# WAVY-TV, WITD-CD, WKTD-CD, WNLO-CD, WPMC-CD, WVBT EEO PUBLIC FILE REPORT 

## June 1, 2019 - May 31, 2020

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 |
| :---: | :---: | :---: |
| Traffic Anchor/Meteorologist | 1-5, 7-13, 15-16, 20-29, 31-35, 37-46 | 31 |
| Local Sales Manager | 1-5, 7-16, 18, 20-29, 31-46 | 18 |
| Business/HR Administrator | 1-5, 7-13, 15-17, 20-29, 31-35, 37-46 | 17 |
| News Producer | $\begin{gathered} 1-5,7-13,15-16,20-21,23,31-35,37- \\ 46 \end{gathered}$ | 31 |
| Executive Producer | $\begin{gathered} 1-5,7-13,15-17,20-21,23,31-35,37- \\ 46 \end{gathered}$ | 31 |
| Director of Sales | 1-5, 7-13, 15-16, 20-46 | 31 |
| Digital Account Executive | 1-4, 7-13, 15-16, 20-29, 31-35, 37-46 | 31 |
| Assignment Desk Editor | 5, 17, 19, 23, 31 | 31 |
| Integrated Digital Specialist | $\begin{gathered} 1-4,7-13,15-16,20-21,23,31-35,37- \\ 46 \\ \hline \end{gathered}$ | 31 |
| News Video Editor | $\begin{gathered} 1-4,7-13,15-17,20-21,23,31-35,37- \\ 46 \end{gathered}$ | 17 |
| Assistant Chief News Photographer | $\begin{gathered} 1-4,7-13,15-17,20-21,23,31-35,37- \\ 46 \end{gathered}$ | 17 |
| Digital Content Producer - Lifestyle | 1-4, 7-17, 20-21, 23, 31-35, 37-46 | 14 |
| Digital Content Producer | 1-4, 7-16, 20-21, 23, 31-35, 37-46 | 14 |
| New Business Developer | 1-4, 7-16, 20-21, 23, 31-35, 37-46 | 14 |
| TV News Photojournalist | $\begin{gathered} \hline 1-4,6-13,15-16,19-21,23,31-35,37- \\ 46 \\ \hline \end{gathered}$ | 6 |
| Television Account Executive | 1-4, 7-16, 19-21, 23, 31-35, 37-46 | 19 |
| Traffic Coordinator | $\begin{gathered} 1-4,6-13,15-17,20-21,23,31-35,37- \\ 40,42-46 \\ \hline \end{gathered}$ | 17 |
| Commercial Sales Producer | $\begin{gathered} 1-4,7-13,15-17,19-21,23,31-35,37- \\ 40,42-46 \end{gathered}$ | 31 |
| New Business Developer | $\begin{gathered} 1-4,7-13,15-16,20-21,23,31-35,37- \\ 40,42-46 \end{gathered}$ | 31 |
| News Anchor/Reporter | $\begin{gathered} 1-4,7-13,15-17,20-21,23,31-35,37- \\ 46 \end{gathered}$ | 17 |
| Assistant Chief Engineer | $\begin{gathered} 1-4,7-13,15-16,20-21,23,31-35,37- \\ 46 \end{gathered}$ | 31 |

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June 1, 2019 - May 31, 2020
II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| $\begin{gathered} \text { RS } \\ \text { Number } \end{gathered}$ | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
| :---: | :---: | :---: | :---: |
| 1 | 602 Communications <br> 4349 E. Colter Street <br> Phoenix, Arizona 85018 <br> Phone : 919-217-4438 <br> Url : http://602communications.com <br> Email : gnewell@602communications.com <br> Graeme Newell | N | 0 |
| 2 | All Access Music Group 28955 Pacific Coast Highway Suite 210 <br> Malibu, California 90265 <br> Phone : 310-457-6616 <br> Url : http://www.allaccess.com/ <br> Email : jdenver@allaccess.com Joel Denver | N | 0 |
| 3 | Army Community Service 650 Monroe Ave. Room 126-02B <br> Fort Eustis, Virginia 23604 <br> Phone : 757-878-3173 <br> Email : roger.k.bullis.civ@mail.mil Roger Bullis | N | 0 |
| 4 | B-roll.net <br> 227 6th Street NE <br> Washington, District of Columbia 20002 <br> Phone : 202-486-8842 <br> Url : http://www.b-roll.net/today/ <br> Email : info@b-roll.net <br> Kevin Johnson | N | 0 |
| 5 | Broadcasting and Cable Magazine and online 810 Seventh Ave., 27th Floor <br> New York, New York 10019 <br> Phone : 212-378-0400 $x 5171$ <br> Url : www.broadcastingcable.com <br> Email : ZMajma@nbmedia.com <br> Zahra Majma | N | 0 |

