

WRIC-TV

EEO PUBLIC FILE REPORT

June 1, 2022 - May 31, 2023

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
Multimedia Journalist/Reporter	2-19, 21-24, 26-27	12
Investigative Reporter	1-8, 10-19, 21, 23-24, 26-27	12
Reporter 1/MultiMedia Journalist	1-5, 7-8, 10-12, 14-24, 26-27	10
News Producer	2-5, 7-8, 11-12, 14-24, 26-27	12
Digital Producer	2-5, 7-8, 11-12, 14-24, 26-27	12
Digital Producer	2-8, 11-12, 14-24, 26-27	12
News Anchor	2-8, 10-12, 14-27	6
News Producer	2-5, 7-12, 14-27	9
MultiMedia Journalist/Reporter	1-8, 11-12, 14-27	12
Weekend Meteorologist	2-12, 14-27	9
Graphic Designer	2-5, 7-9, 11-12, 14-27	12
Video Editor	1-5, 7-8, 10-12, 14-27	1
Production Director/Ross OverDrive Operator	2-5, 7-9, 11-12, 14-27	9
News Producer	2-5, 7-8, 10-12, 14-27	12
Videographer/Video Editor	2-5, 7-9, 11-12, 14-27	12
Advertising Account Executive	2-8, 11-12, 14-27	6
Digital News Producer	1-5, 7-9, 11-12, 14-27	12
News Producer	2-8, 11-12, 14-27	12
Creative Services Producer	2-8, 11-12, 14-27	12
Capitol Bureau Reporter	2-5, 7-9, 11-12, 14-27	9
Digital Distribution Producer	2-5, 7-12, 14-27	10
News Producer	2-5, 7-9, 11-12, 14-27	12

Nexstar did not actively distribute job vacancy notices to Career Builder, Indeed or LinkedIn. However, said sources re-posted some but not all of the SEU's www.Nexstar.tv job vacancy notices without Nexstar's knowledge.

Recruiting Source #13 – Longwood University – was removed 2/3/22.

Recruiting Source #25 – Virginia Tech – was added 6/2/22.

The Investigative Reporter job vacancy notice was, due to a technical issue, sent U.S. Mail to Recruiting Source #22/University of Maryland. That manual distribution is not reflected in the table above.

#20/Resource Workforce Center (Richmond, VA) was added on 6/1/22.

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Meteorologist	1-5, 7-9, 11, 14-27	9
MultiMedia Journalist/Reporter	2-5, 7-8, 10-12, 14-27	10
Digital News Producer	2-5, 7-12, 14-27	12
Weekend Morning Anchor/Reporter	2-5, 7-8, 10-12, 14-27	10
Videographer/Video Editor	2-5, 7-9, 11, 14-27	9
Sales Account Executive	2-8, 11-12, 14-27	12
News Producer	2-9, 11-12, 14-27	12

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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	CareerBuilder.com	N	6
2	Crater Regional Workforce Center 22 West Washington Street Petersburg, Virginia 23803 Phone : 804-309-1315 Url : www.workplace.org Email : rfoster@workplace.org Ruby Foster	N	0
3	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
4	ECPI 4305 Cox Road Glen Allen, Virginia 23060 Phone : 804-934-0100 Url : www.nexstar.tv Email : sstone@ecpi.edu Sara Stone	N	0
5	Elon University School of Communications 100 Campus Drive Elon, North Carolina 27244 Phone : 336-278-6500 Email : sbourland@elon.edu Stephanie Bourland	N	0
6	Employee Referral	N	17
7	Employment Readiness 1231 Mahone Avenue Bldg. 9023 Fort Lee, Virginia Phone : 804-734-7738 Email : katerina.thornton.cpr@mail.mil Katerina Thornton	N	0
8	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Indeed.com	N	25
10	Internal Promotion	N	17
11	Liberty University Career Center 1971 University Blvd. Lynchburg, Virginia 24502 Phone : 434-592-5588 Url : http://liberty.edu Email : sbgresumes@sbgstv.com Kayla Bailey	N	0
12	Linked In	N	60
13	Longwood University 201 High Street, Lancaster Hall G08A Farmville, Virginia 23909 Phone : 434-395-2063 Email : millermmp@longwood.edu Megan Miller	N	0
14	Metropolitan Business League 701 E. Main Street, Suite 1615 Richmond, Virginia 23219 Phone : 804-649-7473 Email : info@thembl.org Sharon Dabney-Wooldrige	N	0
15	NAACP PO Box 25576 Richmond, Virginia 23260 Phone : 804- 839-1626 Url : www.rvabranchnaACP@gmail.com Email : rvabranchnaACP@gmail.com Garrett Sawyer	N	0
16	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	1

