

WRIC-TV
EEO PUBLIC FILE REPORT
May 27, 2016 - May 31, 2017

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
Digital Content Producer	2-7, 9, 11-18, 20-24, 27-29, 31-39, 42-45, 47-49, 52-53, 55-65, 67	65
Anchor/Reporter	1-4, 6-7, 9, 11-18, 21-24, 27-29, 31-39, 42-45, 47-48, 50, 52-53, 55-63, 65, 67	65
News Producer	2-4, 6-9, 11-18, 20-24, 27-29, 31-39, 42-45, 47-50, 52-53, 55-65, 67	65
Technical Media Operator (F/T)	2-7, 9, 11-18, 21-24, 27-29, 31-39, 42-45, 47-49, 52-53, 55-64, 67	67
Assistant News Director	1-7, 9, 11-18, 20-24, 27-29, 31-39, 42-45, 47-49, 51-53, 55-64, 66-67	1
News Producer	2-7, 9, 11, 13-18, 21-24, 27-37, 39-40, 42-45, 47-49, 52-53, 55-64, 67	67
Account Executive	2-7, 10-11, 13-18, 21-24, 27-29, 31-33, 35-37, 39-40, 42-45, 47-49, 52-53, 55-57, 59-64, 67	67
Newsroom Assistant	2-7, 9, 11, 13-18, 20-24, 27-29, 31-33, 35-37, 39-40, 42-45, 47-49, 51-53, 55-64, 67	51
Creative Services Producer	2-7, 9, 11, 13-18, 21-24, 27-29, 31-33, 35-37, 39-40, 42-45, 47-49, 52-53, 55-57, 59-63, 66-67	66
Sales Assistant	2-7, 10-11, 13-18, 20-25, 27-29, 31-33, 35-37, 39-40, 42-45, 47-49, 51-53, 55-57, 59-64, 67	25
Meteorologist	2-7, 10-11, 13-18, 20-24, 27-29, 31-33, 35-37, 39-40, 42-49, 51-53, 55-57, 59-64, 67	51
News Photojournalist/Editor	2-7, 10-11, 13-18, 21-24, 26-29, 31-33, 35-37, 39-40, 42-45, 47-49, 52-53, 55-57, 59-64, 67	67
Graphic Designer	2-7, 10-11, 13-18, 20-24, 27-29, 31-33, 35-37, 39-40, 42-44, 47-49, 52-57, 59-64, 67	20
Reporter/MultiMedia Journalist	2-7, 10-11, 13-18, 20-24, 27-29, 31-33, 35-37, 39-44, 47-49, 52-53, 55-57, 59-64	41

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Integrated Digital Specialist (IDS)	2-7, 10-11, 13-19, 21-24, 27-29, 31-33, 35-37, 39-40, 42-44, 47-49, 52-53, 55- 57, 59-64	19

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	4
2	Asian American Journalist Association 1182 Market Street, Suite 20 San Francisco, California 94102 Phone : 4153462051 Albert Lee Manual Posting	N	0
3	Averett University 420 West Main Street Danville, Virginia 24541 Phone : 434-791-5629 Email : tyancey@averett.edu Tia Yancy	N	0
4	Bridgewater College 402 East College Street Bridgewater, Virginia 22812 Phone : 540-828-5333 Email : stalbott@bridgewater.edu Sherry P. Talbott	N	0
5	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : 202-602-0584 Heather Birks Manual Posting	N	0
6	Bryant & Stratton College 8141 Hull Street Road North Chestervield, Virginia Phone : 804-745-2444 Brenda Sands Hines, M.S. Manual Posting	N	0
7	Capital Area Training Consortium 1001 N. Laburnum Avenue #8 Richmond, Virginia 23223-2705 Diane Johnson Manual Posting	N	0
8	Career Fair	N	1

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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
9	Central Virginia Community College 3506 Eards Road Lynchburg, Virginia 24502 Phone : 434.832.7886 Email : frenchk@cvcc.vccs.edu Kimberly French	N	0
10	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
11	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
12	College of William and Mary P.O. Box 8795 Williamsburg, Virginia 23187 Phone : 757-221-3228 Cristen McQuillan Manual Posting	N	0
13	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
14	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