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| :---: | :---: | :---: | :---: |
| 6 | Career Builder/Daily Press <br> 7505 Warwick Blvd. <br> Newport News, Virginia 23607 <br> Phone : 757-247-4700 <br> Dana Dwyer <br> Manual Posting | N | 3 |
| 7 | Chesapeake Career Center <br> 1617 Cedar Rd <br> Chesapeake, Virginia 23322 <br> Phone : 757-547-0134 <br> Url : https://cpschools.com/ccc <br> Email : Shonda.Windham@cpschools.com <br> Shonda Windham | N | 0 |
| 8 | Christopher Newport University <br> 1 University Place <br> Newport News, Virginia 23606 <br> Phone : 7575948887 <br> Polly Bradie <br> Manual Posting | N | 0 |
| 9 | Collective Talent <br> 1721 Richardson Place <br> Tampa, Florida 33606 <br> Phone : 813-254-9695 <br> Url : www.collectivetalent.com <br> Email : bille@michaelsmedia.com <br> Michael Bille | N | 0 |
| 10 | College of William \& Mary <br> P.O. Box 8795 <br> Williamsburg, Virginia 23187 <br> Phone: 7572213231 <br> Url : http://www.wmu.edu <br> Email : career@wm.edu <br> David Lapinski | N | 0 |

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| :---: | :---: | :---: | :---: |
| 11 | Commonwealth of VA, Rehabilitative Services 3248 Academy Ave. <br> Portsmouth, Virginia 23703 <br> Phone: 7576865004 <br> Url : http://www.vdars.org/default.htm <br> Email : marketing@dars.virginia.gov <br> Gail Price | N | 0 |
| 12 | ```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 |
| 13 | ECPI College of Technology 5555 Greenwich Rd., Ste. 300 Virginia Beach, Virginia 23462 Phone : 7574909090 Email : cjohnson@ecpi.edu Cynthia Johnson | N | 0 |
| 14 | Employee Referral | N | 6 |
| 15 | Fleet and Family Support Center 1949 Von Steuben Dr <br> Newport News, Virginia 23603 <br> Url : cnic.navy.mil <br> 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 |

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| :---: | :---: | :---: | :---: |
| 17 | Indeed.com** <br> 177 Broad Street 6th Floor <br> Stamford, Connecticut 06901 <br> Phone: ... <br> Url : www.indeed.com <br> Career Services <br> Manual Posting | N | 13 |
| 18 | Internal Promotion | N | 1 |
| 19 | LinkedIn Corporation** <br> 2029 Stierlin Court <br> Mountain View, California 94043 <br> Phone: 650-687-3600 <br> Jeff Weiner <br> Manual Posting | N | 4 |
| 20 | Medialine <br> 2515 Sparrow Crest Dr <br> Katy, Texas 77494 <br> Phone : 9132170685 <br> Url : http://www.medialine.com <br> Email : info@reelmediagroup.com <br> Rich Everitt | N | 0 |
| 21 | Multicultural Management Program <br> University of Missouri School of Journalism 120 Neff Hall <br> Columbia, Missouri 65211 <br> Phone: 5738820373 <br> Email : career@missouri.edu <br> Career Services | N | 0 |
| 22 | NAACP - Nansemond/Suffolk P.O. Box 1547 <br> Suffolk, Virginia 23439 <br> Phone: 757-934-1055 <br> Charles Gates <br> Manual Posting | N | 0 |

