

**WSPA-TV, WYCW-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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive III, Sales	1, 3-15	10
News Photographer	1, 4-7, 9-15	10
News Reporter	1, 4-15	10
Weekend Meteorologist	1-15	2
Graphic Artist	1, 3-6, 8-15	8
Multimedia Journalist/Reporter	1, 4-6, 8-15	8
News Editor	1, 4-15	7
News Editor	1, 4-15	10
Digital Content Producer	1, 4-7, 9-15	7
News Photographer	1, 4-15	10
Traffic Anchor/Reporter (M-F)	1, 4-6, 9-15	10
Newscast Director	1, 4-15	10
Digital Content Producer	1, 4-7, 9-15	7
Integrated Digital Specialists	1, 4-7, 9-15	10
National Sales Assistant	1, 4-15	8
Digital Content Producer	1, 4-7, 9-15	7
Digital Content Producer	1, 4-6, 8-15	10
News Producer	1, 4-6, 9-15	10
News Editor	1, 4-6, 8-15	8
Digital Sports Reporter/Producer	1, 4-6, 8-15	8
Digital Producer	1, 4-6, 8-15	10
Reporter I/MMJ	1, 4-6, 8-15	8
Account Executive III, Sales	1, 4-15	8
Multimedia Journalist/Reporter	1, 4-15	7

Nexstar did not actively distribute job vacancy notices to certain recruiting sources, including Career Builder, Indeed and LinkedIn, 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#3/CBS Newspath on Campus was deleted on 6/28/2022. The Account Executive III, Weekend Meteorologist, and Graphic Artist, positions were posted before the RS#3 was dropped off the stations list.

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News Producer	1, 4-6, 8-15	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	Bob Jones University 1700 Wade Hampton Boulevard Greenville, South Carolina 29614 Phone : 864-242-5100 Url : <a href="http://www.bju.edu">http://www.bju.edu</a> Email : <a href="mailto:careers@bj.edu">careers@bj.edu</a> Fax : 1-864-770-1340 Jane Smith	N	0
2	CareerBuilder.com	N	2
3	CBS Newspath on Campus 524 W. 57th Street New York, New York 10019 Phone : 212-975-3771 Url : <a href="http://www.cbsnewspath.com">http://www.cbsnewspath.com</a> Email : <a href="mailto:booking@cbsnews.com">booking@cbsnews.com</a> Helen Blieberg	N	0
4	City of Spartanburg P.O. Box 1749 Spartanburg, South Carolina 29304 Phone : 864-596-2785 Url : <a href="http://www.cityofspartanburg.org">http://www.cityofspartanburg.org</a> Email : <a href="mailto:mkenedy@cityofspartanburg.org">mkenedy@cityofspartanburg.org</a> Mitch Kennedy	N	0
5	Erskine College 2 Washington Street Due West, South Carolina 29639 Phone : 864-379-8725 Url : <a href="http://www.erskine.edu">http://www.erskine.edu</a> Email : <a href="mailto:payne@erskine.edu">payne@erskine.edu</a> Trent Payne	N	0
6	Georgia Association of Broadcasters 6 West Druid Hills Drive NE Suite 330 Atlanta, Georgia 30350 Phone : 770-395-7200 Url : <a href="http://www.mlewis@gab.org">http://www.mlewis@gab.org</a> Email : <a href="mailto:mlewis@gab.org">mlewis@gab.org</a> Fax : 1-770-395-7235 McKenzie Lewis	N	0
7	Indeed.com	N	27
8	Linked In	N	27

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	NAACP P. O. Box 4081 Anderson, South Carolina 29622 Phone : 864-646-2887 Email : bhamber@clemson.edu Barbara Hamberg	N	0
10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	37
11	SC State University P.O.Box 7068 Orangeburg, South Carolina 29117 Phone : 803-536-7033 Url : <a href="http://www.scsu.edu">http://www.scsu.edu</a> Email : <a href="mailto:careercenter@scsu.edu">careercenter@scsu.edu</a> Joseph Thomas	N	0
12	South Carolina Broadcasters Association 2711 Middleburg Drive, Suite 201 Columbia, South Carolina 29204 Phone : 803-732-1186 Url : <a href="http://www.scba.net">http://www.scba.net</a> Email : <a href="mailto:scba@scba.net">scba@scba.net</a> Fax : 1-803-732-4085 Paula Thayer	N	0
13	South Carolina Hispanic Outreach PO Box 3820 Columbia, South Carolina 29230 Email : <a href="mailto:contact@schispanicoutreach.org">contact@schispanicoutreach.org</a> Jorge Leone	N	0
14	TVJobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	0

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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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>93</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	Establishment of an intern program designed to assist members of the community	<p>The SEU 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 SEU hosted one (1) intern from Clemson University during the 2022 Summer Semester; one (1) intern from Clemson University during 2022 Fall Semester; one (1) intern from Anderson University and one (1) intern from North Greenville University during the 2023 Winter Semester; one (1) intern from North Greenville University and one (1) intern from Anderson University during the 2023 Spring Semester; one (1) intern from the University of North Carolina at Asheville and one (1) intern from Furman University during the 2023 Summer Semester.</p>	2	News Director Producer Supervisor
2	2/10/2023	Participation in Job Fairs	The SEU participated at the Career Fair at Broome High School. SEU personnel were able to meet and discuss vacancies at the Stations and in the broadcast industry.	1	Digital Content Executive Producer
3	2/23/2023	Participation in Job Fairs	The SEU participated at the University of South Carolina Career Fair, SEU personnel were able to meet and discuss vacancies at the Stations and in the broadcast industry.	3	Creative Services Director Art Director Promotions Producer
4	3/1/2023	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions to the South Carolina Hispanic Outreach and South Carolina Broadcasters Association, media/trade organization with a broad-based membership broadcast Industry.	1	VP/General Manager
5	3/2/2023	Participation in events or programs sponsored by educational institutions	SEU personnel participated as speakers at North Greenville University and discussed vacancies at the Stations and in the broadcast industry.	1	Digital Content Executive Producer

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6	4/12/2023	Participation in Job Fairs	The SEU participated at the University of South Carolina Broadcasters Association Career Fair, SEU personnel were able to meet and discuss vacancies at the Stations and in the broadcast industry.	1	Assistant News Director