

WRIC-TV

EEO PUBLIC FILE REPORT

June 1, 2017 - May 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
News Producer	1-13, 15-21, 25-27, 29-30, 32-37, 39-41, 43-50, 53-61	17
News Producer	1-13, 15-21, 25-27, 29-30, 32-37, 39-41, 43-50, 53-61	39
Reporter/MultiMedia Journalist	1-13, 15-21, 25-27, 29-30, 32-38, 40-41, 43, 45-50, 53-60	17
Account Executive	1-13, 15-16, 18-21, 25-27, 29-30, 32-37, 39-41, 43, 45-50, 53-60	39
Reporter/Multimedia Journalist	1-13, 15-22, 24-27, 29-37, 39-41, 43, 45-60	17
Engineer/Broadcast	1-13, 15-16, 18-22, 25-27, 29-37, 39-41, 43, 45-51, 53-60	51
Reporter/News Anchor	1-13, 15-16, 18-21, 25-27, 29-30, 32-37, 39-41, 43, 45-51, 53-60	39
Reporter/Multimedia Journalist	1-13, 15-22, 24-27, 29-37, 39-41, 43, 45-60	51
Reporter/Multimedia Journalist	1-13, 15-22, 24-27, 29-37, 39-41, 43, 45-60	24
Reporter/Multimedia Journalist	1-13, 15-22, 24-27, 29-37, 39-41, 43, 45-60	17
Reporter/Multimedia Journalist	1-13, 15-22, 24-27, 29-37, 39-41, 43, 45-60	39
Master Control Operator	1-13, 15-16, 18-22, 25-30, 32-37, 39-41, 43, 45-50, 53-60	22
News Director	1-13, 15-16, 18-21, 23, 25-27, 29-30, 32-37, 39-40, 43, 45-50, 53-60	39
News Producer	1-13, 15-21, 25-27, 29-30, 32-37, 39-40, 43, 45-51, 53-60	51
News Producer	1-13, 15-21, 25-27, 29-30, 32-37, 39-40, 43, 45-51, 53-60	39
Meteorologist 1	1-13, 15-16, 18-21, 26-27, 29-30, 32-37, 39-40, 43, 45-51, 53-60	39
Sports Anchor	17, 23, 39, 42	23
Assignment Editor	1-13, 15-16, 18-21, 26-27, 29-30, 32-37, 39-40, 43, 45-50, 53-60	39

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	22	22
News Producer	1-13, 15-16, 18-22, 26-27, 29-37, 39-40, 43, 45-50, 53-60, 62	22
News Producer/Digital Content	1-13, 15-16, 18-21, 26-27, 29-37, 39-40, 43, 45-50, 53-60, 62	39
Sales Assistant	1-13, 15-16, 18-22, 26-27, 29-30, 32-37, 39-40, 43, 45-50, 53-60, 62	22
News Anchor	23, 39, 52	23
Executive Producer	22-23, 39	23
Account Executive	17, 22	17
Account Executive	17, 22	17
News Photographer	22, 39	22
News Producer	14, 17, 39	39
News Producer	14, 17, 39	39

