

WAVY-TV, WITD-CD, WKTD-CD, WLNO-CD, WPMC-CD, WVBT

EEO PUBLIC FILE REPORT

June 1, 2021 - May 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
News Producer	1-6, 9, 14-19, 21-24, 26-32	2
News Producer	1, 3-6, 8-9, 13-19, 21-32	13
National Accounting Assistant	1, 3-6, 9-10, 15-19, 21-32	16
News Producer	1, 3-9, 14-19, 21-32	7
Reporter/MultiMedia Journalist	1, 3-6, 8-9, 14-19, 21-32	16
Local Sales Assistant	2-3, 9-10, 13, 15-18, 21, 23, 27, 31	16
MultiMedia Journalist	1, 3-6, 8-9, 14-19, 21-32	16
News Director	1, 3-8, 13-19, 21-30, 32	16
Assistant Traffic Manager	2-3, 9-10, 15-18, 21, 23	10
Assignment Desk Editor	1-6, 8-10, 15-19, 21-24, 26-30, 32	2
News Producer	1, 3-9, 11, 15-19, 21-24, 26-30, 32	11
Integrated Digital Specialist	1, 3-6, 8-10, 12, 15-19, 21-24, 26-30, 32	10
Promotions Producer	1, 3-6, 8-9, 16, 19, 22-24, 26-30, 32	16
Broadcast Engineer	1, 3-6, 8, 13, 16-19, 21-24, 26-30, 32	13
Investigative Reporter	1, 3-6, 8, 16-19, 21-22, 24, 26-30, 32	16
Digital Meteorologist	1, 4-10, 16-19, 22, 24, 26-30, 32	7
TV News Video Editor/Photographer Trainee	1, 4-6, 8, 11, 16, 19, 22-24, 26-30, 32	11
Studio Technician	1, 4-9, 16-19, 21-22, 24, 26-30, 32	7
Traffic Anchor/MMJ	1, 4-6, 8, 11, 15-19, 22, 24, 26-30, 32	11
Receptionist/Clerical Assistant	1, 4-6, 8-10, 16-22, 24, 26-30, 32	20
News Producer	1, 4-6, 8-11, 15-16, 19, 22-24, 26-30, 32	11
Account Executive - Community Impact Specialist	1, 4-10, 13, 16-19, 21-22, 24, 26-30, 32	13
Assignment Desk Editor	1, 4-6, 8-10, 16-19, 21-22, 24, 26-30, 32	10
Evening News Anchor	1, 4-9, 11, 16-19, 21-24, 26-30, 32	11

**WAVY-TV, WITD-CD, WKTD-CD, WLNO-CD, WPMC-CD, WVBT
EEO PUBLIC FILE REPORT**

June 1, 2021 - May 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
Weekend Director	1, 4-6, 8-9, 16-19, 21-22, 24, 26-30, 32	16
News Anchor/Reporter	1, 4-6, 8-9, 11, 16-19, 21-22, 24, 26-30, 32	11
News Video Editor	1, 4-9, 16-19, 21-22, 24, 26-30, 32	7

WAVY-TV, WITD-CD, WKTD-CD, WLNO-CD, WPMC-CD, WVBT

EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

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	Army Community Service 650 Monroe Ave. Room 126-02B Fort Eustis, Virginia 23604 Phone : 757-878-3173 Email : roger.k.bullis.civ@mail.mil Roger Bullis	N	0
2	Career Builder/Daily Press 7505 Warwick Blvd. Newport News, , Virginia 23607 Phone : 757-247-4700 Dana Dwyer Manual Posting	N	4
3	Christopher Newport University 1 University Place Newport News, Virginia 23606 Phone : 7575948887 Polly Bradie Manual Posting	N	0
4	College of William & Mary P.O. Box 8795 Williamsburg, Virginia 23187 Phone : 7572213231 Url : http://www.wmu.edu Email : career@wm.edu David Lapinski	N	0
5	DeVry University 1317 Executive Boulevard Chesapeake, Virginia 23320 Phone : 7573825641 Email : LBennett-Clayton@devry.edu Fax : 1-757-549-5215 Lola Bennett-Clayton	N	0
6	ECPI College of Technology 5555 Greenwich Rd., Ste. 300 Virginia Beach, Virginia 23462 Phone : 7574909090 Email : cjohnson@ecpi.edu Cynthia Johnson	N	0
7	Employee Referral	N	9

WAVY-TV, WITD-CD, WKTD-CD, WLNO-CD, WPMC-CD, WVBT

EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

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
8	Fleet and Family Support Center 1949 Von Steuben Dr Newport News, Virginia 23603 Phone : 757-444-2102 Url : cnic.navy.mil Email : ernest.w.thomas1.ctr@navy.mil Ernest Thomas	N	0
9	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : 7577275331 Email : careercenter@hamptonu.edu Bessie Willis	N	0
10	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : ... Url : www.indeed.com Career Services Manual Posting	N	18
11	Internal Promotion	N	10
12	Job Fair	N	1
13	LinkedIn Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Jeff Weiner Manual Posting	N	4
14	Multicultural Management Program University of Missouri School of Journalism 120 Neff Hall Columbia, Missouri 65211 Phone : 417-836-3043 Email : multiculturalprograms@missouristate.edu Kimberly Martin	N	0
15	NAACP - Portsmouth P.O. Box 3878 Portsmouth, Virginia 23701 Phone : 757-487-2421 Carolyn Taylor Manual Posting	N	0

