

WAVY, WCTX-CD, WITD-CD, WKTD-CD, WLNO-CD, WPMC-CD, WVBT-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
New Business Developer Open Date: 8/4/2016 Hire Date: 6/19/2017	1, 3-16, 18-30, 32-36, 38-42	26
New Business Developer Open Date: 8/4/2016 Hire Date: 10/19/2017	1, 3-16, 18-30, 32-36, 38-42	13
Digital Account Executive Open Date: 10/11/2016 Hire Date: 6/21/2017	1, 6, 8-10, 12, 14-24, 26, 29, 31-32, 36-41	26
Director of Sales Open Date: 5/4/2017 Hire Date: 6/19/2017	1, 3, 5-10, 12-13, 15-16, 18-24, 26-29, 32-36, 38-42	13
Web Developer Open Date: 5/4/2017 Hire Date: 3/2/2018	1, 3, 5-10, 12-16, 18-24, 26-29, 32-36, 38-42	26
Newscast Producer/ Media Producer Open Date: 5/4/2017 Hire Date: 8/1/2017	1, 3, 5-10, 12, 15-16, 18-24, 26-29, 32-36, 38-42	26
Chief Engineer Open Date: 5/4/2017 Hire Date: 7/24/2017	1, 3, 5-10, 12, 15-16, 18-24, 26-29, 32-36, 38-42	26
Multimedia Lifestyle Reporter Open Date: 6/7/2017 Hire Date: 8/15/2017	1-3, 5-12, 14-16, 18-29, 32-36, 38-42	26
Digital Account Executive Open Date: 6/19/2017 Hire Date: 3/26/2018	1-3, 5-10, 12-13, 15-16, 18-24, 26-29, 32-36, 38-42	26
Digital Content Producer Open Date: 8/11/2017 Hire Date: 10/30/2017	1-3, 5-10, 12-16, 18-24, 26-29, 32-36, 38-42	13
Digital Account Executive III Open Date: 8/17/2017 Hire Date: 2/1/2018	1-3, 5-10, 12-13, 15-16, 18-24, 26-29, 32-36, 38-42	13
Photographer, News Open Date: 8/31/2017 Hire Date: 10/6/2017	1-3, 5-10, 12, 15-16, 18-24, 26-29, 32-36, 38-42	26

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Digital Content Producer Open Date: 9/21/2017 Hire Date: 10/6/2017	1-3, 5-12, 15-16, 18-29, 32-36, 38-42	26
News Producer Open Date: 10/13/2017 Hire Date: 12/19/2017	1-3, 5-10, 12, 15-16, 18-24, 26-29, 32-36, 38-42	26
Multimedia Journalist Open Date: 10/13/2017 Hire Date: 11/30/2017	1-3, 5-10, 12, 15-16, 18-24, 26-29, 32-36, 38-42	26
Reporter, News Open Date: 11/22/2017 Hire Date: 1/12/2018	1-3, 5-10, 12, 15-16, 18-24, 26-29, 32-36, 38-42	26
Assistant, Sales Open Date: 11/28/2017 Hire Date: 1/26/2018	1-3, 5-10, 12-13, 15-16, 18-24, 26-29, 32-36, 38-43	26
Account Executive, Sales Open Date: 12/1/2017 Hire Date: 5/18/2018	1-3, 5-10, 12, 15-16, 18-24, 26-29, 32-36, 38-43	26
Investigative Producer Open Date: 12/19/2017 Hire Date: 3/18/2018	1-3, 5-10, 12-13, 15-16, 18-24, 26-29, 32-36, 38-43	13
Executive Producer Open Date: 12/20/2017 Hire Date: 4/5/2018	1-3, 5-10, 12, 15-16, 18-24, 26-29, 32-36, 38-43	26
Multimedia Journalist/Reporter Open Date: 1/17/2018 Hire Date: 2/16/2018	1-3, 5-10, 12, 15-16, 18-24, 26-29, 32-36, 38-43	26
News Producer Open Date: 1/23/2018 Hire Date: 3/20/2018	1-3, 5-10, 12, 15-16, 18-24, 26-29, 32-36, 38-43	26
Reporter, News Open Date: 2/16/2018 Hire Date: 2/16/2018	1-3, 5-10, 12, 15-16, 18-24, 26-29, 32-36, 38-43	26
Studio Technician Open Date: 2/20/2018 Hire Date: 4/27/2018	1-3, 5-10, 12, 15-16, 18-24, 26-29, 32-36, 38-43	26

