

WAVY, WCTX-CD, WITD-CD, WKTD-CD, WLNO-CD, WPMC-CD, WVBT-TV**EEO PUBLIC FILE REPORT****June 1, 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
Account Executive Open Date: 4/21/2016 Hire Date: 6/27/2016	2, 4-5, 7, 9-11, 14, 19, 21, 24-25, 27-33, 40, 42-43, 48-53	43
Account Executive Open Date: 3/31/2017 Hire Date: 4/24/2017	2, 4, 6-11, 14, 21, 24, 27-33, 36-40, 43, 45-48, 50-54	37
Business Administrator Open Date: 1/3/2017 Hire Date: 5/3/2017	2, 4-11, 14, 21, 24, 27-33, 37-40, 43, 45-48, 50-54	37
Commercial Producer/Director Open Date: 8/25/2016 Hire Date: 12/1/2016	2, 6-7, 9-11, 14, 18, 20-21, 27-33, 39-41, 43-44, 48, 50-54	43
Digital Account Executive Open Date: 7/11/2016 Hire Date: 12/12/2016	2, 4-7, 9-14, 19, 21, 24, 27-33, 38, 40, 42-43, 45-54	19
Digital Sales Director WAVY.com FOX.43tv.com Open Date: 8/9/2016 Hire Date: 10/5/2016	2, 4, 7-12, 14, 16, 21, 23-25, 27-33, 38-41, 43, 45-48, 50-54	16
Integrated Digital Specialist Open Date: 2/9/2017 Hire Date: 5/17/2017	2, 4, 6-11, 14, 19, 21, 24, 27-33, 38-40, 43, 45-48, 50-54	19
Multi-Media Journalist Open Date: 3/8/2016 Hire Date: 6/20/2016	2, 4-5, 7, 9-11, 14, 21, 24, 27-34, 40, 43, 45-48, 50-54	43
Multi-Media Journalist (avail 06/2016) Open Date: 5/12/2016 Hire Date: 8/10/2016	2, 5, 7, 9-11, 14, 21, 24, 27-33, 43, 48, 50-54	43
Newscast Producer/ Media Producer Open Date: 1/3/2017 Hire Date: 3/6/2017	2, 6-7, 9-11, 14, 21, 24, 27-33, 39-40, 43, 48, 50-54	43
Newscast Producer/ Media Producer (avail 02/2016) Open Date: 2/11/2016 Hire Date: 6/1/2016	2, 5-7, 9-11, 14-15, 20-22, 24, 27-33, 38-41, 43, 45-48, 50-54	21
On-Air Television Host / Digital Lifestyle Content Open Date: 5/13/2016 Hire Date: 9/12/2016	2, 4-5, 7, 9-11, 14, 21, 24, 27-33, 40, 43, 48, 50-54	43

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Production Operator – Full-Time Open Date: 5/9/2016 Hire Date: 6/6/2016	2, 4-5, 7, 9-11, 14, 21, 24, 27-33, 40, 43, 48, 50-54	43
Receptionist/Clerical Assistant Open Date: 5/9/2017 Hire Date: 5/16/2017	2-4, 6-11, 14-15, 21, 24, 27-33, 37-40, 43, 45-48, 50-54	37
Sales Assistant/Program Coordinator Open Date: 3/14/2017 Hire Date: 5/22/2017	19, 26, 36-37, 52-53	37
TV News Photojournalist Open Date: 4/21/2016 Hire Date: 6/6/2016	2, 4-5, 7, 9-11, 14, 21, 24, 27-33, 40, 43, 45-48, 50-54	43
TV News Video Editor – Full-Time Open Date: 6/16/2016 Hire Date: 7/4/2016	2, 4-11, 14, 17, 21, 24, 27-33, 38-40, 43, 45-48, 50-54	21
TV Photojournalist/Satellite Truck Operator Open Date: 7/14/2016 Hire Date: 10/17/2016	4-5, 7, 9-11, 14, 21, 24, 27-33, 35, 40, 43, 45-48, 50-54	35
Vice President & General Manager Open Date: 1/24/2017 Hire Date: 3/24/2017	1-2, 4, 7, 9-11, 14, 21, 25, 27-34, 37, 40, 43, 48-54	37

