

**WBTW-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2016 - July 31, 2017**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Weekend Anchor/Multimedia Journalist	27, 60-61	61
Multimedia Journalist	18, 27, 60-61	18
Account Executive	1, 3-23, 25-40, 42-60, 62-68	27
Producer	2-17, 19-23, 25-70	61
Multimedia Journalist	1-23, 25-60, 62-70	41
Weekend AM Anchor/Producer	1-22, 24-60, 62-70	41
Broadcast/IT Engineer	2-17, 19-23, 25-60, 62-70	23
Sports Anchor, Weekday	2-17, 19-22, 25-40, 42-60, 62-70	60
General Sales Manager	2-8, 10-17, 19-22, 24-29, 31-60, 62-70	24

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

<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	Allen University 530 Harden Street Columbia, South Carolina 29204 Phone : 803-376-5700 Fax : 1-803-376-5731 Robert Weston	N	0
2	Alliance for Women in Media 1760 Old Meadow Road Suite 500 McLean, Virginia 22102 Phone : 703-506-3290 Fax : 1-703-506-3266 Erin Fuller	N	0
3	Baylor University P.O. Box 97368 Waco, Texas 76706 Phone : 800-BAYLOR-U Email : HireABear@baylor.edu Job Listings	N	0
4	Black Female Community Leader 810 E. Pine Street Florence, South Carolina 29501 Phone : 843-669-8753 Ruth Smith Manual Posting	N	0
5	Central Carolina Community College 1105 Kelly Drive Sanford, North Carolina 27330 Phone : 800-682-8353 Email : cmoses@cccc.edu Fax : 1-919-545-8005 Mike Nelson	N	0
6	Central Carolina Technical College 506 N. Guignard Sumter, South Carolina 29150 Phone : 803-778-1961 Email : careerservices@cctech.edu Fax : 1-803-778-7866 Gladys Grant	N	0

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7	Charlotte Area Assn. Of Black Journalists P.O. Box 32574 Charlotte, North Carolina 28232 Phone : 704-378-1353 Email : info@caabj.org Sharon White	N	0
8	Cheyney University Career Services University Circle Cheyney, Pennsylvania 19139 Phone : 610-399-2275 Madeline Johnson Manual Posting	N	0
9	Claflin University 400 Magnolia Street Orangeburg, South Carolina 29115 Phone : 803-535-5631 Email : sbiggs@claflin.edu Howard Jackson	N	0
10	Coastal Carolina University P.O. Box 261954 Conway, South Carolina 29528 Phone : 843-349-2333 Mollie Fout Manual Posting	N	0
11	Coker College 300 E. College Avenue Hartsville, South Carolina 29550 Phone : 843-383-8058 Darlene Small Manual Posting	N	0
12	Columbia College 301 Columbia College Drive Columbia, South Carolina 29203 Phone : 312-663-1600 Roberta Carver Manual Posting	N	0
13	Columbia College Chicago 600 S. Michigan Ave. Chicago, Illinois 60613 Phone : 312-344-7281 Matthew Green Manual Posting	N	0

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14	DB Associates PO Box 353 Neffs, Pennsylvania 18065 Phone : 610-767-6183 Email : dbandassociates@msn.com Job Listings	N	0
15	Denmark Technical School P.O. Box 327 Denmark, South Carolina 29042 Phone : 803-682-3633 Jay K. Fields Manual Posting	N	0
16	Division of Persons With Disabilities Lucas State Office Building Des Moines, Iowa 50319 Phone : 515-242-6334 Url : <a href="http://www.state.ia.us/government/dhr/pd">www.state.ia.us/government/dhr/pd</a> Fax : 1-515-242-6119 Jill Filitano	N	0
17	Elizabeth City State University 1704 Weeksville Road Elizabeth City, North Carolina 27909 Phone : 252-335-3400 Brutus N. Jackson Manual Posting	N	0
18	Employee Referral	N	4
19	Employment Security Commission P.O. Box 100527 Florence, South Carolina 29501 Phone : 843-669-4271 Janet Daniel Manual Posting	N	0
20	Florence Branch of NAACP P.O. Box 1358 Florence, South Carolina 28503 Phone : 843-673-0693 Job Listings Manual Posting	N	0

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21	Francis Marion University P.O. Box 100547 Florence, South Carolina 29501 Phone : 843-661-1677 Lisa Woodham Manual Posting	N	0
22	Horry Georgetown Technical College P.O. Box 261966 Conway, South Carolina 29528 Phone : 843-39-7870 Beverly Jones Manual Posting	N	0
23	Indeed.com	N	4
24	Internal Promotion	N	4
25	Johnson C. Smith 800 Beattus Ford Road Charlotte, North Carolina 28216 Phone : 704-378-1000 Job Listings Manual Posting	N	0
26	Katz Media Group 3500 Maple Ave. Suite 300 Dallas, Texas 75219 Phone : 214-525-2800 Job Listings Manual Posting	N	0
27	Media General Web Site 333 E. Franklin St. Richmond, Virginia 23219 Phone : 804-649-6000 Job Listings Manual Posting	N	5
28	mediarecruiter.com (for Account Executive positions) 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Job Listings Manual Posting	N	0