WAVY-TV, WITD-CD, WKTD-CD, WLNO-CD, WPMC-CD, WVBT

EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

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
16	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	35
17	Norfolk State University Career Services 53100 700 Park Avenue Norfolk, Virginia 23504 Phone : 7578238600 Email : albazemore@nsu.edu Alisha Bazemore	N	0
18	Old Dominion University 2202 Webb University Center Norfolk, Virginia 23529 Phone : 7576834388 Email : cds@odu.edu Alice Jones	N	0
19	Opportunity Inc. 861 Glenrock Road, Ste. 100 Norfolk, Virginia 23502 Phone : 757-461-7537 Url : www.opp-inc.org Email : businessservicescoordinator@gmail.com Jacqueline Rondeau	N	0
20	Professional/Industry Trade Organization	N	1
21	Regent University School of Communication & the Arts 1000 Regent University Drive Virginia Beach, Virginia 23464 Phone : 7573524746 Url : http://www.regent.edu/ Email : hire@regent.edu Grace Alegre	N	0
22	Tidewater Community College - Virginia Beach 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 7578227228 Email : bbrock@tcc.edu Babbi Brock	N	0

WAVY-TV, WITD-CD, WKTD-CD, WLNO-CD, WPMC-CD, WVBT

EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

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
23	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
24	Urban League of Hampton Roads 5700 Thurston Ave., Ste. 101 Virginia Beach, Virginia 23455-3302 Phone : 7576270864 Url : http://www.ulhr.org Email : ocary@ulhr.org Onita Cary	N	0
25	Urban League of Hampton Roads, Norfolk 830 Goff Street Huntersville Neighborhood Service Center Norfolk, Virginia 23504 Phone : 7572267589 Url : http://www.ulhr.org Email : esmith@ulhr.org Edith White	N	0
26	USO Transition 360 Alliance P.O. Box 96860 Washington, District of Columbia 20077-7677 Phone : 757-692-5417 Url : https://www.uso.org Email : kasher@uso.org Kerry Clancy-Asher	N	0
27	VA DRS 3248 Academy Avenue - Suites 22-26 Portsmouth, Virginia 23703 Phone : 757-636-1521 Email : Melissa.edmonds@drs.virginia.gov Lisa Melissa Edmonds	Y	0
28	Virginia Association of Broadcasters 600 Peter Jefferson Parkway Suite 300 Charlottesville, Virginia 22911 Phone : 4343269815 Url : http://www.vabonline.com Email : christina.sandridge@easterassociates.com Christina Sandridge	N	0

WAVY-TV, WITD-CD, WKTD-CD, WLNO-CD, WPMC-CD, WVBT

EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

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
29	Virginia Department of Veterans Services 101 N 14th Street 17th floor Richmond, Virginia 23219 Phone : 8042976147 Email : quintrel.lenore@dvs.virginia.gov Quintrel Lenore	N	0
30	Virginia State University 1 Hayden Dr Hunter McDaniel Building,2nd Floor Richmond, Virginia 23806 Phone : 804-524-5211 Url : www.vsu.edu/career-services/ Email : careerservices@vsu.edu J Lyons	N	0
31	Virginia Transition Assistance Program 101 N 14th Street 17th Floor Richmond, Virginia 23219 Phone : 8042976147 Url : https://dvs3.com/transition-connection-job-sharin Email : quintrel.lenore@dvs.virginia.gov Quintrel Lenore	N	0
32	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:			82

WAVY-TV, WITD-CD, WKTD-CD, WLNO-CD, WPMC-CD, WVBT

EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/8/2021	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 eight (8) interns. Four (4) 2021 Fall interns and four(4) 2022 Spring interns. The interns attended various colleges and universities throughout the country, including Hampton University, Old Dominion University, and Regent University.</p>	1	Executive Producer
2	9/9/2021	Participation in Job Fairs	The SEU participated in The Virginia Employment Commissions "LIVE, LOVE, & WORK in VIRGINIA" Virtual hiring event. SEU personnel were able to meet with candidates and discuss vacancies at the Stations and in the broadcast industry.	1	HR Business Administrator
3	10/28/2021	Participation in Job Fairs	The SEU participated in Howard University - Cathy Hughes School of Communications Fall 2021 Virtual Jobs and Internships Fair. SEU personnel were able to meet with candidates and discuss vacancies at the Stations and in the broadcast industry.	2	HR Business Administrator Executive Producer
4	11/5/2021	Participation in Job Fairs	The SEU participated in the William & Mary Virtual Tech Day. SEU personnel were able to meet with candidates and discuss vacancies at the Stations and in the broadcast industry.	1	HR Business Administrator
5	2/24/2022	Participation in Job Fairs	The SEU participated in the Virginia Career Works "LIVE , LOVE, WORK IN VIRGINIA Virtual Hiring Event. SEU personnel were able to meet with candidates and discuss vacancies at the Stations and in the broadcast industry.	1	HR Business Administrator
6	3/9/2022	Participation in Job Fairs	The SEU participated in the ECPI College Regional Spring Virtual Career Fair. SEU personnel were able to meet with candidates and discuss vacancies at the Stations and in the broadcast industry.	1	HR Business Administrator

WAVY-TV, WITD-CD, WKTD-CD, WLNO-CD, WPMC-CD, WVBT

EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	Ongoing Event	Participation in events or programs sponsored by educational institutions	SEU personnel regularly participate with the Byron Burney Community Journalism Academy hosted by Hampton Roads Black Media Professionals, Inc. SEU personnel discuss their career decisions and job responsibilities in the broadcast industry.	1	Reporter/MMJ
8	4/7/2022	Participation in Job Fairs	The SEU participated in the Hampton Roads Workforce Council Career Fair. SEU personnel were able to meet with candidates and discuss vacancies at the Stations and in the broadcast industry.	4	HR Business Administrator Director of Sales Reporter Digital Sales