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alliance for Women in Media and Foundation 2365 Harrodsburg Road, A325 Lexington, Kentucky 40504 Phone : 202-750-3664 Url : http://allwomeninmedia.org/ Becky Brooks Manual Posting	N	0
2	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
3	B-roll.net 227 6th Street NE Washington, District of Columbia 20002 Phone : 202-486-8842 Url : http://www.b-roll.net/today/ Kevin Johnson Manual Posting	N	0
4	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
5	Broadcasting Institute of Maryland, Inc. 7200 Harford Road Baltimore, Maryland 21234 Phone : 4102542770 Norman Brooks Manual Posting	N	0
6	Christopher Newport University 1 University Place Newport News, Virginia 23606 Phone : 7575948859 Monica Nolan Manual Posting	N	0

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7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
8	College of William & Mary P.O. Box 8795 Williamsburg, Virginia 23187 Phone : 7572213231 Url : http://www.wmu.edu David Lapinski Manual Posting	N	0
9	Commonwealth of VA, Rehabilitative Services 3248 Academy Ave. Portsmouth, Virginia 23703 Phone : 7576865004 Url : http://www.vdars.org/default.htm Gail Price Manual Posting	N	0
10	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
11	ECPI College of Technology 5555 Greenwich Rd., Ste. 300 Virginia Beach, Virginia 23462 Phone : 7574909090 Cynthia Johnson Manual Posting	N	0
12	Employee Referral	N	2
13	Glassdoor PO Box 900 Sausalito, California 94966 Url : http://www.glassdoor.com/index.htm Robert Hohman Manual Posting	N	0

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14	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : 7577229283 Andre LeDoux Manual Posting	N	0
15	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : ... Url : www.indeed.com Career Services Manual Posting	N	2
16	Internal Promotion	N	1
17	Job Finder 10 300 Wavy St. Portsmouth, Virginia 23704 Phone : 7573931010 Url : http://www.wavy.com Tim Moreau Manual Posting	N	0
18	Job/Bulletin Board	N	1
19	LinkedIn Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Jeff Weiner Manual Posting	N	3
20	Media Bistro 475 Park Avenue South, 4th Floor New York, New York 10016 Phone : 212-389-2000 Jacky Carter Manual Posting	N	0
21	Media General 333 E. Franklin Street Richmond, Virginia 23219 Url : http://www.mediageneral.com Pamela Mitchell Manual Posting	N	2

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22	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 323 284 5589 Url : http://www.media-match.com/usa/ Tammy Romaniuk Manual Posting	N	0
23	Media Staffing Network PO Box 38 Plainfield, Illinois 60544-0038 Phone : 480 306 8930 Url : www.mediastaffingnetwork.com Laurie Kahn Manual Posting	N	0
24	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706.364.7564 Url : http://www.medialine.com Email : medialine@medialine.com Rich Everitt	N	0
25	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
26	Monster 5 Clock Tower Place, Suite 500 Maynard, Massachusetts 01754 Phone : 978-823-2544 Url : www.monster.com Kevin Lemay Manual Posting	N	1
27	Multicultural Management Program University of Missouri School of Journalism 120 Neff Hall Columbia, Missouri 65211 Phone : 5738820373 Email : mujourcareerservices@missouri.edu Career Services	N	0

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28	NAACP - Nansemond/Suffolk P.O. Box 1547 Suffolk, Virginia 23439 Phone : 7572182251 Charles Gates Manual Posting	N	0
29	NAACP - Portsmouth P.O. Box 3878 Portsmouth, Virginia 23701 Phone : 7574876778 Dr. Elizabeth Daniels Manual Posting	N	0
30	NAACP - Smithfield/Isle of Wight 5056 Old Stage Highway Smithfield, Virginia 23430 Phone : 7578120354 Dottie Harris Manual Posting	N	0
31	NAACP - Virginia Beach Branch 868 N. Newtown Road Suite 'A' Virginia Beach, Virginia 23402 Phone : 7574907799 Georgia Allen Manual Posting	N	0
32	NAACP Chesapeake Unit 7049 Post Office Box 1531 Chesapeake, Virginia 23327 Phone : 7575431029 Rev. John Hines Manual Posting	N	0
33	NAACP, Norfolk Branch 909 B-Marshall Ave. Norfolk, Virginia 23504 Phone : 7576271096 Url : http://www.naacpnorfolk.org/ Shirley Winder Manual Posting	N	0