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29	Meredith College 3800 Hillsborough Street Raleigh, North Carolina 27607 Phone : 919-780-2874 Job Listings Manual Posting	N	0
30	Midlands Technical College P.O. Box 2408 Columbia, South Carolina 29202 Phone : 803-738-8324 Email : hradmin@midlandstech.edu Sarah Trice	N	0
31	Minority Review P.O. Box 15526 Phoenix, Arizona 85060 Phone : 602-381-6234 Job Listings Manual Posting	N	0
32	Morning News 310 S Dargan Street Florence, South Carolina 29506 Phone : 843-317-6397 Job Listings Manual Posting	N	0
33	Morris College 600 W. College Street Sumter, South Carolina 29150 Phone : 803-934-3200 Margaret Bailey Manual Posting	N	0
34	N.A.A.C.P. Hartsville Branch P.O. Box 2061 Hartsville, South Carolina 29550 Phone : 843-339-9091 J. Floyd Davis Manual Posting	N	0
35	N.C. AT&T University 101 Murphy Hall Greensboro, North Carolina 27411 Phone : 336- 334-7500 Joyce Edwards Manual Posting	N	0

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36	NAB Jobline 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5497 Email : membership@nab.org Job Listings	N	0
37	National Black Media Coalition 1120 New Hampshire Ave. Ste 204 Silver Spring, Maryland 20904 Phone : 301-445-2600 Job Listings Manual Posting	N	0
38	National Council of Negro Women P.O. Box 169 Florence, South Carolina 29501 Phone : 202-737-0120 Starlee Alexander Manual Posting	N	0
39	New Jersey Division of Developmental Disabilities New Jersey Veteran's Memorial Home 524 Northwest Blvd. Vineland, New Jersey 08360 Phone : 856-696-6139 Email : quinones@njdmava.state.nj.us Fax : 1-856-696-6885 Oswaldo Quinones, Jr.	N	0
40	News Channel 13 Intern Program 101 McDonald Ct Myrtle Beach, South Carolina 29588 Phone : 843-293-1301 Rainee Kite Manual Posting	N	0
41	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	6

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42	Norfolk State University Conference 401 Corprew Avenue Norfolk, Virginia 23503 Phone : 757-823-8600 Grady H. James Manual Posting	N	0
43	Northeastern University 360 Huntington Ave. Boston, Massachusetts 2115 Phone : 617-373-2000 Andrea S. Presutti Manual Posting	N	0
44	Olsten Temp Agency 3431 US 76 Mullins, South Carolina 29574 Phone : 843-423-1760 Job Listings Manual Posting	N	0
45	Organization of Chinese Americans 1322 18th St. NW Washington, District of Columbia 20036 Phone : 214-840-7224 Keith McAllister Manual Posting	N	0
46	Pee Dee Community Action Agency P.O. Box 12670 Florence, South Carolina 29504 Phone : 843-774-9038 Job Listings Manual Posting	N	0
47	S.C. Employment Office of Florence P.O. Box 100527 Florence, South Carolina 29501 Phone : 843-669-4271 James Moore Manual Posting	N	0
48	S.C. State University P.O. Box 7068 Orangeburg, South Carolina 29117 Phone : 803-536-7000 Cynthia Zeigler Manual Posting	N	0



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49	SCBA One Harbison Way Suite 112 Columbia, South Carolina 29212 Phone : 803-732-4085 Karen Nettles Manual Posting	N	0
50	School of Journalism & Mass Comm. Of Chapel Hill NC 201 Winston Hall Campus Box 8104 Chapel Hill, North Carolina 27599 Phone : 919-962-1204 Job Listings Manual Posting	N	0
51	Southern Illinois University Dept. of Mass Communication 1263 Lincoln Dr Carbondale, Illinois 62901 Phone : 618-536-4405 Keith Keller Manual Posting	N	0
52	Spelman College 350 Spelman Lane, SW Box 010 Atlanta, Georgia 30314 Phone : 404-681-3643 Barbara A. Brown Manual Posting	N	0
53	Spots N Dots (for Account Executive positions) 167 Oakdale Rd. Johnson City, New York 13790 Phone : 888-884-2630 Job Listings Manual Posting	N	0
54	Stillman College P.O. Box 1430 Tuscaloosa, Louisiana 35403 Phone : 800-841-5722 Larry Kincaid Manual Posting	N	0
55	The Employment Network 401 Colwick Rd. Ste 406 Charlotte, North Carolina 28211 Phone : 704-365-8294 Job Listings Manual Posting	N	0

