executive Sales Account Strategist	1-4, 6-15	3
Reporter Multimedia Journalist	2-4, 6-15	3
Traffic Coordinator I Broadcast Industry	1-4, 6-15	6
Account Executive Sales Account Strategist	1-4, 6-15	6
Sales Assistant Broadcast Digital Media	1-2, 4, 6-15	1
Producer, News	2, 4, 6-15	6

Nexstar did not actively distribute job vacancy notices to Indeed and LinkedIn. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.
 Recruiting Source #5 opted out of receiving job vacancy notices on 10/14/2020.

WCBD-TV
EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

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
Broadcast Show Host	1-4, 6-15	6
Digital Producer, News	1-4, 6-15	1
Sales Assistant Broadcast Digital Media	1-2, 4, 6-15	1
Broadcast Show Host	1-4, 6-15	6
Director I, Production News	2, 4, 6-15	6
Reporter Multimedia Journalist	1-4, 6-15	1
Account Executive Media Sales	1-4, 6-15	3

WCBD-TV
EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

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	30
2	Lander University 320 Stanley Avenue Greenwood, South Carolina 29646 Phone : 843.388.8971 Email : asmorgan@lander.edu Amanda Morgan	N	0
3	Linked In	N	29
4	Morris College North Main St. Sumter, South Carolina 29150 Phone : 803-934-3230 Email : jclayton@morris.edu Janet Smith-Clayton	N	0
5	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
6	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	58
7	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
8	SC Works 1930 Hanahan Road Suite C312 North Charleston, South Carolina 29405 Phone : 8435741800 Url : https://scworks.org Charleston Center Manual Posting	N	0

WCBD-TV
EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

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
9	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
10	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
11	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
12	University of Florida P.O. Box 118405 Gainesville, Florida 32611 Phone : 352.273.1223 Url : http://info.ufonline.ufl.edu Email : jsfrey@ufl.edu Julie Frey	N	0
13	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
14	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

WCBD-TV
EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

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
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			117

WCBD-TV
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

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, and the South Carolina Broadcasters Association, which include broad-based job applicants, including women and minorities.	1	General Manager
2	8/27/2020	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.	13	VP/GM Business Administrator DHs Managers
3	10/27/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Porter-Gaud School. He spoke about career decisions and job requirements.	1	Meteorologist
4	2/18/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Sun City Computer Club meeting. He spoke about career decisions and job requirements.	1	Meteorologist
5	3/8/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at University of South Carolina and Socastee High School. She spoke about career decisions and job requirements.	1	Anchor
6	3/24/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated in a Job Shadow Program with Trident Technical College. They spoke about job qualifications and careers and opportunities at the Station and within the broadcast industry.	4	Creative Services Director News Director Executive Producers Chief Meteorologist
7	3/24/2021	Participation in Job Fairs	The Station participated in the University of Missouri job fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcast industry.	1	News Director
8	3/30/2021	Participation in Job Fairs	The Station participated in the South Carolina Works Job Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcast industry.	2	Creative Services Director Business Administrator

WCBD-TV
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	4/12/2021	Participation in events or programs sponsored by educational institutions	Station Personnel participated as a speaker at SC State University. She spoke about career decisions and job requirements.	1	Anchor
10	6/7/2021	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>The Station hosted two (2) interns, from College of Charleston, one (1) intern from the University of South Carolina, one (1) intern from Lee University, and one (1) intern from Berea College, during the 2021 Summer Semester.</p>	6	Creative Services Director News Director Executive Producer Assignment Manager
11	7/14/2021	Participation in events sponsored by community groups	Station personnel attended the Building a Diverse Workforce with Military Talent webinar sponsored by Indeed, which focused on the EEO recruiting processes geared toward military candidates.	1	Business Administrator