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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	Eastern Mennonite University 1200 Park Road Harrisonburg, Virginia 22802 Phone : 540-432-4260 Email : careerservices@emu.edu Kimberly Phillips	N	0
16	ECPI 800 Moorefield Park Drive Ste. 302 Richmond, Virginia 23236 Phone : 804-521-0400 Email : jdjohnson@ecpi.edu Jeremy Johnson	N	0
17	Elon University School of Communications 2850 Campus Box Elon, North Carolina 27244 Phone : 336-278-6500 Nagatha Tonkins Manual Posting	N	0
18	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
19	Employee Promotion	N	1
20	Employee Referral	N	15
21	Employment Readiness 1231 Mahone Avenue Bldg. 9023 Fort Lee, Virginia Phone : 804-734-7738 Email : katerina.thornton.cpr@mail.mil Katerina Thornton	N	0
22	Hampden-Sydney College P.O. Box 607 Hampden-Sydney, Virginia 23943 Phone : 434-223-6000 Email : jallen@hsc.edu Jennifer Allen	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
23	Hampton University Career Counseling and Planning Center 2 Frissell Avenue Hampton, Virginia 23668 Phone : 757-727-5000 Vivian Wrenn David Manual Posting	N	0
24	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
25	Indeed.com	N	5
26	Internet Ad	N	1
27	ITT Technical Institute 300 Gateway Centre Parkway Richmond, Virginia Phone : 804-330-4992 Email : cbarrafato@itt-tech.edu Carl Barrafato	N	0
28	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
29	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
30	Job Fair	N	1
31	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Liberty University School of Communications 1971 University Blvd. Lynchburg, Virginia 24502 Phone : 434-582-2111 Diana Drane Manual Posting	N	0
33	Longwood University 201 High Street, Lancaster Hall G08A Farmville, Virginia 23909 Phone : 434-395-2063 Email : brankleykd@longwood.edu Kathryn Brankley	N	0
34	Media General 333 East Franklin Street Richmond, Virginia 23219 Phone : 205-488-4135 Url : http://www.mediageneral.com Email : sellenburg@mediageneral.com Susan Ellenberg	N	0
35	Metropolitan Business League P.O. Box 26751 Richmond, Virginia 23261 Phone : 804-649-7473 Sharon Dabney-Wooldrige Manual Posting	N	0
36	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
37	NAACP P.O. Box 25576 Richmond, Virginia 23260 Phone : 804-644-9337 Lynetta Thompson Manual Posting	N	0
38	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-445-7100 Scott Berry 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
39	Native American Journalist Association University of Oklahoma, Gaylord College 395 W. Lindsey Street Norman, Oklahoma 73019-4201 Debra Valentino Manual Posting	N	0
40	NewsCheckMedia 24 W. Lancaster Avenue Ardmore, , Pennsylvania 19003 Phone : 610-420-6003 Url : www.newscheckmedia.com Patty Hersh Manual Posting	N	0
41	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
42	Norfolk State University 700 Park Avenue Norfolk, Virginia 23504 Phone : 757-823-8462 Email : pdsaunders@nsu.edu Pamela Davis Saunders	N	0
43	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
44	Radford University P.O. Box 6901 Radford, Virginia 24142 Phone : 540-831-5771 Email : csutphin@radford.edu Carolyn Sutphin	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
45	Raonoke College 221 College Lane Salem, Virginia 24153 Phone : 540-375-2303 Email : careers@roanoke.edu Toni McLawhorn	N	0
46	Recruiter	N	1
47	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
48	Resource Workforce Center 733 Whitepine Road Richmond, Virginia 23237 Phone : 804-271-8510 Valerie Mizzell Manual Posting	N	0
49	Richmond Association of Black Journalists 300 E. Franklin Street Richmond, Virginia 23219 Phone : 804-649-5208 Nicole Johnson Manual Posting	N	0
50	Richmond Times Dispatch 333 East Grace Street Richmond, Virginia 23219 Phone : 804-649-6769 Url : http://www.richmond.com Email : mgillison@timesdispatch.com Michelle Gillison	N	0
51	Self Referral	N	11
52	Southwest VA Community College P.O. Box SVCC Richlands, Virginia 24641 Phone : 276-964-7745 Email : crystal.barton@sw.edu Crystal Barton	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
53	St. Paul's College Career Services Center 115 College Drive Lawrenceville, Virginia 23858 Phone : 434-848-6447 Denise Rice Manual Posting	N	0
54	Station Website	N	5
55	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
56	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
57	University of South Carolina School of Journalism and Mass Communication Columbia, South Carolina 29208 Phone : 803-777-3347 Beverly Dominick Manual Posting	N	0
58	Urban League of Greater Richmond 1420 Hull Street Bldg. B3 Richmond, Virginia 23224 Phone : 804-230-8791 Larry Murphy Manual Posting	N	0
59	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

