

**WSPA-TV, WYCW-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2017 - July 31, 2018**

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
Sales/Account Executive	1-3, 7-11, 13-15, 25-27, 29-30, 32-35, 37-38, 41-47	11
Reporter, MMJ	1-3, 7-10, 12-15, 20, 23, 25-27, 29-35, 37-38, 41-47	20
Reporter, News	1, 3, 7-10, 13-15, 23, 25-27, 29-35, 37-38, 42-47	27
News Producer	1, 3, 7-10, 13-15, 22-23, 25, 27, 29-30, 32-33, 35, 37-38, 42-44, 46-47	38
Executive Producer	1, 3, 8-10, 12-15, 23, 25, 27, 29-33, 35, 37-38, 42-44, 46-47	12
Executive Producer	1, 3, 8-10, 12-15, 23, 25, 27, 29-33, 35, 37-38, 42-44, 46-47	12
Weekend Morning Meteorologist Reporter	1, 3, 6-10, 13-15, 18, 24-27, 29-30, 32-33, 35, 37-38, 40-44, 46-47	24
Reporter, MMJ	1, 3, 6-10, 12-14, 18, 25-27, 29-30, 32-33, 35, 37-38, 41-45, 47	12
News, Producer	1, 3, 5-10, 12-14, 16, 18, 25-27, 29-30, 32-33, 35, 37-38, 41-44, 46-47	12
Technician, IT	1, 3, 6-10, 12-14, 16, 18, 20-21, 25-27, 29-30, 32-33, 35, 37-38, 41-44, 46-47	12
Morning News Anchor	1, 3, 6-10, 12-14, 16, 18, 25-27, 29-30, 32-33, 35, 37-38, 41, 43-44, 47	12
Weekend Anchor/Reporter	1, 3, 6-10, 13-14, 18, 25-30, 32-33, 35, 37-39, 41-47	27
Assignment Editor	1, 3, 6, 9-10, 12-14, 18, 25-30, 32-35, 37-38, 42-47	28
News Producer, Digital	1, 3-4, 6, 8-10, 13-14, 16, 18, 25-27, 29-30, 32-33, 35, 37-38, 42-47	27
Reporter, News	1, 3, 6-10, 13-14, 18-19, 22, 25-27, 29-30, 32-33, 35, 37-38, 42-44, 46-48	27
Research Director	1, 3, 6-10, 13-14, 18, 22, 25-27, 29-30, 32-33, 35, 37-38, 42-44, 46-48	22
Master Control Operator	1, 3, 6-10, 12-14, 16, 18, 22, 25-27, 29-30, 32-33, 35, 37-38, 42-44, 46-48	22
Photographer/Editor	1, 3, 6-10, 13-14, 18, 24-27, 29-30, 32-33, 35-38, 42-44, 46-48	24

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Broadcast Operations Controller	1, 3, 6-10, 12-14, 18, 25-27, 29-30, 32-33, 35, 37-38, 42-44, 46-48	27
Local Sales Manager	1, 3, 6-10, 13-14, 17-18, 25-27, 29-30, 32-33, 35, 37-38, 42-44, 46-48	17
News Assignment Editor	1, 3, 6-8, 10, 13-14, 25-27, 29-30, 32-33, 35, 37-38, 42-44, 46-48	27

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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	Anderson University 316 Boulevard Anderson, South Carolina 29621 Phone : 864-231-2149 Url : <a href="http://www.andersonuniversity.edu">http://www.andersonuniversity.edu</a> Email : <a href="mailto:kbell@andersonuniversity.edu">kbell@andersonuniversity.edu</a> Fax : 1-864-622-6073 Kelly A. Bell	N	0
2	Asheville-Buncombe Technical Community College 340 Victoria Road Asheville, North Carolina 28801 Phone : 828-398-7209 Url : <a href="http://www.abtech.edu">http://www.abtech.edu</a> Email : <a href="mailto:careerservices@abtech.edu">careerservices@abtech.edu</a> Career Center	N	0
3	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
4	Career Builder 200 N. Lasalle Street Suite 100 Chicago, Illinois 60601 Phone : 866-438-1485 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Center Manual Posting	N	1
5	CareerBuilder.com	N	1
6	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

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7	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:mkennedy@cityofspartanburg.org">mkennedy@cityofspartanburg.org</a> Mitch Kennedy	N	0
8	Clafflin University Office of Career Development 400 Magnolia St. Orangeburg, South Carolina 29115 Phone : 803-535-5338 Email : <a href="mailto:csnell@claflin.edu">csnell@claflin.edu</a> Fax : 1-803-535-5379 Carolyn Snell	N	0
9	Clemson University P.O. Box 344007 Clemson, South Carolina 29634 Phone : 864-656-6000 Url : <a href="http://www.clemson.edu/career">http://www.clemson.edu/career</a> Fax : 1-864-656-0439 Neil Burton	N	0
10	Dept. of Commerce NC Work Career Ctr. 48 Grove Street Asheville, North Carolina 28801 Phone : 828-251-6200 Url : <a href="http://www.ncworks.gov">http://www.ncworks.gov</a> Email : <a href="mailto:brenda.ploss@nccommerce.com">brenda.ploss@nccommerce.com</a> Fax : 1-828-251-6005 Brenda Ploss	N	0
11	Educational Institution	N	5
12	Employee Referral	N	14
13	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