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Reporter/Anchor Open Date: 3/5/2018 Hire Date: 3/22/2018	1-3, 5-10, 12-13, 15-16, 18-24, 26-29, 32-36, 38-43	26
News Reporter/Anchor Open Date: 3/9/2018 Hire Date: 3/21/2018	1-3, 5-10, 12, 15-16, 18-24, 26-29, 32- 36, 38-43	26
Anchor/Multimedia Journalist Open Date: 3/30/2018 Hire Date: 5/4/2018	2-3, 5-10, 12, 15-16, 18-24, 26-29, 32- 36, 38-43	26

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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	Army Community Service 650 Monroe Ave. Room 126-02B Fort Eustis, Virginia 23604 Phone : 757-878-3173 Email : roger.k.bullis.civ@mail.mil Roger Bullis	N	0
2	B-roll.net 227 6th Street NE Washington, District of Columbia 20002 Phone : 202-486-8842 Url : http://www.b-roll.net/today/ Email : info@b-roll.net Kevin Johnson	N	0
3	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : (202) 602-0584 Url : http://www.beaweb.org/wp/ Heather Birks Manual Posting	N	0
4	Broadcasting Institute of Maryland, Inc. 7200 Harford Road Baltimore, Maryland 21234 Phone : 4102542770 Norman Brooks Manual Posting	N	0
5	Christopher Newport University 1 University Place Newport News, Virginia 23606 Phone : 7575948887 Polly Bradie Manual Posting	N	0
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	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
7	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
8	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
9	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
10	ECPI College of Technology 5555 Greenwich Rd., Ste. 300 Virginia Beach, Virginia 23462 Phone : 7574909090 Email : cjohnson@ecpi.edu Cynthia Johnson	N	0
11	Hampton University Huntington Bldg. Hampton, Virginia 23668 Phone : 757-727-5405 Fax : 1-757-728-6011 Personnel Director Personnel Director	N	0
12	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : 7577229283 Email : careercenter@hamptonu.edu Andre LeDoux	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
13	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : ... Url : www.indeed.com Career Services Manual Posting	N	11
14	LinkedIn Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Jeff Weiner Manual Posting	N	5
15	Media General 333 E. Franklin Street Richmond, Virginia 23219 Url : http://www.mediageneral.com Pamela Mitchell Manual Posting	N	0
16	Medialine 2515 Sparrow Crest Dr Katy, Texas 77494 Phone : 9132170685 Url : http://www.medialine.com Email : info@reelmediagroup.com Rich Everitt	N	0
17	MediaRecruiter.com 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303.400.5150 Url : www.MediaRecruiter.com Art Scott Manual Posting	N	0
18	Multicultural Management Program University of Missouri School of Journalism 120 Neff Hall Columbia, Missouri 65211 Phone : 5738820373 Email : career@missouri.edu Career Services	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
19	NAACP - Nansemond/Suffolk P.O. Box 1547 Suffolk, Virginia 23439 Phone : 757-934-1055 Charles Gates Manual Posting	N	0
20	NAACP - Portsmouth P.O. Box 3878 Portsmouth, Virginia 23701 Phone : 757-487-2421 Carolyn Taylor Manual Posting	N	0
21	NAACP - Smithfield/Isle of Wight PO Box 639 Smithfield, Virginia 23430 Phone : 757-357-5222 Dottie Harris Manual Posting	N	0
22	NAACP - Virginia Beach Branch PO Box 61114 Virginia Beach, Virginia 23466 Phone : 757-490-7799 Carl Wright Manual Posting	N	0
23	NAACP Chesapeake Unit 7049 Post Office Box 1531 Chesapeake, Virginia 23327 Phone : 757-545-7528 March Cromuel Manual Posting	N	0
24	NAACP Norfolk Branch 909 B-Marshall Ave. Norfolk, Virginia 23504 Phone : 757-627-1096 Url : http://www.naacpnorfolk.org/ John Hill Manual Posting	N	0

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25	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : (703) 549-2207 Url : www.nsbe.org Email : info@nsbe.org Fax : (703) 683-5312 Director of Placement	N	0
26	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	66
27	Norfolk State University Career Services 53100 700 Park Avenue Norfolk, Virginia 23504 Phone : 7578238600 Email : albazemore@nsu.edu Alisha Bazemore	N	0
28	Old Dominion University 2202 Webb University Center Norfolk, Virginia 23529 Phone : 7576834388 Email : cds@odu.edu Alice Jones	N	0
29	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
30	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

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31	Spots-N-Dots 167 Oakdale Road Johnson City, New York 13790 Phone : 888-884-2630 Emily McKay Manual Posting	N	0
32	Station website (www.wavy.com) 300 Wavy St. Portsmouth, Virginia 23704 Phone : 7573931010 Url : http://www.wavy.com Jane Alvarez-Wertz Manual Posting	N	1
33	Tidewater Community College - Portsmouth 700 College Drive Portsmouth, Virginia 23703 Phone : 7578226999 Email : bbrock@tcc.edu Dean Dana Singleton	N	0
34	Tidewater Community College - Virginia Beach 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 7578227228 Email : bbrock@tcc.edu Babbi Brock	N	0
35	Tidewater Community College Chesapeake 1428 Cedar Road Chesapeake, Virginia 23320 Phone : 7578227228 James Edwards Manual Posting	N	0
36	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	5