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60	Virginia Association fo Broadcasters 250 West Main Street Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Christina Sandridge Manual Posting	N	0
61	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
62	Virginia Employment Commission 3719 Saunders Avenue Richmond, Virginia Phone : 804-663-5403 Malissa Short Manual Posting	N	0
63	Virginia State University P.O. Box 9410 Petersburg, Virginia 23806 Phone : 804-524-5211 Joseph Lyons Manual Posting	N	0
64	Virginia Union University 1500 N. Lombardy Richmond, Virginia 23220 Phone : 804-257-5600 Email : careerservices@vu.edu Takeisha Brown	N	0
65	Walk In/Self-Referral	N	12
66	Word of Mouth Referral	N	5
67	www.mediageneral.com 333 E Franklin Street Richmond, Virginia 23219 Phone : 205-448-4135 Url : http://www.mediageneral.com Susan Ellenberg Manual Posting	N	24
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	8/4/2016	Participation in events or programs sponsored by educational institutions	Juan Conde was closing speaker for the Hispanic College Institute hosted by Virginia Tech. He addressed the participants who just completed the culturally tailored residential college access program.	1	Anchor/Reporter
2	8/5/2016	Participation in Job Fairs	For the past three days WRIC participated in the 2016 NABJ/NAH Career Fair held in our nation's Capitol. Here, they met with hundreds of potential candidates in order to promote and enhance diversity in our workplace.	1	News Director
3	9/15/2016	Participation in events or programs sponsored by educational institutions	Guest speaker for the VCU Robertson School of Media and Culture.	1	News Reporter
4	9/29/2016	Participation in events or programs sponsored by educational institutions	Guest speaker for VCU Public Relations Class on how to properly interact with the media, how to initiate contact, develop relationships, and how to recommend story ideas.	1	Anchor/Reporter
5	10/21/2016	Participation in events or programs sponsored by educational institutions	Morgan Dean, Anchor/Reporter spoke with students at Virginia Tech on speaking to the media and his job.	1	Anchor/Reporter
6	12/8/2016	Participation in events or programs sponsored by educational institutions	Mitch Carr/Sports Anchor/Reporter reviewed undergraduate portfolios for Virginia Commonwealth University's Robertson School of Media and Culture, and spoke with students about careers in broadcasting.	1	Sports Anchor/Reporter
7	12/8/2016	Participation in events or programs sponsored by educational institutions	Mitch Carr, Sports Anchor/Reporter reviewed student portfolios at the VCU Robertson School of Media and Culture and had one-on-one meetings with students and gave tips and feedback.	1	Sports Anchor/Reporter
8	2/23/2017	Participation in events or programs sponsored by educational institutions	Juan Conde- News Anchor was guest speaker for VCU Journalism Writing Class and spoke about broadcasting and broadcast writing.	1	News Anchor

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9	2/24/2017	Participation in events or programs sponsored by educational institutions	Mike Laffey-Production Manager attended the Virginia Department of Education Curriculum for High School TV/Media Students. He gave input on the VDOE's list of mandated tasks and skills students must learn. This gives teachers the opportunity to revise the list every 5 years to make sure it accurately reflects current industry standards.	1	Production Manager
10	2/24/2017	Participation in events or programs sponsored by educational institutions	Mike Laffey/Production Manager attended the Virginia Department of Education, Trade & Industrial Education Program Area, Curriculum Development and Revision Teams, Television and Media Production I, II & III to give his input to their high school curriculum review. Held at the CTE Resource Center	1	Production Manager
11	2/27/2017	Establishment of training programs for station personnel	Lyric Training: held Monday Feb. 27-March 1st at Media General downtown. It was taught by Rick Mandrell. We covered the basics of the Lyric program for making templates and graphics for broadcast news use. Learned what the overall use of this program is and how to make and implement basic graphics with effects and certain behaviors. Usage of different file types and formats was covered as well.	1	Motion-Graphic Artist
12	2/28/2017	Participation in events or programs sponsored by educational institutions	Katie Dupree- Meteorologist visited Virginia Union University Association of Black Journalists and discussed her career as meteorologist.	1	Meteorologist
13	2/28/2017	Participation in events or programs sponsored by educational institutions	Katie Dupree, Meteorologist, visited Virginia Union University and spoke with students about her career in television as a meteorologist.	1	Meteorologist
14	2/28/2017	Participation in events or programs sponsored by educational institutions	Whitney Harris, Anchor/Reporter was mock interviewer at J.R. Tucker High school. She interviewed students as if they were applying for a job at WRIC, in communications.	1	Anchor/Reporter

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15	3/6/2017	Participation in events or programs sponsored by educational institutions	Whitney Harris-Anchor/Reporter was media panelist for Virginia State University's Media Symposium 2017.	1	Anchor/Reporter
16	3/8/2017	Participation in events sponsored by community groups	John Bernier-Chief Meteorologist was a guest for the Richmond Times-Dispatch Square on Weather and discussed weather coverage.	1	Chief Meteorologist
17	3/15/2017	Establishment of an intern program designed to assist members of the community	During the reporting period, WRIC-TV hosted 10 interns in news, production, creative services, and weather from the following universities: Virginia State University Virginia Commonwealth University Virginia Polytechnic Institute and State University University of Richmond Longwood University Elon University	4	News Director Creative Services Director Production Manager Chief Meteorologist
18	3/22/2017	Participation in Job Fairs	Mike Laffey/Production Manager and Brenda Kump/Executive Assistant attended ECPI's Spring Career Fair and spoke with students/potential candidates on careers in television.	2	Production Manager Executive Assistant
19	4/10/2017	Participation in events or programs sponsored by educational institutions	Two students from Colonial Heights High School came to shadow in news and sports for Colonial Heights High School and the Colonial Heights Chamber of Commerce Job Shadowing program.	2	News Director Sports Anchor/Reporter
20	5/10/2017	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