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56	The Leadership Institute Broadcast Media Placement 1101 N. Highland Street Arlington, Virginia 22201 Phone : 802-299-2010 Darcy Garthwaite Manual Posting	N	0
57	The University of NC at Pembroke P.O. Box 1510 Pembroke, North Carolina 28371 Phone : 910.521.6000 Lisa Shaeffer Manual Posting	N	0
58	Truman State University Career Center 100 E. Normal Street Kirksville, Missouri 63501 Phone : 660-785-4000 Job Listings Manual Posting	N	0
59	TVJOBS P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark Holloway	N	0
60	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : info@tvjobs.com Job Listings	N	4
61	TVJobs.com	N	3
62	U.S. Dept. of Veterans Affairs Vocational Rehabilitation and Employment 110 9th Ave. South Nashville, Tennessee Phone : (615) 695-6372 Email : dale.warf@vba.va.gov Dale Warf	N	0

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63	University of Miami PO Box 249175 Coral Gables, Florida Phone : 305-284-5451 Karen Nordgren Manual Posting	N	0
64	University of South Carolina College of Journalism Carolina Coliseum Columbia, South Carolina 29208 Phone : 803-777-7000 Mary Caldwell Manual Posting	N	0
65	Voorhees College 1411 Voorhees Rd. Denmark, South Carolina 29042 Phone : 803-780-1234 Sharon Pace Manual Posting	N	0
66	WBTW 101 McDonald Ct Myrtle Beach, South Carolina 29588 Phone : 843-293-1301 Jennifer Wolfe Manual Posting	N	0
67	WBTW.News 13 (TV Advertisement) 101 McDonald Ct Myrtle Beach, South Carolina 29588 Phone : 843-317-1313 Daniel Klintworth Manual Posting	N	0
68	Winthrop University 538 Oakland Avenue Rockhill, South Carolina 29733 Phone : 803-323-2211 Tom Injaychock Manual Posting	N	0

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69	Women's Center for Education & Career Advancement 11 Broadway New York, New York 10004 Phone : 212-964-8934 Url : www.wceca.org Email : mreagon@wceca.org Fax : 1-212-964-0222 Merble Reagon	N	0
70	Women's Employment Network 920 Main Suite 100 Kansas City, Missouri 64105 Phone : 816-822-8083 Url : kcwen.org Email : tbomar@kcwen.org Fax : 1-816-822-8607 Bomar Tonia	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>30</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	1/26/2017	Establishment of training programs for station personnel	Chief Engineer participated in Society of Broadcast Engineers webinar: SBE RF 101 Broadcast Terrestrial Transmission Systems Introduction to RF.	1	Chief Engineer
2	2/5/2017	Participation in scholarship programs	Coastal Carolina Educational Foundation WBTW-TV Scholarship which is given each year to a student pursuing coursework and/or a career in Broadcasting or Journalism, has a minimum 2.5 GPA, maintains full time status and demonstrates satisfactory degree progress.	1	General Manager
3	3/2/2017	Establishment of training programs for station personnel	Chief Engineer participated in Society of Broadcast Engineers webinar: Broadcast Terrestrial Transmission Systems Module 2 Transmission lines RF Webinar	1	Chief Engineer
4	3/12/2017	Participation in scholarship programs	Francis Marion University Education Foundation WBTW News 13 Annual Scholarship is given each year to a student enrolled in the Mass Communication program majoring in Broadcast Journalism and maintaining a GPA of 3.0 or higher.	1	General Manager
5	3/15/2017	Participation in events or programs sponsored by educational institutions	Station tour for 18 Loris High School students.	1	Community Liaison
6	3/28/2017	Establishment of training programs for station personnel	Chief Engineer participated in a Society of Broadcast Engineers webinar: Fundamentals of IP Networking	1	Chief Engineer
7	4/5/2017	Participation in Job Fairs	Coastal Carolina University Career Fair	2	Business Administrator Community Liaison
8	4/13/2017	Establishment of training programs for station personnel	Chief Engineer participated in a Society of Broadcast Engineers webinar: Welcome to the SBE RF101 Broadcast Terrestrial Transmission Systems Module 3 Towers, Antennas, and Transmission Systems.	1	Chief Engineer
9	5/3/2017	Provision of training to management	Participated in a Broadcast 1 Source refresher training for managing job postings and interview/hire data for FCC -EEO compliance.	1	Business Administrator

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	<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>
10	5/18/2017	Establishment of training programs for station personnel	Chief Engineer attended a Society of Broadcast Engineers webinar: Module 4 Antenna Gain-Feed-line Loss	1	Chief Engineer
11	6/5/2017	Establishment of an intern program designed to assist members of the community	Three interns from South Carolina State University, Horry Georgetown Technical College and Clemson working with News Department, Business Office, Sales Department and Promotions Department.	5	Community Liaison Promotions Manager Digital Sales Coordinator News Director
12	6/15/2017	Establishment of training programs for station personnel	Chief Engineer participated in a Society of Broadcast Engineers webinar: Modulation Fundamentals RF101 Broadcast Terrestrial Transmission Systems	1	Chief Engineer
13	6/20/2017	Establishment of training programs for station personnel	Chief Engineer participated in a Society of Broadcast Engineers webinar.	1	Chief Engineer