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| :---: | :---: | :---: | :---: |
| 23 | NAACP - Portsmouth <br> P.O. Box 3878 <br> Portsmouth, Virginia 23701 <br> Phone: 757-487-2421 <br> Carolyn Taylor <br> Manual Posting | N | 0 |
| 24 | NAACP - Smithfield/Isle of Wight <br> PO Box 639 <br> Smithfield, Virginia 23430 <br> Phone : 757-357-5222 <br> Dottie Harris <br> Manual Posting | N | 0 |
| 25 | NAACP Chesapeake Unit 7049 <br> Post Office Box 1531 <br> Chesapeake, Virginia 23327 <br> Phone: 7575457528 <br> March Cromuel <br> Manual Posting | N | 0 |
| 26 | NAACP Hampton YC/Area 1-A <br> PO Box 9273 <br> Hampton, Virginia 23670 <br> Richard Burrell <br> Manual Posting | N | 0 |
| 27 | NAACP Newport News Branch PO Box 12971 <br> Newport News, Virginia 23612 <br> Phone: 757-597-1218 <br> Rasheed Wyatt <br> Manual Posting | N | 0 |
| 28 | NAACP Norfolk YC 6813 Orangewood Ave Norfolk, Virginia 23513 <br> Phone : 757-409-3342 <br> Tyleesha Russell <br> Manual Posting | N | 0 |

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| :---: | :---: | :---: | :---: |
| 29 | NAACP Portsmouth YC 3310 Deep Creek Blvd <br> Portsmouth, Virginia 23701 <br> Phone : 757-615-8626 <br> Jerrell Hill <br> Manual Posting | N | 0 |
| 30 | National Society of Black Engineers 1454 Duke Street <br> Alexandria, Virginia 22314 <br> Phone: (703) 549-2207 <br> Url : www.nsbe.org <br> Email : info@nsbe.org <br> Fax : (703) 683-5312 <br> Director of Placement | N | 0 |
| 31 | Nexstar Media Group, Inc. <br> 545 E. John Carpenter Freeway Suite 700 <br> Irving, Texas 75062 <br> Phone : 972-764-6715 <br> Terri Bush <br> Manual Posting | N | 50 |
| 32 | Norfolk State University <br> Career Services 53100700 Park Avenue <br> Norfolk, Virginia 23504 <br> Phone: 7578238600 <br> Email : albazemore@nsu.edu <br> Alisha Bazemore | N | 0 |
| 33 | Old Dominion University 2202 Webb University Center <br> Norfolk, Virginia 23529 <br> Phone: 7576834388 <br> Email : cds@odu.edu <br> Alice Jones | N | 0 |

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| :---: | :---: | :---: | :---: |
| 34 | Opportunity Inc. <br> 861 Glenrock Road, Ste. 100 <br> Norfolk, Virginia 23502 <br> Phone: 757-461-7537 <br> Url : www.opp-inc.org <br> Email : businessservicescoordinator@gmail.com Jacqueline Rondeau | N | 0 |
| 35 | Regent University <br> School of Communication \& the Arts 1000 Regent <br> University Drive <br> Virginia Beach, Virginia 23464 <br> Phone: 7573524746 <br> Url : http://www.regent.edu/ <br> Email : hire@regent.edu <br> Grace Alegre | N | 0 |
| 36 | Spots-N-Dots <br> 167 Oakdale Road <br> Johnson City, New York 13790 <br> Phone: 888-884-2630 <br> Emily McKay <br> Manual Posting | N | 2 |
| 37 | Syracuse University <br> 235 Schine Center 303 University Place <br> Syracuse, New York 13244 <br> Phone : (315) 443-3616 <br> Email : careers@syr.edu <br> Sue Clayton | N | 0 |
| 38 | Tidewater Community College - Virginia Beach <br> 1700 College Crescent <br> Virginia Beach, Virginia 23453 <br> Phone: 7578227228 <br> Email : bbrock@tcc.edu <br> Babbi Brock | N | 0 |

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| :---: | :---: | :---: | :---: |
| 39 | TV Jobs <br> P.O. Box 4116 <br> Oceanside, California 92052 <br> Phone : 800-374-0119 <br> Url : http://www.tvjobs.com <br> Mark Holloway <br> Manual Posting | N | 0 |
| 40 | Urban League of Hampton Roads 5700 Thurston Ave., Ste. 101 <br> Virginia Beach, Virginia 23455-3302 <br> Phone : 7576270864 <br> Url : http://www.ulhr.org <br> Email : ocary@ulhr.org <br> Onita Cary | N | 0 |
| 41 | Urban League of Hampton Roads, Norfolk <br> 830 Goff Street Huntersville Neighborhood Service Center <br> Norfolk, Virginia 23504 <br> Phone: 7572267589 <br> Url : http://www.ulhr.org <br> Email : nrountree@ulhr.org <br> Edith White | N | 0 |
| 42 | USO Transition 360 Alliance <br> P.O. Box 96860 <br> Washington, District of Columbia 20077-7677 <br> Phone: 757-692-5417 <br> Url : https://www.uso.org <br> Email : kasher@uso.org <br> Kerry Clancy-Asher | Y | 0 |
| 43 | VA DRS <br> 3248 Academy Avenue - Suites 22-26 <br> Portsmouth, Virginia 23703 <br> Phone: 757-636-1521 <br> Email : Melissa.edmonds@drs.virginia.gov <br> Lisa Melissa Edmonds | Y | 0 |