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34	NABJ Career Center 8800 Lakewood Dr #117 Windsor, California 95492 Phone : (626) 792-3846 Url : www.nabjcareers.org Eric Wee Manual Posting	N	0
35	National Press Photographers Assn. 3200 Croasdaile Dr Ste 306 Durham, North Carolina 27705 Phone : 919-383-7246 Thomas Kenniff Manual Posting	N	1
36	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
37	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	7
38	Norfolk State University Career Services 53100 700 Park Avenue Norfolk, Virginia 23504 Phone : 7578238600 Alisha Bazemore Manual Posting	N	0
39	Old Dominion University 2202 Webb University Center Norfolk, Virginia 23529 Phone : 7576834388 Alice Jones Manual Posting	N	0

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40	Opportunity Inc. 861 Glenrock Road, Ste. 100 Norfolk, Virginia 23502 Phone : 757-461-7537 Url : www.opp-inc.org Jacqueline Rondeau Manual Posting	N	0
41	Regent University School of Communication & the Arts 1000 Regent University Drive Virginia Beach, Virginia 23464 Phone : 7573524746 Url : http://www.regent.edu/ Grace Alegre Manual Posting	N	0
42	Spots-N-Dots 167 Oakdale Road Johnson City, New York 13790 Phone : 888-884-2630 Emily McKay Manual Posting	N	0
43	Station website (www.wavy.com) 300 Wavy St. Portsmouth, Virginia 23704 Phone : 7573931010 Url : http://www.wavy.com Jane Alvarez-Wertz Manual Posting	N	11
44	Station's Facebook Page	N	1
45	Tidewater Community College - Portsmouth 700 College Drive Portsmouth, Virginia 23703 Phone : 7578226999 Dean Dana Singleton Manual Posting	N	0
46	Tidewater Community College - Virginia Beach 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 7578227228 Babbi Brock Manual Posting	N	0

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47	Tidewater Community College Chesapeake 1428 Cedar Road Chesapeake, Virginia 23320 Phone : 7578227228 James Edwards Manual Posting	N	0
48	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
49	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	1
50	Urban League of Hampton Roads 5700 Thurston Ave., Ste. 101 Virginia Beach, Virginia 23455-3302 Phone : 7576270864 Url : http://www.ulhr.org Onita Cary Manual Posting	N	0
51	Urban League of Hampton Roads, Norfolk 830 Goff Street Huntersville Neighborhood Service Center Norfolk, Virginia 23504 Phone : 7572267589 Url : http://www.ulhr.org Edith White Manual Posting	N	0
52	USO Transition 360 Alliance P.O. Box 96860 Washington, District of Columbia 20077-7677 Phone : 757-692-5417 Email : kasher@uso.org Kerry Clancy-Asher Prong 2 Start Date: 9/23/2015	Y	0

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53	VA DRS 3248 Academy Avenue - Suites 22-26 Portsmouth, Virginia 23703 Phone : 757-636-1521 Email : Melissa.edmonds@drs.virginia.gov Lisa Melissa Edmonds Prong 2 Start Date: 6/30/2011	Y	0
54	Virginia Association of Broadcasters 600 Peter Jefferson Parkway Suite 300 Charlottesville, Virginia 22911 Phone : 4349773716 Url : http://www.vabonline.com Amy Shaw Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			33

