

WJZY, WMYT

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer I, News Associate	1-7, 9, 13-22, 24-25, 27	15
Photojournalist	2, 4-10, 13-14, 16-20, 22-27	8
News Producer	2, 4-8, 13-20, 22-27	8
Newscast Director	2, 5-9, 13-20, 22-27	15
Account Executive III	2-3, 5-9, 13-20, 22-27	8
Assignment Desk Editor/Digital Producer	2, 5-7, 9, 13-20, 22-27	15
Production Assistant (Part -Time)	2, 5-7, 10, 13-14, 16-20, 22-27	10
Sr. Marketing Producer	2, 5-7, 9, 11, 13-14, 16-20, 22-27	11
Video Editor	2, 5-9, 13-20, 22-27	9
Executive Producer	2, 5-8, 10, 13-14, 16-20, 22-27	10
Photojournalist	2, 5-9, 13-20, 22-27	8
Sports Anchor/Reporter/Producer	2, 5-7, 11, 13-15, 17-20, 22-27	15
Sports Producer	2, 5-8, 11, 13-14, 17-20, 22-27	11
Broadcast Data Network Engineer	2, 5-9, 13-14, 17-20, 22-27	8
Account Executive III	2, 5-8, 12-15, 17-20, 22-27	8
Graphic Designer	2, 5-7, 9, 13-15, 17-20, 22-27	15
Photojournalist	2, 5-7, 9, 11, 13-15, 17-20, 22-27	15
Sr. Marketing Producer	2, 5-7, 13-15, 17-20, 22-27	15
Account Executive III	2, 5-7, 9, 13-15, 17-20, 22-27	9
Anchor/Reporter	2, 5-8, 10-11, 13-15, 17-20, 22-27	11
IT Network Engineer	2, 5-7, 9, 13-15, 17-20, 22-27	9
Account Executive III	2, 5-9, 13-15, 17-20, 22-27	8

The following Recruiting Sources were deleted/date:

- #1 602 Communications – 7/22/2021
- #4 Carolina School of Broadcasting 8/16/2021
- #16 Medialine - 2/22/2022
- #21 Rock Hill ESC Workforce -8/13/ 2021

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and LinkedIn. Those resources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Marketing & Promotions Manager	2, 5-8, 13-15, 17-20, 22-27	8
Broadcast Engineer Supervisor	2, 5-9, 13-15, 17-20, 22-27	8
Newscast Director	2, 5-7, 9, 11, 13-15, 17-20, 22-27	11
Account Executive III	2, 5-9, 13-14, 17-20, 22-27	8
News Producer	2, 5-8, 11, 13-15, 17-20, 22-27	11

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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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-217-4438 Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
2	American Indian Chamber of Commerce 1407 South Bloodworth Street Raleigh, North Carolina 27610 Phone : 800-533-2519 Url : http://www.aiccnc.org Email : sroberts@apc-services.com Tim Moore	N	0
3	CareerBuilder.com	N	2
4	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina 28214 Phone : 704-395-9272 Url : http://www.csbradiotv.edu/ Email : k.ritchie@csbradiotv.edu Kyle Ritchie	N	0
5	Chamber of Commerce, NC Workforce Solutions 5601 Executive Center Drive Charlotte, North Carolina 28212 Phone : 704-566-2870 Url : https://www.nc.gov/agency/workforce-solutions-divi Email : bill.dodgen@nccommerce.com Bill Dodgen	N	0
6	Collegiate Broadcasters, Inc. 6100 S. Main Street Mail Stop 529 Houston, Texas 77005 Phone : 713-348-2935 Url : http://www.cbi-nc.com Email : cbjob@mailman.rice.edu Will Robedee	N	0
7	Connecticut School of Broadcasting 9144 Arrow Point Blvd. Suite 100 Charlotte, North Carolina 28273 Phone : 704-529-8146 Url : https://gocsb.com/locations/charlotte-north-caroli Email : gWashington@gocsb.com George Washington	N	0

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8	Employee Referral	N	18
9	Indeed.com	N	29
10	Internal Promotion	N	8
11	Intracompany Transfer	N	10
12	Job/Bulletin Board	N	1
13	Johnson C. Smith University 100 Beatties Ford Road Charlotte, North Carolina 28216 Phone : 704-378-1000 Url : http://www.jcsu.edu Email : hrrep@jcsu.edu Job Listings	N	0
14	Latino Journalists of California: CCNMA 727 W 27th St. Room 201 Los Angeles, California 90007 Phone : 213-821-0075 Url : http://www.ccnma.org Email : sylvia@ccnma.org Sylvia Wells	N	0
15	Linked In	N	32
16	Medialine (022222 OOB) 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 704-364-7564 Url : http://www.medialine.com Email : medialine@medialine.com Job Listings	N	0
17	NAACP Charlotte Mecklenburg Branch PO BOX 560786 Charlotte, North Carolina 28256 Phone : 704-372-7193 Url : http://www.charlottenaacp.com Email : hmendingha@yahoo.com Harriett Mendinghall	N	0
18	National Academy of TV Arts & Sciences 450 Park Avenue South Floor 3 New York, New York 10016 Phone : 212-589-8424 Url : http://emmyonline.com/academy Email : admin@nataspsw.org Job Listings	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
19	NC Vocational Rehabilitation 5501 Executive Center Drive Suite 101 Charlotte, North Carolina 28212 Phone : 704-568-8804 Url : http://www.ncdhhs.gov Email : gary.alsup@dhhs.nc.gov Gary Alsup	N	0
20	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	6
21	Rock Hill ESC Workforce Center PO BOX 11189 Rock Hill, South Carolina 29731 Phone : 803-328-3881 Url : http://www.scworkscatawba.com Email : lfeaster@dew.sc.gov Lorraine Feaster	N	0
22	South Carolina Broadcast Association 2711 Middleburg Drive Suite 201 Columbia, South Carolina 29204 Phone : 803-732-1186 Url : http://www.scba.net Email : paula@scba.net Paula Thayer	N	0
23	Urban League of Central Carolina 740 W. 5th Street Charlotte, North Carolina 28202 Phone : 704-373-2256 Url : http://www.urbanleaguecc.org Email : carl.moore@urbanleaguecc.org Carl Moore	N	0
24	US Department of Veteran Affairs 621 Liledoun Road Charlotte, North Carolina 28212 Phone : 828-632-5411 Email : Rachelle.alexander@va.gov Rachelle Alexander	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
25	Walter Concrate School of Journalism 555 N. Central Avenue Suite 302 Phoenix, Arizona 85004 Phone : 602-527-0820 Url : http://www.concrate.asu.edu Email : mike.wong@asu.edu Mike Wong	N	0
26	Women in Film 4221 Wilshire Blvd Suite 130 Los Angeles, California 90010 Phone : 323-935-2211 Url : http://www.womeninfilm.org Email : director@wifv.org Job Listings	N	0
27	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:			106

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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 SEU regularly disseminates job vacancy notices, including upper-level positions, to the South Carolina Broadcast Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	HR Business Administrator
2	4/22/2022	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at the PUSD Pathways Mentor Conference. He served on their Q&A panel discussion focusing on career background, current role, education, etc.	1	Marketing Director
3	Ongoing Event	Establishment of an intern program designed to assist members of the community	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. The SEU hosted two (2) interns, from the University of Charlotte, during the 2022 Summer Semester.	4	Sports EP General Manager Chief Meteorologist HR Business Administrator
4	7/12/2022	Provision of training to management	The SEU 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.	6	HR Business Administrator General Manager News Director Creative Services Director