

**WCBD-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2021 - July 31, 2022**

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
Account Executive Sales Account Strategist	2-15	6
Producer, News	2-15	6
Digital Sales/Integrated Digital Specialist	3-15	6
Sports Anchor Reporter	3, 5-15	6
Sales Assistant Broadcast Digital Media	1, 3, 5-15	6
Graphic Designer	2-3, 5-15	6
Account Executive Broadcast Digital Sales	3-15	6
Account Executive Sales Account Strategist	3-15	6
Commercial Producer for Creative Services	3, 5-15	6
Meteorologist I	2-15	6
Reporter Multimedia Journalist	1, 3-15	6
Sales Assistant Broadcast Digital Media	1, 3-15	4
Digital Reporter (mostly in-house)	3, 5-15	6
Digital Producer	1, 3, 5-15	1
Account Executive Sales Account Strategist	3-15	4
Producer, News	2-15	4
Reporter Multimedia Journalist	1, 3-15	1
Meteorologist I, News	3-15	4
Producer, News	2-15	4
Photographer, News	2-15	2
Anchor III, News	3, 5-15	6
Lifestyle Show Media Producer	2-15	6
Producer, News	1, 3, 5-15	1
Producer, Creative Services	3-15	4
Executive Producer Broadcast News	3, 5-15	6

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Account Executive Sales	2-15	6
Account Executive Sales	3-15	6
Producer, News	3, 5-15	6
Account Executive III Broadcast and Digital	3, 5-15	6
Reporter I, News Anchor	3, 5-15	6
Reporter I, News Anchor	1-15	1
Sales Assistant Broadcast Digital Media	3-15	6
Local Sales Manager III	3-15	6
Digital Media Manager	3, 5-15	6
Creative Services Director	3, 5-15	6
Photographer, News	3, 5-15	6
Producer I, Promotions	2-15	4

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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	CareerBuilder.com	N	7
2	Indeed.com	N	12
3	Lander University 320 Stanley Avenue Greenwood, South Carolina 29646 Phone : 843.388.8971 Email : asmorgan@lander.edu Amanda Morgan	N	0
4	Linked In	N	28
5	Morris College North Main St. Sumter, South Carolina 29150 Phone : 803-934-3230 Email : jclayton@morris.edu Janet Smith-Clayton	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	75
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
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

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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 : <a href="http://www.tridenttech.edu">http://www.tridenttech.edu</a> 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 : <a href="http://info.ufonline.ufl.edu">http://info.ufonline.ufl.edu</a> Email : jsfrey@ufl.edu Julie Frey	N	0
13	University of South Carolina, School of Journalism and Mass Comm. Columbia, South Carolina Phone : (803) 777-0068 Email : jamesrj@mailbox.sc.edu Dr. Rushondra James	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
15	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>122</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	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices, including upper-level positions to SCWorks, a State Agency, and the South Carolina Broadcasters Association, media/trade organization with a broad-based membership.	1	Business Administrator
2	9/21/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Trident Technical College. He spoke about career decisions and job requirements.	1	Director
3	10/9/2021	Participation in events sponsored by organizations representing the community	Station personnel participated as a speaker at the National Association for the Advancement of Colored People Freedom Fund Ceremony. She spoke about career decisions and job requirements.	1	Anchor
4	10/20/2021	Participation in events sponsored by organizations representing the community	Station personnel participated in a Media Focus Group. She spoke about career decisions and job requirements.	1	Anchor
5	10/27/2021	Participation in events sponsored by organizations representing the community	Station personnel participated as a speaker at the Tommy Baker and Major General Livingston Community Luncheon. She spoke about career decisions and job requirements.	1	Anchor
6	12/18/2021	Participation in events sponsored by organizations representing the community	Station personnel were speakers at The Spot Light Awards ceremony. They spoke about career decisions and job requirements.	2	Anchor Anchor
7	2/17/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at James J Foreman-Oceanside Collegiate Academy. He spoke about career decisions and job requirements.	1	Anchor
8	5/16/2022	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 one (1) intern from Coastal Carolina University, one (1) intern from Auburn University, and one (1) intern from College of Charleston for the 2022 Summer Semester.	12	Reporters Creative Services Director News Assignment Manager Producers

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9	6/15/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated in a Job Shadow Program with the College Prep School. They spoke about job qualifications and careers and opportunities at the Station and within the broadcast industry.	5	Business Administrator Executive Producer Creative Services Director Producers
10	7/26/2022	Participation in events sponsored by organizations representing the community	Station personnel participated as a speaker at Intern Cultural Enrichment Program. She spoke about career decisions and job requirements.	1	Anchor