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| :---: | :---: | :---: | :---: |
| 44 | Virginia Association of Broadcasters <br> 600 Peter Jefferson Parkway Suite 300 <br> Charlottesville, Virginia 22911 <br> Phone : 4343269815 <br> Url : http://www.vabonline.com <br> Email : christina.sandridge@easterassociates.com <br> Christina Sandridge | N | 0 |
| 45 | Virginia State University <br> 1 Hayden Dr Hunter McDaniel Building,2nd Floor <br> Richmond, Virginia 23806 <br> Phone : 804-524-5211 <br> Url : www.vsu.edu/career-services/ <br> Email : careerservices@vsu.edu <br> J Lyons | N | 0 |
| 46 | www.mediagignow.com <br> 300 South Riverside Plaza Suite 800 <br> Chicago, Illinois 60606 <br> Phone : 336-553-0620 <br> Url : http://www.mediagignow.com <br> Email : customerservice@mediagignow.com <br> MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD |  |  | 79 |

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# WAVY-TV, WITD-CD, WKTD-CD, WNLO-CD, WPMC-CD, WVBT EEO PUBLIC FILE REPORT 

June 1, 2019 - May 31, 2020
III. RECRUITMENT INITIATIVES

|  | Date | $\qquad$ <br> Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | 6/1/2019 | 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. <br> The SEU hosted twenty nine (21) interns. Eleven (11) 2019 Summer interns and ten (10) 2019 Fall interns. The interns attended various colleges and universities throughout the country, including Hampton University, Old Dominion University, Regent University, Norfolk State University. Radford University, University of Central Florida, East Carolina University, University of Virginia, Virginia Tech, Virginia Commonwealth University. | 1 | Executive Producer |
| 2 | 9/19/2019 | Participation in Job Fairs | SEU personnel participated at the Joint Base Langley - Eustis Job Fair. SEU were able to meet with Active Duty, Reservist, National Guard, Veterans, Retirees to discuss vacancies at the Stations and in the broadcast industry. | 2 | News Director <br> Business Administrator/HR |
| 3 | 9/21/2019 | Participation in events or programs sponsored by educational institutions | SEU personnel participated in an annual informational networking event hosted by Scripps Howard School Journalism and Communications program. SEU discussed operations and employment in the broadcast industry. | 1 | MMJ |
| 4 | 10/16/2019 | Participation in events or programs sponsored by educational institutions | SEU personnel participated at the Old Dominion University Athletics Career Combine. SEU personnel spoke about her job as a Reporter/MMJ and information about the Stations' internship program. | 1 | Reporter/MMJ |
| 5 | 11/12/2019 | Participation in Job Fairs | SEU personnel participated at the SHRM Civilians and Veterans with Disabilities Career Fair. SEU personnel were able to meet individuals to discuss career opportunities at the Stations and in the broadcast industry. | 2 | Director of Promotions Business Administrator/HR |

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## III. RECRUITMENT INITIATIVES

|  | Date | Type of <br> Recruitment Initiative <br> (Menu Selection) | Brief Description Of Activity | No. of <br> Stations <br> Participants | Participant Title |
| :--- | :--- | :--- | :--- | :--- | :--- |
| 6 | $11 / 21 / 2019$ | Participation in events <br> or programs sponsored <br> by educational <br> institutions | SEU personnel participated in an <br> Inaugural Hampton University's Scripps | 2 | Achor <br> Howard School of Journalism and <br> Communications Career Fair. SEU <br> personnel were able to discuss vacancies <br> at the Stations and in the broadcast <br> industry. |


[^0]:    * Nexstar did not actively distribute job vacancy notices to these recruiting sources. However said sources reposted some but not all of the SEU's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