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17	Norfolk State University Career Services 53100 700 Park Avenue Norfolk, Virginia 23504 Phone : 757-823-8600 Url : www.nsu.edu Email : albazemore@nsu.edu Alisha Bazemore	N	0
18	Penn State University 201 Carnegie Building University Park , Pennsylvania 16802 Phone : 814-863-1484 Url : https://www.psu.edu Email : rpm163@psu.edu Bob Martin	N	0
19	Radford University P.O. Box 6901 Radford, Virginia 24142 Phone : 540-831-5771 Email : csutphin@radford.edu Carolyn Sutphin	N	0
20	Resource Workforce Center 4914 Radford Avenue Richmond, Virginia 23230 Phone : 804-952-6113 Email : gerald.lett@equusworks.com Gerald Lett	N	0
21	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
22	University of Maryland 2101A Skinner Building 4300 Chapel Lane College Park, Maryland 20742-7635 Phone : 301-405-7323 Url : www.comm.umd.edu Email : gowin@umd.edu Julie Gowin	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	Virginia Association of Broadcasters 250 West Main Street Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Christina Sandridge Manual Posting	N	0
24	Virginia State University Mass Comm P.O. Box 9410 Petersburg, Virginia 23806 Phone : 804-524-5211 Url : https://vsu-csm.symplicity.com Email : jllyons@vsu.edu Joseph Lyons	N	0
25	Virginia Tech Virginia Polytechnic Institute & State University Blacksburg, Virginia 24060 Phone : 540-231-3997 Url : www.vt.edu Email : lboothe@vt.edu Lisa Boothe	N	0
26	Virginia Union University 1500 N. Lombardy Richmond, Virginia 23220 Phone : 804-257-5600 Email : careerservices@vuu.edu Takeisha Brown	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:			126

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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	6/1/2022	Establishment of an intern program designed to assist members of the community	<p>The Station 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 Station hosted: one (1) Intern from Virginia Tech, two (2) Interns from Virginia Commonwealth University, one (1) Intern from the University of Richmond and one (1) Intern from Flagler College during the 2022 Summer Semester.</p>	4	News Director Creative Services Director Production Manager Meteorologist
2	6/21/2022	Participation in Job Fairs	The Station participated at the Central Virginia Community College Job Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	Chief Engineer Director of Sales Production Manager
3	10/12/2022	Participation in events or programs sponsored by educational institutions	<p>The Station has an established job shadow program that allows students to gain hands on experience in all areas of our operation including news, sports, production, and weather.</p> <p>The Station hosted a student from Cosby High School during the 2022 Fall Semester.</p>	2	News Director Assistant News Director
4	10/24/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a guest speaker at Virginia Commonwealth University Communication's Department Reporting Class. They spoke with students on career decisions and job requirements.	1	Digital Executive Producer
5	12/6/2022	Participation in events or programs sponsored by educational institutions	The Station participated as a panelist in a Virginia Commonwealth University's Capital News Service class. He spoke about career decisions and job requirements,	1	News Producer
6	2/9/2023	Participation in Job Fairs	The Station participated in Virginia State University's "I Have a Dream" Internship and Career Expo.. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Assistant News Director Executive Assistant

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	4/28/2023	Provision of training to management	The Station 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.	11	VP and General Manager Director of Sales News Director Chief Engineer
8	5/1/2023	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminated job vacancy notices, including upper-level positions to the Virginia Association of Broadcasters, a media/trade organization with broad-based membership, including the participation of women and minorities.	1	Executive Assistant
9	5/10/2023	Participation in events or programs sponsored by educational institutions	The Station participated in Virginia Commonwealth University's Robertson School of Media and Culture for their Journalism Students Portfolio Review Class and spoke with students about career decisions and job requirements.	1	Digital Producer