

WCBD-TV
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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
Photographer, News	2, 4-14	5
Producer, News	1-2, 4-14	5
Sales Assistant/Project Coordinator	1-2, 4-14	1
Director I, News Broadcast	2, 4-14	5
Sales Account Executive Broadcast Digital	1-14	3
Anchor Reporter Broadcast News	2, 4-14	5
Account Executive III Broadcast and Digital	2, 4-14	5
Sales Assistant Broadcast Digital Media	1-14	3
Traffic Coordinator Sales Assistant	1-14	5
Account Executive Sales	2-14	3
Creative Services Co-Host/Producer	1-2, 4-14	5
Photographer I, News	2-14	3
Reporter Multimedia Journalist	2-14	3
Sales Assistant	1-14	1
Senior Creative Services Producer	1-2, 4-14	1
Account Executive Sales	1-12, 14	3
Producer I, News	2, 4-12, 14	5
Anchor Reporter I, News	2, 4-12, 14	5
Account Executive Sales	1-12, 14	3
Creative Services Producer Broadcast	2-12, 14	3
Broadcast News Producer	2-12, 14	3
Creative Services Lifestyle Show Host/Producer	2-12, 14	3
Account Executive Broadcast Digital Sales	2-12, 14	5
Traffic Coordinator I Broadcast	2, 4-12, 14	5
Sales Assistant	1-12, 14	3

Nexstar did not actively distribute job vacancy notices to certain recruiting sources, including Indeed, LinkedIn and Career Builder, however said sources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.
RS #13/The University of South Carolina (USC) was deleted on 11.29.2022.

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Marketing Specialist	1-12, 14	3
Meteorologist, News	2, 4-12, 14	5
Director I, Production Broadcast	2, 4-12, 14	5
Digital Producer News TV	2, 4-12, 14	5
Account Executive Sales Broadcast Digital	2, 4-12, 14	5
Account Executive III Broadcast Digital Sales	2-12, 14	5

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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	16
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	27
4	Morris College North Main St. Sumter, South Carolina 29150 Phone : 803-934-3274 Email : lgraham@morris.edu Dr. Lewis Graham, Jr.	N	0
5	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	49
6	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
7	SC Works 1930 Hanahan Road Suite C312 North Charleston, South Carolina 29405 Phone : 8435741800 Url : https://scworks.org Charleston Center Manual Posting	N	0
8	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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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	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
10	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
11	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
12	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
13	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
14	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

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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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			92

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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	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, a media/trade organization with a broad-based membership.	1	General Manager Business Administrator
2	8/9/2022	Participation in events sponsored by organizations representing the community	Station personnel participated as a speaker at the 2022 Explore Charleston Intern Cultural Enrichment Program. She spoke about career decisions and job requirements.	1	Anchor
3	9/21/2022	Participation in events sponsored by organizations representing the community	Station Personnel participated as speakers to the Leadership Group from the Southeastern Chamber of Commerce. We spoke about career decisions and job requirements.	4	Business Administrator Creative Services Director Executive Producer Meteorologist
4	12/7/2022	Participation in events or programs sponsored by educational institutions	Station Personnel participated in a Job Shadow Program directed toward juniors and seniors at Woodland High School. They spoke about job qualifications and careers and opportunities at the Station and within the broadcast industry.	4	Business Administrator Executive Producer Creative Services Director Director
5	2/1/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker directed toward juniors and seniors at Palmetto Christian Academy. She spoke about career decisions and job requirements.	1	Anchor
6	2/16/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated in a Job Shadow Program with the College of Charleston Meteorology students. They spoke about job qualifications and careers and opportunities at the Station and within the broadcast industry.	1	Meteorologist
7	2/22/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated in a Job Shadow Program directed toward juniors and seniors at Berkeley High School. They spoke about job qualifications and careers and opportunities at the Station and within the broadcast industry.	5	Business Administrator General Sales Manager Creative Services Director Digital Media Manager

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	2/28/2023	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.	7	Business Administrator Chief Engineer Creative Services Director Executive Producer
9	3/4/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before the Charleston Southern University Game Changers. She spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	Anchor
10	3/21/2023	Participation in events sponsored by organizations representing the community	Station personnel participated as a judge allowing students to receive feedback on their presentation.	1	Anchor
11	4/5/2023	Participation in Job Fairs	The Station participated at the College of Information University of South Carolina Job Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	News Director Assignment Manager
12	6/5/2023	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 two (2) interns from College of Charleston, during the 2023 Summer semester, and one (1) intern from the University of South Carolina, during the 2023 Summer semester.	10	Business Administrator Reporters News Managers Creative Services Director
13	6/23/2023	Participation in events or programs sponsored by educational institutions	Station Personnel participated in a Job Shadow Program with the Trio Program of Trident Technical College. They spoke about job qualifications and careers and opportunities at the Station and within the broadcast industry.	8	Business Administrator General Sales Manager Creative Services Director Digital Media Manager