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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	Asian American Journalist Association 1182 Market Street, Suite 20 San Francisco, California 94102 Phone : 4153462051 Albert Lee Manual Posting	N	0
2	Averett University 420 West Main Street Danville, Virginia 24541 Phone : 434-791-5629 Email : tyancey@averett.edu Tia Yancy	N	0
3	Bridgewater College 402 East College Street Bridgewater, Virginia 22812 Phone : 540-828-5333 Email : stalbott@bridgewater.edu Sherry P. Talbott	N	0
4	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : 202-602-0584 Heather Birks Manual Posting	N	0
5	Bryant & Stratton College 8141 Hull Street Road North Chestervield, Virginia Phone : 804-745-2444 Brenda Sands Hines, M.S. Manual Posting	N	0
6	Capital Area Training Consortium 1001 N. Laburnum Avenue #8 Richmond, Virginia 23223-2705 Diane Johnson Manual Posting	N	0
7	Central Virginia Community College 3506 Wards Road Lynchburg, Virginia 24502-2498 Phone : 434-832-7689 Url : https://www.collegecentral.com/cvcc/ Sarah S. Jarrett, MS Manual Posting	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
8	Christopher Newport University Center for Career Planning 1 Avenue of the Arts Newport News, Virginia 23606 Phone : 757-594-7000 Monica Hill Manual Posting	N	0
9	College of William and Mary 180 Stadium Drive Williamsburg, Virginia 23185 Phone : 757-221-3232 Cristen McQuillan Manual Posting	N	0
10	Dept. of Rehabilitative Services 11201 Jimmy Ridge Drive N.. Chesterfield, Virginia 23236 Phone : 804-662-7706 Email : william.seaton@dars.virginia.gov William Seaton	N	0
11	Duke University Career Center Bay 5 Smith Warehouse 2nd Floor 114 S. Buchanan Blvd.; P.O. Box 90950 Durham, North Carolina 27708 Phone : 919-660-1050 Ann Lysord Manual Posting	N	0
12	Eastern Mennonite University 1200 Park Road Harrisonburg, Virginia 22802 Phone : 540-432-4260 Email : careerservices@emu.edu Kimberly Phillips	N	0
13	ECPI 800 Moorefield Park Drive Ste. 302 Richmond, Virginia 23236 Phone : 804-521-0400 Email : jdjohnson@ecpi.edu Jeremy Johnson	N	0
14	Educational Institution	N	1

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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	Elon University School of Communications 2850 Campus Box Elon, North Carolina 27244 Phone : 336-278-6500 Nagatha Tonkins Manual Posting	N	0
16	Emory and Henry College P.O. Box 947-One Garnand Drive Emory, Virginia 24327 Phone : 276-944-6208 Email : tdkeller@ehc.edu Teresa Keller	N	0
17	Employee Referral	N	14
18	Employment Readiness 1231 Mahone Avenue Bldg. 9023 Fort Lee, Virginia Phone : 804-734-7738 Email : katerina.thornton.cpr@mail.mil Katerina Thornton	N	0
19	Hampden-Sydney College P.O. Box 607 Hampden-Sydney, Virginia 23943 Phone : 434-223-6000 Email : jallen@hsc.edu Jennifer Allen	N	0
20	Hampton University Career Counseling and Planning Center 2 Frissell Avenue Hampton, Virginia 23668 Phone : 757-727-5000 Vivian Wrenn David Manual Posting	N	0
21	Howard University School of Communication 525 Bryant Street NW #107C Washington, District of Columbia 20059 Phone : 202-238-2566 Email : cdudley@howard.edu Carol Dudley	N	0
22	Indeed.com	N	14
23	Internal Promotion	N	4
24	Intracompany Transfer	N	2