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37	TV NewsCheck 24 West Lancaster Ave. Ste. 205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Url : http://www.tvnewscheck.com/ Patty Hersh Manual Posting	N	0
38	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
39	Urban League of Hampton Roads, Norfolk 830 Goff Street Huntersville Neighborhood Service Center Norfolk, Virginia 23504 Phone : 7572267589 Url : http://www.ulhr.org Email : mnoel@ulhr.org Edith White	N	0
40	USO Transition 360 Alliance P.O. Box 96860 Washington, District of Columbia 20077-7677 Phone : 757-692-5417 Url : https://www.uso.org Email : kasher@uso.org Kerry Clancy-Asher	Y	0
41	VA DRS 3248 Academy Avenue - Suites 22-26 Portsmouth, Virginia 23703 Phone : 757-636-1521 Email : Melissa.edmonds@drs.virginia.gov Lisa Melissa Edmonds	Y	0
42	Virginia Association of Broadcasters 600 Peter Jefferson Parkway Suite 300 Charlottesville, Virginia 22911 Phone : 4343269815 Url : http://www.vabonline.com Email : christina.sandridge@easterassociates.com Christina Sandridge	N	0

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43	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			88

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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	6/1/2017	Establishment of an intern program designed to assist members of the community	WAVY TV provides internship experience in all areas of the industry on a year-round basis. The internship coordinator ensures that all participating interns gain valuable experience in their preferred field as well as all other departments throughout the station. There are final projects due at the end of each internship to measure the success of each internship period.	1	Executive Producer
2	6/16/2017	Provision of training to management	The Business Administrator attended the U.S. Equal Employment Opportunity Commission seminar in Virginia Beach. The seminar covered EEOC 2017; Equality, Equity, Diversity and Inclusion; Legal updates and Workplace Bullying. While at the seminar, the Business Administrator participated in a panel discussion regarding the EEOC investigative process led by the Director of the EEOC Norfolk Office.	1	Business Administrator
3	6/23/2017	Participation in other activities designed by the station employment unit	The Virginia Women Veterans Summit brings together veterans, community leaders, employers, and government agencies from the federal, state, and local levels to raise awareness about the services and benefits offered specifically for women veterans. The summit also hosts exhibitors whose mission involves the wellness and wholeness of women veterans and feature notable presenters. Evening News Anchor was a notable presenter at this event and participated in dynamic panel discussions.	1	News Anchor
4	6/28/2017	Provision of training to management	Business Administrator attended a webinar sponsored by PosterGuard regarding mandatory posting requirements including EEOC, OSHA, FMLA, USERRA, FLSA and EEPA along with state, city and county guidelines.	1	Business Administrator

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5	9/14/2017	Participation in Job Fairs	Joint Base Langley-Eustis held a job fair for transitioning military, veterans and military spouses on September 14, 2017. Promoted current job openings to military veterans and spouses.	2	Business Administrator News Director
6	9/17/2017	Participation in events or programs sponsored by educational institutions	Meteorologist attended a Zeta Phi Beta seminar discussing career opportunities in broadcast media and in weather-related fields.	1	Meteorologist
7	9/26/2017	Participation in events or programs sponsored by educational institutions	Promoted our year-round internship programs to students at Christopher Newport University. Discussed with freshmen and sophomores what WAVY looks for in internship candidates and job applicants. Promoted our internship program to juniors and seniors. Discussed possible job opportunities in broadcast media/digital media with graduating seniors.	2	Business Administrator Creative Services Director
8	9/28/2017	Participation in events or programs sponsored by educational institutions	Promoted our year-round internship programs to students at Hampton University. Discussed with freshmen and sophomores what WAVY looks for in internship candidates and job applicants. Promoted our internship program to juniors and seniors. Discussed possible job opportunities in broadcast media/digital media with graduating seniors.	2	Business Administrator Promotions Manager
9	10/11/2017	Provision of training to management	Business Administrator attended a one-day Career Trak seminar that covered a variety of HR functions including compliance requirements related to protected classes, hiring practices and interview questions.	1	Business Administrator
10	11/2/2017	Participation in events sponsored by community groups	Meteorologist visited a local elementary school to discuss careers in weather and news.	1	Meteorologist
11	11/11/2017	Listing of each upper-level category opening in a job bank or newsletter	Evening Anchor was the emcee for the National Coalition of 100 Black Women and spoke about her career in broadcasting and television.	1	Evening News Anchor

