

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

## EEO PUBLIC FILE REPORT

June 1, 2018 - May 31, 2019

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, Sales	1-17, 19-34, 36-37	22
Account Executive, Sales	1-5, 7-16, 19-37	22
Account Executive, Sales	4-6, 9-14, 16-17, 19-25, 28-34, 37	22
Analyst, Market and Sales Research	1-5, 7-16, 19-34, 36-37	22
Assignment Desk Editor	1-5, 7-16, 18-37	22
Assignment Editor	1-2, 4-5, 7-16, 19-34, 36-37	22
Assignment Manager	1-2, 4-5, 7-16, 19-34, 36-37	22
Commercial Producer	1-2, 4-5, 7-16, 19-34, 36-37	22
Digital Account Executive	1-16, 19-34, 36-37	22
Digital Account Executive	1-5, 7-16, 19-37	22
Meteorologist	1-5, 7-16, 19-34, 36-37	22
Meteorologist	1-2, 4-5, 7-16, 19-34, 36-37	22
Multimedia Journalist	1-2, 4-5, 7-16, 19-34, 36-37	22
New Business Developer	1-2, 4-5, 7-17, 19-34, 36-37	17
News Editor	1-5, 7-16, 19-34, 36-37	22
News Photographer	1-5, 7-17, 19-34, 36-37	17
Promotions Producer	1-2, 4-5, 7-16, 18-34, 36-37	22
Sales Assistant	1-2, 4-5, 7-16, 19-34, 36-37	22
TV News Editor, Full-Time	1-2, 4-5, 7-17, 19-34, 36-37	17

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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	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 919-217-4438 Url : <a href="http://602communications.com">http://602communications.com</a> Email : <a href="mailto:gnewell@602communications.com">gnewell@602communications.com</a> Graeme Newell	N	0
2	All Access Music Group 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : <a href="http://www.allaccess.com/">http://www.allaccess.com/</a> Email : <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a> Joel Denver	N	0
3	American Meteorological Society 45 Beacon Street Boston, Massachusetts 02108-3693 Phone : 617-227-2425 Keith Seitter Manual Posting	N	0
4	Army Community Service 650 Monroe Ave. Room 126-02B Fort Eustis, Virginia 23604 Phone : 757-878-3173 Email : <a href="mailto:roger.k.bullis.civ@mail.mil">roger.k.bullis.civ@mail.mil</a> Roger Bullis	N	0
5	B-roll.net 227 6th Street NE Washington, District of Columbia 20002 Phone : 202-486-8842 Url : <a href="http://www.b-roll.net/today/">http://www.b-roll.net/today/</a> Email : <a href="mailto:info@b-roll.net">info@b-roll.net</a> Kevin Johnson	N	0
6	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : (202) 602-0584 Url : <a href="http://www.beaweb.org/wp/">http://www.beaweb.org/wp/</a> Heather Birks Manual Posting	N	0

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7	Broadcasting and Cable Magazine and online 810 Seventh Ave., 27th Floor New York, New York 10019 Phone : 212-378-0400 x5171 Url : www.broadcastingcable.com Email : ZMajma@nbmedia.com Zahra Majma	N	0
8	Chesapeake Career Center 1617 Cedar Rd Chesapeake, Virginia 23322 Phone : 757-547-0134 Url : https://cpschools.com/ccc Email : Shonda.Windham@cpschools.com Shonda Windham	N	0
9	Christopher Newport University 1 University Place Newport News, Virginia 23606 Phone : 7575948887 Polly Bradie Manual Posting	N	0
10	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	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
12	Commonwealth of VA, Rehabilitative Services 3248 Academy Ave. Portsmouth, Virginia 23703 Phone : 7576865004 Url : http://www.vdars.org/default.htm Email : marketing@dars.virginia.gov Gail Price	N	0

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13	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
14	ECPI College of Technology 5555 Greenwich Rd., Ste. 300 Virginia Beach, Virginia 23462 Phone : 7574909090 Email : cjohnson@ecpi.edu Cynthia Johnson	N	0
15	Fleet and Family Support Center 1949 Von Steuben Dr Newport News, Virginia 23603 Url : cnic.navy.mil Email : marvin.r.davis.ctr@navy.mil Marvin Davis	N	0
16	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : 7577229283 Andre LeDoux Manual Posting	N	0
17	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : ... Url : www.indeed.com Career Services Manual Posting	N	9
18	LinkedIn Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Jeff Weiner Manual Posting	N	3

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19	Medialine 2515 Sparrow Crest Dr Katy, Texas 77494 Phone : 9132170685 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:info@reelmediagroup.com">info@reelmediagroup.com</a> Rich Everitt	N	0
20	Multicultural Management Program University of Missouri School of Journalism 120 Neff Hall Columbia, Missouri 65211 Phone : 5738820373 Email : <a href="mailto:career@missouri.edu">career@missouri.edu</a> Career Services	N	0
21	NAACP - Portsmouth P.O. Box 3878 Portsmouth, Virginia 23701 Phone : 757-487-2421 Carolyn Taylor Manual Posting	N	0
22	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	33
23	Norfolk State University Career Services 53100 700 Park Avenue Norfolk, Virginia 23504 Phone : 7578238600 Email : <a href="mailto:albazemore@nsu.edu">albazemore@nsu.edu</a> Alisha Bazemore	N	0
24	Old Dominion University 2202 Webb University Center Norfolk, Virginia 23529 Phone : 7576834388 Email : <a href="mailto:cds@odu.edu">cds@odu.edu</a> Alice Jones	N	0