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<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>
14	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
15	Greenville Technical College P.O. 5616 Mailstop:1055 Greenville, South Carolina 29606 Phone : 864-250-8139 Url : <a href="http://www.gvltec.edu">http://www.gvltec.edu</a> Email : <a href="mailto:donnis.longino@gvltec.edu">donnis.longino@gvltec.edu</a> Donnis Longino	N	0
16	Indeed.com	N	5
17	Internal Promotion	N	3
18	Isothermal Community College P.O. Box 804 Spindale, North Carolina 28160 Phone : 828-395-1652 Url : <a href="http://www.isothermal.edu">http://www.isothermal.edu</a> Email : <a href="mailto:tadair@isothermal.edu">tadair@isothermal.edu</a> Trenna Adair	N	0
19	Job Fair	N	1
20	Job/Bulletin Board	N	3
21	Johnson C. Smith University 100 Beatties Ford Road Charlotte, North Carolina 28216 Phone : 704-378-3585 Url : <a href="http://www.jcsu.edu">http://www.jcsu.edu</a> Career Center Manual Posting	N	0
22	Linked In	N	5
23	Media General Website Listing/WSPA 333 East Franklin Street Richmond, Virginia 23219 Phone : 804-775-4606 Url : <a href="http://www.mediageneral.com">http://www.mediageneral.com</a> Job Placement Manual Posting	N	0

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24	Monster	N	3
25	NAACP P. O. Box 4081 Anderson, South Carolina 29622 Phone : 864-646-2887 Email : bhamber@clemson.edu Barbara Hamberg	N	0
26	National Association of Hispanic Journalists 1050 Connecticut Avenue NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Url : <a href="http://www.nahjcareercenter.com">http://www.nahjcareercenter.com</a> Email : nahjdc@gmail.com Job Placement	N	0
27	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	33
28	Nexstar's Facebook Page	N	2
29	North Greenville University P.O. Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7669 Url : <a href="http://www.ngu.edu">http://www.ngu.edu</a> Email : joshua.putnam@ngu.edu Joshua Putnam	N	0
30	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 : careercenter@scsu.edu Joseph Thomas	N	0
31	SmartRecruiters, Inc. 56 Tehama Street San Francisco, California 94105 Phone : 415-659-9130 Url : <a href="http://www.smartrecruiters.com">http://www.smartrecruiters.com</a> Email : success@smartrecruiters.com Job Placement	N	0

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32	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
33	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
34	Spartanburg Community College P.O. Box 4386 Spartanburg, South Carolina 29305 Phone : 864-592-4820 Url : <a href="http://www.sccsc.edu/career">http://www.sccsc.edu/career</a> Email : <a href="mailto:littlej@sccsc.edu">littlej@sccsc.edu</a> Fax : 1-864-592-4792 Jennifer Little	N	0
35	Spelman College 350 Spelman LN SW #10 Atlanta, Georgia 30314 Phone : 404-270-5273 Url : <a href="http://www.spelman.edu">http://www.spelman.edu</a> Email : <a href="mailto:hbell@spelman.edu">hbell@spelman.edu</a> Fax : 1-404-270-5276 Harold Bell	N	0
36	State/Local Employment Agency	N	1
37	Tri-County Technical College P.O. Box 587 Pendleton, South Carolina 29670 Phone : 864-646-1700 Url : <a href="http://www.tctc.edu">http://www.tctc.edu</a> Email : <a href="mailto:conted@tctc.edu">conted@tctc.edu</a> Glenn Hellenga	N	0

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38	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	9
39	TVJobs.com	N	1
40	TVNewscheckMedia 24 W. Lancaster Ave. Suite 205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Patty Hersh Manual Posting	N	0
41	University of Alabama 3400 Ferguson Center Tuscaloosa, Alabama 35487 Phone : 205-348-2128 Url : <a href="http://career.ua.edu">http://career.ua.edu</a> Email : <a href="mailto:lycarden@sa.ua.edu">lycarden@sa.ua.edu</a> Fax : 1-205-348-5852 Linda Carden	N	0
42	University of SC - Upstate 800 University Way Spartanburg, South Carolina 29303 Phone : 864-503-5000 Url : <a href="http://www.uscupstate.edu">http://www.uscupstate.edu</a> Email : <a href="mailto:rboggs@uscupstate.edu">rboggs@uscupstate.edu</a> Fax : 1-864-503-5931 Ryan Boggs	N	0
43	Urban League of the Upstate 15 Regency Hill Drive Greenville, South Carolina 29607 Phone : 864-244-3862 Url : <a href="http://www.urbanleagueupstate.org">http://www.urbanleagueupstate.org</a> Fax : 1-864-244-6134 Jill Littlejohn	N	0