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25	ITT Technical Institute 300 Gateway Centre Parkway Richmond, Virginia Phone : 804-330-4992 Email : cbarrafato@itt-tech.edu Carl Barrafato	N	0
26	James Madison University School of Media Arts and Design Harrison Hall 0260- MSC2104 Harrisonburg, Virginia 22807 Phone : 540-568-6211 Email : anderssd@jmu.edu Dr. Steven Anderson	N	0
27	James Madison University School of Media Arts and Design Harrison Hall-MSC2104 Harrisonburg, Virginia 222807 Phone : 540-568-8084 Brad Jenkins Manual Posting	N	0
28	Job/Bulletin Board	N	1
29	John Tyler Community College Moyar Hall, Room M107F 13101 Jefferson Davis Highway Chester, Virginia 23831 Phone : 804-706-5225 Dr. Ann Sorensen Manual Posting	N	0
30	Liberty University School of Communications 1971 University Blvd. Lynchburg, Virginia 24502 Phone : 434-582-2111 Diana Drane Manual Posting	N	0
31	Linked In	N	4
32	Longwood University 201 High Street, Lancaster Hall G08A Farmville, Virginia 23909 Phone : 434-395-2063 Email : brankleykd@longwood.edu Kathryn Brankley	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
33	Metropolitan Business League P.O. Box 26751 Richmond, Virginia 23261 Phone : 804-649-7473 Sharon Dabney-Wooldrige Manual Posting	N	0
34	Morgan State University Dept of Communication Studies 1700 E. Cold Spring Lane Baltimore, Maryland 21251 Phone : 443-885-3500 William Carson Manual Posting	N	0
35	NAACP P.O. Box 25576 Richmond, Virginia 23260 Phone : 804-644-9337 Lynetta Thompson Manual Posting	N	0
36	Native American Journalist Association University of Oklahoma, Gaylord College 395 W. Lindsey Street Norman, Oklahoma 73019-4201 Debra Valentino Manual Posting	N	0
37	NewsCheckMedia 24 W. Lancaster Avenue Ardmore, , Pennsylvania 19003 Phone : 610-420-6003 Url : www.newscheckmedia.com Patty Hersh Manual Posting	N	0
38	Nexstar Broadcasting, Inc. 545 E. John Carpenter Freeway, Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Url : www.nexstar.tv Terri Bush Manual Posting	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	31
40	Norfolk State University 700 Park Avenue Norfolk, Virginia 23504 Phone : 757-823-8462 Email : pdsaunders@nsu.edu Pamela Davis Saunders	N	0
41	North Carolina A&T State University Dept of Journalism and Mass Communication 1601 E. Market Street, Crosby Hall 220 Greensboro, North Carolina 27411 Phone : 336-334-7855 Gail Wiggins Manual Posting	N	0
42	Professional/Industry Trade Organization	N	1
43	Radford University P.O. Box 6901 Radford, Virginia 24142 Phone : 540-831-5771 Email : csutphin@radford.edu Carolyn Sutphin	N	0
44	Roanoke College 221 College Lane Salem, Virginia 24153 Phone : 540-375-2303 Email : careers@roanoke.edu Toni McLawhorn	N	0
45	Region Workforce Partnership/Resource 1001 N. Laburnum Avenue Suite B Henrico, Virginia 23223 Phone : 804-344-8060 Ext: 302 Felicia Ainsa Manual Posting	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
46	Resource Workforce Center 733 Whitepine Road Richmond, Virginia 23237 Phone : 804-271-8510 Valerie Mizzell Manual Posting	N	0
47	Richmond Association of Black Journalists 300 E. Franklin Street Richmond, Virginia 23219 Phone : 804-649-5208 Nicole Johnson Manual Posting	N	0
48	Southwest VA Community College P.O. Box SVCC Richlands, Virginia 24641 Phone : 276-964-7745 Email : crystal.barton@sw.edu Crystal Barton	N	0
49	St. Paul's College Career Services Center 115 College Drive Lawrenceville, Virginia 23858 Phone : 434-848-6447 Denise Rice Manual Posting	N	0
50	Sweet Briar College Career Services 2nd Floor Student Commons Sweet Briar, Virginia 24595 Phone : 434-381-6580 Email : bdonelson@sbc.edu Barb Donelson	N	0
51	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Holloway	N	12
52	TVJobs.com	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	University of Richmond Career Center 28 Westhampton Way University of Richmond, Virginia 23173 Phone : 804-289-8704 Email : skuhn@richmond.edu Sarah Kuhn	N	0
54	University of South Carolina School of Journalism and Mass Communication Columbia, South Carolina 29208 Phone : 803-777-3347 Beverly Dominick Manual Posting	N	0
55	VCU School of Mass Communications 901 W. Main Street P.O. Box 82034 Richmond, Virginia Phone : 804-828-2660 Email : longnj@vcu.edu Kimberly Hanneman	N	0
56	Virginia Association fo Broadcasters 250 West Main Street Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Christina Sandridge Manual Posting	N	0
57	Virginia Commonwealth University 901 W. Main Street P.O. Box 8842034 Richmond, Virginia Phone : 804-828-0100 Email : mcdearmonme@vcu.edu Maggie McDearmon, M.ED.	N	0
58	Virginia Employment Commission 703 E. Main Street Richmond, Virginia 23219 Phone : 804-663-5403 Malissa Short Manual Posting	N	0
59	Virginia State University P.O. Box 9410 Petersburg, Virginia 23806 Phone : 804-524-5211 Joseph Lyons Manual Posting	N	0

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60	Virginia Union University 1500 N. Lombardy Richmond, Virginia 23220 Phone : 804-257-5600 Email : careerservices@vu.edu Takeisha Brown	N	0
61	www.mediageneral.com 333 E Franklin Street Richmond, Virginia 23219 Phone : 205-448-4135 Url : http://www.mediageneral.com Susan Ellenberg Manual Posting	N	0
62	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			89

