

WBTW-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 Florence, SC	1-3, 5-14	1
Account Executive	2-3, 5-15	7
Account Executive	2-3, 5-15	7
MMJ/Photographer	2-15	4
Weekend Evening Meteorologist	2-15	5
IT Broadcast Engineer	2-3, 5-15	7
Digital Producer	2-4, 6-15	4
Part-time Video Editor	1-3, 5-15	5
Multimedia Journalist	1-4, 6-15	7
Multimedia Journalist	2-14	4
Newscast Producer	2-4, 6-15	4
Account Executive	2-4, 6-14	4
Account Executive	2-4, 6-15	4
Production Supervisor	2-3, 5-15	7
Digital Producer	2-14	4
Broadcast/IT Engineer	1-4, 6-15	1
Multimedia Journalist	2-3, 5-14	7
Multimedia Journalist	1-3, 5-14	5
Multimedia Journalist	1-4, 6-14	4
Lifestyle Show Host/Producer	2-15	5
Newscast Producer	2-3, 6-14	7
Part-Time Video Editor	2-4, 6-15	7
Market and Sales Research Analyst	2-3, 6-15	7
Sales Assistant	2-15	4

Nexstar did not actively distribute job vacancy notices to Career Builder, Indeed or LinkedIn. However said sources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without Nexstar's knowledge.

Recruiting Source #15 was added on 01/17/2022.

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Assistant News Director	2-3, 6-15	7
Multimedia Journalist	2-4, 6-14	7
Digital Sales Manager	2-4, 6-15	7
Executive Producer	2-3, 6-15	7
Newscast Producer	1-4, 6-15	4
Commercial Producer	2-4, 6-15	7
News Director	2-3, 5-15	7
Video Editor/Newscast Director	2-14	5
Account Executive	1-14	5
Commercial Producer	2-3, 6-15	7
Account Executive	1-4, 6-14	7

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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	CareerBuilder.com	N	9
2	Coastal Carolina University 100 Chanticleer Dr. E. Conway, South Carolina 29528 Phone : 843-349-2343 Email : gjefferson@coastal.edu Yvette Jefferson	N	0
3	Horry Georgetown Technical College 2050 Highway 501 East Conway, South Carolina 29526 Phone : (843) 349-7899 Email : careerresourcecenter@hgtc.edu Career Services	N	0
4	Indeed.com	N	33
5	Linked In	N	20
6	Native American Journalist Association 395 W. Lindsey St. OU Gaylord College Norman, Oklahoma 73019-4201 Phone : 405-325-1649 Email : RebeccaLandsberry@naja.com Fax : 1-405-325-6945 Rebecca Landsberry	N	0
7	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	33
8	North Carolina Association of Broadcasters 150 Fayetteville Street Ste 1270 Raleigh, North Carolina 27601 Phone : 919-821-7300 Url : ncbroadcast.com Email : info@ncbroadcast.com Lisa Reynolds	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	School of Journalism & Mass Communication of Chapel Hill NC UNC Hussman School of Journalism and Media Carrol Carroll Hall, CB 3365 Chapel Hill, North Carolina 27599 Phone : (919) 445-0426 Email : hussmancareers@unc.edu Jay Eubank	N	0
10	The Leadership Institute Broadcast Media Placement 1101 N. Highland St. Arlington, Virginia 22201 Phone : (703) 247-2000 Fax : 1-703-247-2001 Patricia Rausch	N	0
11	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : info@tvjobs.com Job Listings	N	0
12	University of South Carolina College of Journalism Thomas Cooper Library Level 5, 1322 Greene St. Columbia, South Carolina 29208 Phone : 803-777-7280 Email : career@sc.edu Beth Warren	N	0
13	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
14	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			95

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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	Participation in scholarship programs	The station participates in an established scholarship program that assists students interested in pursuing a career in broadcasting. During the current reporting term, there was one (1) recipient from Coastal Carolina University.	2	General Manager Business Administrator
2	7/12/2022	Provision of training to management	The Station conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	9	Raff Kiser Caron Straub