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25	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
26	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
27	Syracuse University 235 Schine Center 303 University Place Syracuse, New York 13244 Phone : (315) 443-3616 Email : careers@syr.edu Sue Clayton	N	0
28	Tidewater Community College - Virginia Beach 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 7578227228 Email : bbrock@tcc.edu Babbi Brock	N	0
29	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	2
30	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

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31	Urban League of Hampton Roads, Norfolk 830 Goff Street Huntersville Neighborhood Service Center Norfolk, Virginia 23504 Phone : 7572267589 Url : <a href="http://www.ulhr.org">http://www.ulhr.org</a> Email : <a href="mailto:mnoel@ulhr.org">mnoel@ulhr.org</a> Edith White	N	0
32	USO Transition 360 Alliance P.O. Box 96860 Washington, District of Columbia 20077-7677 Phone : 757-692-5417 Url : <a href="https://www.uso.org">https://www.uso.org</a> Email : <a href="mailto:kasher@uso.org">kasher@uso.org</a> Kerry Clancy-Asher	Y	0
33	VA DRS 3248 Academy Avenue - Suites 22-26 Portsmouth, Virginia 23703 Phone : 757-636-1521 Email : <a href="mailto:Melissa.edmonds@drs.virginia.gov">Melissa.edmonds@drs.virginia.gov</a> Lisa Melissa Edmonds	Y	0
34	Virginia Association of Broadcasters 600 Peter Jefferson Parkway Suite 300 Charlottesville, Virginia 22911 Phone : 4343269815 Url : <a href="http://www.vabonline.com">http://www.vabonline.com</a> Email : <a href="mailto:christina.sandridge@easterassociates.com">christina.sandridge@easterassociates.com</a> Christina Sandridge	N	0
35	Virginia Commonwealth University 907 Floyd Ave Richmond, Virginia 23284 Phone : (804) 828-1645 Url : <a href="http://www.careers.vcu.edu/">http://www.careers.vcu.edu/</a> Email : <a href="mailto:hirevcurams@vcu.edu">hirevcurams@vcu.edu</a> Joslyn Bedell	N	0
36	Virginia State University 1 Hayden Dr Hunter McDaniel Building,2nd Floor Richmond, Virginia 23806 Phone : 804-524-5211 Url : <a href="http://www.vsu.edu/career-services/">www.vsu.edu/career-services/</a> Email : <a href="mailto:careerservices@vsu.edu">careerservices@vsu.edu</a> J Lyons	N	0

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37	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>47</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	6/30/2018	Participation in other activities designed by the station employment unit	SEU personnel emceed Continental Societies, Inc Emerald Gala. Continentals have created innovative activities while they volunteer their time through outreach programs in youth centers, schools, pediatric wards, homes for the underprivileged and disadvantaged youth.	1	News Anchor
2	7/1/2018	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 sixteen (16) interns during the 2018 Summer Semester and eight (8) interns during the 2018 Fall Semester. The interns attend various colleges and universities throughout the country, including Old Dominion University, Regent University, Norfolk State University, Hampton University, Christopher Newport University, Virginia Commonwealth University, Virginia Polytechnic University, James Madison University, Longwood University, Elon University, Winthrop University, and Alcorn State University,	1	Executive Producer
3	7/8/2018	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at the A+ Residential Summer program hosted by Hampton University. She spoke about career decisions and job requirements.	1	News Anchor
4	10/19/2018	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker in a Communications Class hosted by Old Dominion University. He spoke about careers in Meteorology and broadcast television.	1	Meteorologist
5	10/31/2018	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker before communication students at Old Dominion University. He spoke about careers in broadcast television.	1	News Reporter

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6	12/7/2018	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker before students at Cox High School about career paths in Meteorology and Broadcast Journalism.	1	Meteorologist
7	1/31/2019	Participation in Job Fairs	SEU personnel participated at the Old Dominion University Career/Internship Co-op. SEU personnel spoke with students about internship opportunities and careers at the stations and in the broadcast industry.	2	Business Administrator Commercial Producer
8	2/28/2019	Participation in Job Fairs	SEU personnel participated at the Virginia Wesleyan University Career/Internship Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcast industry.	3	Business Administrator Lead Sales Assistant Digital Content Manager
9	3/6/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a panelist for Old Dominion University. She discussed careers in broadcasting and held a Q&A session.	1	Business Administrator
10	3/13/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at Virginia Wesleyan University. He spoke about careers in broadcast television and meteorology.	1	Meteorologist
11	3/13/2019	Provision of training to management	SEU personnel participated in a certification event with Virginia Values Veterans. As a result, the SEU is now certified as a V3 employer which helps transitioning military members, veterans and military spouses find employment.	1	Business Administrator
12	3/20/2019	Participation in Job Fairs	SEU personnel participated at the Spring Career Fair at Norfolk State University. SEU personnel were able to meet with students and discuss internship opportunities and vacancies at the Stations and in the broadcasting industry.	1	Business Administrator

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13	4/12/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at the Madison Alternative School. Station spoke about career decisions and job requirements.	1	Multimedia Journalist/Reporter