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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	6/30/2017	Participation in events or programs sponsored by educational institutions	News Anchor was Commencement Speaker for Centura College 2017 Graduation.	1	News Anchor
2	7/28/2017	Participation in events sponsored by community groups	News Anchor was moderator for Richmond's 1st Annual Tech Week's Pitching to the Press Panel Discussion. The panel included other media personnel who gave advice to starting companies on how to get their stories heard by media outlets.	1	News Anchor
3	8/29/2017	Participation in events sponsored by community groups	Anchor/Reporter attended Synapse Hub Meeting and presented her role in Media and Investigative Reporting.	1	Anchor/Reporter
4	9/13/2017	Participation in events or programs sponsored by educational institutions	Anchor/Reporter was shadowed by a senior marketing major from Virginia State University.	1	Anchor/Reporter
5	9/14/2017	Participation in events or programs sponsored by educational institutions	Executive Assistant/Promotions Coordinator attended along with the Virginia Association of Broadcasters, Virginia State University's 2017 Fall Business and STEM Career Expo and spoke with students about jobs and internships.	1	Executive Assistant/Promotions Coordinator
6	9/14/2017	Establishment of an intern program designed to assist members of the community	The Fall Internship Program is designed to assist members of the community to acquire skills needed for broadcast employment and provides college students interested in media an educational experience. Students receive college credit for their participation.	3	News Director Creative Services Director Production Manager
7	9/26/2017	Participation in events sponsored by community groups	News Anchor attended the Central Virginia Community Forum sponsored by the Governor's Virginia Latino Advisory Board.	1	News Anchor
8	9/28/2017	Participation in events or programs sponsored by educational institutions	News Anchor visited Virginia Commonwealth University's Journalism Writing class.	1	News Anchor

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9	9/28/2017	Participation in events sponsored by community groups	Anchor/Reporter was guest panelist for the Virginia Continuing Legal Education's Third Annual Constitutional Institute at Mt. Vernon. She participated in a panel of journalists and lawyers who discussed timely issues related to Freedom of the Press. She was in attendance September 28th and 29th, 2017	1	Anchor/Reporter
10	10/10/2017	Establishment of training programs for station personnel	Nexstar Media Group provided a training session on compelling journalism and television storytelling. We had a team of 20 reporters, anchors, producers, managers and photographers in attendance.	1	News Director
11	11/1/2017	Participation in events or programs sponsored by educational institutions	Executive Assistant/Promotions Coordinator and Production Manager participated in the ECPI University Career Fair held a Moorefield ECPI.	2	Executive Assistant/Promotions Coordinator Promotions Manager
12	11/3/2017	Participation in events or programs sponsored by educational institutions	Two Anchors/Reporters participated in Virginia State University's Mass Communications Conference and shared with students the paths they took too achieve their career goals.	2	Anchor/Reporter Anchor/Reporter
13	12/7/2017	Participation in events sponsored by community groups	News Director and Anchor/Reporter attended the Virginia Realtors Association Leadership Summit and spoke on journalism, news coverage and "fake news."	2	News Director Anchor/Reporter
14	1/2/2018	Participation in events or programs sponsored by educational institutions	Anchor/Reporter was guest speaker for Virginia Union University's Mass Communication's Students. She spoke with students about her journey to becoming an Anchor/Reporter; of working in broadcasting; and belonging to the National Association of Black Journalists. There was a question and answer period at the end.	1	Anchor/Reporter
15	1/9/2018	Establishment of training programs for station personnel	Nexstar Media Group provided a training session on morning newscasts with the entire morning team of producers, anchors, meteorologists and managers in attendance. Best practices were shared with the group.	1	News Director