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12	11/18/2017	Participation in events or programs sponsored by educational institutions	Multimedia Journalist, attended a career exploration day at Dr. Betty Shabazz Academy.	1	Multimedia Journalist
13	12/5/2017	Participation in events or programs sponsored by educational institutions	Business Administrator attended a recruiting luncheon put on by representatives from UNC Charlotte Career Services Department. We discussed recruiting expectations, goals, and ideas.	1	Business Administrator
14	12/8/2017	Participation in events or programs sponsored by educational institutions	Evening anchor attended career fair at local elementary school to discuss careers in broadcasting and media with children.	1	Evening Anchor
15	2/1/2018	Participation in events sponsored by community groups	Meteorologist spoke to students at Old Donation Center about weather and careers in Meteorology.	1	Meteorologist
16	2/1/2018	Participation in events sponsored by community groups	Meteorologist spoke to students at Norge Elementary about weather and careers in Meteorology.	1	Meteorologist
17	2/1/2018	Participation in events sponsored by community groups	Meteorologist spoke to students at Holland Elementary about weather and careers in Meteorology.	1	Meteorologist
18	2/1/2018	Participation in events or programs sponsored by educational institutions	Meteorologist attended Kempsville Meadows Elementary School to discuss with students, her career in meteorology and weather.	1	Meteorologist
19	2/2/2018	Participation in events or programs sponsored by educational institutions	Business Administrator attended Career Fair hosted by The College of William & Mary. Students were informed about internships at WAVY TV 10 and career fields in broadcast television.	1	Business Administrator
20	2/23/2018	Participation in events or programs sponsored by educational institutions	Meteorologist visited a local elementary school to speak to students about careers in broadcasting and meteorology.	1	Meteorologist
21	3/7/2018	Participation in events or programs sponsored by educational institutions	AM News Anchor and Business Administrator attended the Chesapeake Public Schools Career Fair geared towards high school students. Information was provided on careers in broadcast and television as well as information on the importance of internships.	2	News Anchor Business Administrator

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22	3/8/2018	Participation in events or programs sponsored by educational institutions	Local Sales Manager and Business Administrator attended a Career Fair at Virginia Wesleyan University with the primary focus of promoting WAVY's internship program and recruiting graduating seniors for open positions.	2	Local Sales Manager Business Administrator
23	3/13/2018	Participation in events or programs sponsored by educational institutions	Business Administrator attended a Career Fair hosted by Chesapeake Public Schools to introduce middle school students to different careers. A booth was set up that provided information on various career paths in broadcast television.	1	Business Administrator
24	3/15/2018	Participation in Job Fairs	News Director and Business Administrator attended a military-sponsored Career Fair at Joint Base Langley-Eustis. We provided information on current openings to transitioning military members.	2	News Director Business Administrator
25	3/27/2018	Participation in events or programs sponsored by educational institutions	The Creative Services Director and Business Administrator along with a current Promotions intern from Regent University, attended a Career/Internship Fair at Regent University. We discussed current open positions as well as our year-round internship program.	3	Creative Services Director Intern Business Administrator
26	3/30/2018	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at Paul Burbank Elementary School about careers as a meteorologist.	1	Meteorologist
27	3/30/2018	Participation in events or programs sponsored by educational institutions	WAVY Reporter was a guest speaker at Chesterfield Academy and spoke to students regarding careers in television and broadcasting.	1	Multimedia Journalist
28	4/19/2018	Participation in events or programs sponsored by educational institutions	Morning anchor spoke with students at Fairlawn Elementary School regarding careers in broadcast television as well as the college path to take to pursue careers in television.	1	Morning Anchor
29	4/20/2018	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at the Armstrong School for the Arts regarding careers in meteorology and broadcast television.	1	Meteorologist

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30	4/25/2018	Participation in events or programs sponsored by educational institutions	Morning Anchor attended Career Day at Treakle Elementary School. She discussed careers in broadcast television with students.	1	Morning Anchor
31	5/16/2018	Participation in events or programs sponsored by educational institutions	Meteorologist attended the Indian River High School SECEP program to discuss careers in Meteorology.	1	Meteorologist
32	5/17/2018	Participation in events or programs sponsored by educational institutions	Meteorologist visited Carrollton Elementary School to speak to students about careers in Meteorology.	1	Meteorologist
33	5/23/2018	Participation in events or programs sponsored by educational institutions	Meteorologist visited students at Christopher Academy to speak with students about careers in broadcast television and meteorology.	1	Meteorologist
34	5/31/2018	Participation in events or programs sponsored by educational institutions	Morning meteorologist conducted a station tour with students from the Gloucester Coop program. Students were shown behind-the-scenes of a morning newscast and questions were answered about careers in Meteorology.	1	Meteorologist