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44	USC College of Mass Communications and Information Studies 800 Sumter Street Columbia, South Carolina 29208 Phone : 803-777-4105 Url : <a href="http://www.sc.edu/mcis">http://www.sc.edu/mcis</a> Email : <a href="mailto:kbullard@mailbox.sc.edu">kbullard@mailbox.sc.edu</a> Fax : 1-803-576-5656 Katie Bullard	N	0
45	Warren Wilson College 701 Warren Wilson Road Swannanoa, North Carolina 28778 Phone : 828-298-3325 Url : <a href="http://www.warren-wilson.edu">http://www.warren-wilson.edu</a> Email : <a href="mailto:cgauthier@warren-wilson.edu">cgauthier@warren-wilson.edu</a> Fax : 1-828-771-3073 Courtney Gauthier	N	0
46	Western Carolina University 205 Killian Annex Building Cullowhee, North Carolina 28723 Phone : 828-227-7133 Url : <a href="http://www.wcu.edu">http://www.wcu.edu</a> Email : <a href="mailto:careerservices@wcu.edu">careerservices@wcu.edu</a> Fax : 1-828-227-7344 Trina Royar	N	0
47	Winthrop University 701 W. Oakland Avenue Rock Hill, South Carolina 29733 Phone : 803-323-2141 Url : <a href="http://www.winthrop.edu/eaglelink/">http://www.winthrop.edu/eaglelink/</a> Email : <a href="mailto:cce@winthrop.edu">cce@winthrop.edu</a> Fax : 1-803-323-3831 Goldie Gildehaus	N	0
48	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>87</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	9/4/2017	Participation in scholarship programs	Southern New Hampshire University Scholars Program to give students opportunities to utilize their training skills and education in a broadcast environment the "Tech Schlors Program" is a scholarship program developed by the station. Student enrolled from 09/04/17 - 05/02/18	1	Chief Engineer
2	10/11/2017	Participation in other activities designed by the station employment unit	The station hosted a site visit attended by 25 adults and children homeschooled providing information as to employment opportunities in broadcasting.	2	Senior Promotions Producer Promotions Producer
3	10/14/2017	Sponsorship of events in the community designed to increase public awareness	The station provided open house tours at our new studio 7 On Main in Greenville, SC to increase public awareness as to employment opportunities in Broadcasting.	8	VP/General Manager Promotions Director News Director Anchor
4	10/15/2017	Sponsorship of events in the community designed to increase public awareness	The station gave open house tours at our new studio, 7 on Main in Greenville, SC designed to increase public awareness as to employment opportunities in broadcasting.	5	VP/General Manager Promotions Director News Director
5	1/31/2018	Establishment of training programs for station personnel	An advancement training class on graphic work in commercial production, promotions, and news was held at the station on 1/31/18 to qualify employees for an advanced producer position.	5	Producer Creative Service Director News Editor Executive Producer
6	2/2/2018	Participation in other activities designed by the station employment unit	The station hosted a site visit attended by 10 college students from Infinity Marketing hosted by Rob Baker and Bree Haggard promoting opportunities in TV Broadcasting at WSPA.	2	Senior Promotions Director Promotions Producer
7	3/22/2018	Participation in Job Fairs	Station personnel participation in SCBA Job Fair, provide students the opportunity to learn about careers in the Broadcast Industry.	2	Executive Producer Assistant News Director
8	4/4/2018	Participation in Job Fairs	Kirk Varner, News Director participated in the SCBA Job Fair on 4/04/18 in Columbia, SC. The event provided the students an opportunity to learn firsthand about job opportunities at our station.	1	News Director

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9	4/26/2018	Participation in other activities designed by the station employment unit	Studio Tour for 21 High School students at TL Hanna High School, watch the noon newscast and discuss job opportunities in the Broadcasting Industry.	1	Producer, Promotions
10	6/12/2018	Participation in other activities designed by the station employment unit	The station hosted a site visit attended by 12 college students from Infinity Marketing hosted by Rob Baker and Bree Haggard promoting opportunities in TV Broadcasting at WSPA-TV.	2	Promotions Producer Promotions Producer
11	6/18/2018	Establishment of an intern program designed to assist members of the community	The station hosted 4 Interns in the summer semester of 2018, 4 Interns in the winter semester of 2018 and 4 Interns in the summer semester of 2017. The Internship program provides students with real life broadcast procedures and operations experience in exchange for education credit.	2	Assistant, News Director Executive Producer