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16	1/22/2018	Participation in events or programs sponsored by educational institutions	Three students from Woodberry Forest School's journalism class came in to watch the 6pm newscast in the studio and the control room to see what a live newscast entails.	1	Sports
17	1/31/2018	Sponsorship of events in the community designed to increase public awareness	WRIC-TV makes available to community groups and schools tours of the station. These tours include an opportunity for the groups to view the operation and facilities in action, discuss the employees' duties and activities, and discuss employment opportunities at the station and in the broadcast industry generally.	1	News Director
18	2/2/2018	Listing of each upper-level category opening in a job bank or newsletter	As demonstrated by this report, the station provided notice of all positions, including upper level vacancies to the Virginia Association of Broadcasters, the Asian American Journalist Association, the Native American Journalist Association, Urban League of Greater Richmond and the Richmond Chapter of the NAACP, all of which include substantial participation by women and minorities.	1	Executive Assistant/Promotions Coordinator
19	2/2/2018	Participation in events or programs sponsored by educational institutions	Reporter/Multi Media Journalist spoke on their media panel at the conference about what they look for in stories and his job as Reporter/Multi Media Journalist.	1	Reporter/Multi Media Journalist
20	2/8/2018	Establishment of training programs for station personnel	Four managers and ten account executives attended The Digital Road Show, hosted by Nexstar Broadcasting, Inc., and held in Raleigh NC. Digital training sessions included: Statistic, Products (core digital and ad products), Sales Best Practices using mobile, web, Vertical Guides Lifestyle, Nativo and Email.	14	General Sales Manager Local Sales Manager VP/General Manager Dir. of Digital Sales

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21	3/8/2018	Participation in events sponsored by community groups	VP/General Manager was guest speaker for the Executive Women International Richmond Chapter Networking and Registration dinner, held at WRIC studio, and spoke on "The World of Changing Television News".	1	VP/General Manager
22	3/13/2018	Participation in events or programs sponsored by educational institutions	Reporter/Multi-media Journalist visited J.R. Tucker High School to conduct Mock Job Interviews with students.	1	Reporter/Multi-media Journalist
23	3/13/2018	Establishment of training programs for station personnel	Nexstar Media Group provided a training session on weather coverage. In attendance were the WRIC meteorologists, Creative Services Director, news managers, producers and digital web team.	1	News Director
24	3/14/2018	Participation in events or programs sponsored by educational institutions	Student from Colonial Heights High School, who is interested in news broadcasting, shadowed in News to get hands-on experience. The Job Shadowing Program is sponsored by Colonial Heights High School and the Colonial Heights Chamber of Commerce. The job shadowing program is a great opportunity for students to develop an awareness of their job interest based on real experiences.	1	News Director
25	3/21/2018	Participation in Job Fairs	Master Control Supervisor and Executive Assistant attended the ECPI Spring Career Fair and spoke with students/potential candidates about careers in Television.	2	Master Control Supervisor Executive Assistant/Promotions Coordinator
26	3/22/2018	Participation in job banks, internet programs and other programs designed to promote outreach	WRIC announces on-air, on a periodic basis, that the station will send all open full-time position posting to any qualified minority agency upon request.	1	Executive Assistant/Promotions Coordinator

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27	3/22/2018	Listing of each upper-level category opening in a job bank or newsletter	During the reporting period, the station provided notice of all full-time vacancies to the Virginia Association of Broadcasters, the Asian American Journalist Association, the Native American Journalist Association, Urban League of Greater Richmond and the Richmond Chapter of the NAACP, all of which include substantial participation by women and minorities.	1	Executive Assistant/Promotions Coordinator
28	3/26/2018	Establishment of an intern program designed to assist members of the community	The Spring Internship Program is designed to assist members of the community to acquire skills needed for broadcast employment and provides college students interested in media an educational experience. Students receive college credit for their participation.	1	News Director
29	4/5/2018	Participation in events or programs sponsored by educational institutions	Anchor/Reporter was special guest media panelist and spoke with students about his experiences, preparation's he made for his career and gave advice on goal achievement for students.	1	Anchor/Reporter
30	4/10/2018	Participation in events or programs sponsored by educational institutions	Anchor, Reporters, and Creative Services Department participated in Marquite Aguilar Virginia Commonwealth University Scholarship Walkathon and spoke with students about jobs/careers in television.	4	Creative Services Director Anchor/Reporter Meteorologist Reporter/MMJ
31	4/12/2018	Participation in events or programs sponsored by educational institutions	Anchor/Reporter participated in Richmond Community High School's Career Exposure Breakfast and interacted informally with students who have questions, an interest in broadcasting and studying communications in college and interested in news broadcasting.	1	Anchor/Reporter
32	4/20/2018	Participation in events or programs sponsored by educational institutions	Reporter/Multimedia Journalist attended Hopewell High School's College & Career Expo 2018 and spoke one-on-one with students about careers in television.	1	Reporter/Multimedia Journalist