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	6/1/2016	Establishment of training programs for station personnel	The P1 Learning Tool is available to all employees. This tool uses 10 minute interactive learning units on topics such as Learning Skills, Negotiation, Promotions, Leadership Development, HR Compliance. This training provides tools for advancement within the company.	138	General Manager Business Administrator	1.00
2	7/14/2016	Participation in events sponsored by community groups	Deitra Tate was a speaker and presenter at the STEM Career Explosion event. There were discussions about careers in the science and math field such as meteorology.	1	Deitra Tate Meteorologist	0.25
3	9/27/2016	Participation in Job Fairs	The Business Administrator and two Local Sales Managers represented the business unit at the Norfolk State University 2016 Fall Career Fair, held on the campus of Norfolk State University in Norfolk, VA. The members spoke with students regarding internships and open positions at the business unit, open positions with the parent company Media General (Now Nexstar Media Group, Inc), and careers in broadcast and digital media.	3	Jennifer Schulte Local Sales Manager Greg Hastings Local Sales Manager Lisa Newell Business Administrator	0.25
4	9/28/2016	Participation in Job Fairs	Representatives from the employment unit attended the 2016 Fall Career Fair held at Hampton University, Hampton, VA. It was an opportunity to reach students at this historically black university to discuss career opportunities in broadcast and digital media in general. The Creative Services Director and the Business Administrator spoke with students regarding internships and open positions at the business unit, open positions with the parent company Media General (now Nexstar Media Group, Inc), and careers in broadcast and digital media.	2	Kristen Pinto Creative Services Director Lisa Newell Business Administrator	0.25
5	12/22/2016	Participation in Job Fairs	Old Dominion University Co-op and Internship Fair; met with students and discussed employment and internship opportunities with students.	2	Mark Kurtz News Director Lisa Newell Business Administrator	0.25

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6	2/2/2017	Participation in Job Fairs	The Business Administrator and the Production Manager represented the business unit at the Christopher Newport University 2017 Spring Career Fair, held on the campus of Christopher Newport University in Newport News, VA. The members spoke with students regarding internships and open positions at the business unit, open positions with the parent company Nexstar Media Group, Inc, and careers in broadcast and digital media.	2	David Whitener Production Manager Lisa Newell Business Administrator	0.25
7	2/3/2017	Participation in Job Fairs	The Business Administrator and a Local Sales Manager represented the business unit at the Old Dominion 2017 Spring Intern and Career Fair, held on the campus of Old Dominion University in Norfolk, VA. The members spoke with students regarding internships and open positions at the business unit, open positions with the parent company Nexstar Media Group, Inc, and careers in broadcast and digital media.	2	Greg Hastings Local Sales Manager Lisa Newell Business Administrator	0.25
8	2/5/2017	Participation in events sponsored by community groups	WAVY News Anchor Anita Blanton served as the Mistress of Ceremonies for the NAACP Portsmouth 2016 Freedom Fund Banquet.	1	Anita Blanton News Anchor	0.25
9	3/23/2017	Participation in Job Fairs	Marketing Manager and Community Events Coordinator attended job fair at a military recruiting event At Fort Eustis. There were 339 job seekers in attendance and 71 participating employers.	2	Toni Williams Community Events Coordinator Kristen Joyal Marketing Director	0.25
10	4/7/2017	Participation in events sponsored by community groups	Southside STEM Academy Career Fair	1	Deitra Tate Meteorologist	0.25

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11	5/22/2017	Establishment of an intern program designed to assist members of the community	The 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. The Summer Internship program began May 22, 2017 and included eight students from local colleges including Old Dominion University, James Madison University, Longwood University, Virginia Commonwealth University and one student from the University of Georgia.	4	Kristi Wilkerson Digital Sales Manager Bruce Rader Sports Director Dave Whitener Production Manager Mark Kurtz News Director	1.00
12	5/24/2017	Provision of training to management	Department Heads watched a video that provides an introduction to major EEO legislation. The training helped with learning how to manage effectively while keeping employment decisions fair and within general legal boundaries. This training provided a basis for maintaining compliance with EEO legislation in the workplace.	7	General Manager Business Administrator	1.00
TOTAL POINTS OVER REPORTING PERIOD:						5.25