

WAVY-TV, WITD-CD, WKTD-CD, WLNO-CD, WPMC-CD, WVBT

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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
HRS Lifestyle Show Producer	1, 4-6, 8, 11, 15, 18, 21, 23-28, 30	11
Special Projects Associate Producer	1, 3-10, 13-18, 20-28, 30	7
Television Account Executive	1, 4-10, 15-18, 20-21, 23-28, 30	7
Reporter/MultiMedia Journalist	1, 4-6, 8-9, 13, 15-18, 20-21, 23-28, 30	13
Digital Content Producer	1, 4-10, 13, 15-18, 20-21, 23-28, 30	13
Photojournalist in Training	1, 4-6, 8-9, 15-18, 20-21, 23-28, 30	15
Promotions Producer	1, 4-6, 8-11, 13, 15-18, 20-21, 23-28, 30	10
On-Air Television Host/Digital Lifestyle Correspon	1, 4-9, 15-18, 20-21, 23-28, 30	7
News Anchor	1, 4-9, 12-13, 15-18, 20-21, 23-28, 30	7
News Anchor	1, 4-6, 8-13, 15-18, 20-21, 23-28, 30	12
Digital Content Producer	1, 4-6, 8-10, 13, 15-18, 20-21, 23-28, 30	15
News Producer	1, 4-6, 8-9, 13, 15-18, 20-21, 23-28, 30	13
Digital Streaming Producer	1, 4-6, 8-10, 12, 15-18, 20-21, 23-28, 30	15
Reporter/MultiMedia Journalist	1, 3, 5-6, 8-9, 15-18, 20-21, 23-28, 30	15
MultiMedia Journalist/Reporter	1, 4-9, 15-18, 20-21, 23-28, 30	15
Reporter/MMJ	1, 4-6, 8-9, 15-18, 20-21, 23-28, 30	15
Production Manager	1, 4-9, 11-13, 15-18, 20-21, 23-28, 30	7
Assignment Desk Editor	1, 4-6, 8-9, 11, 15-18, 20-21, 23-28, 30	11
Photojournalist	1, 4-6, 8-10, 15-18, 20-21, 23-28, 30	10
Social Media Specialist	1, 4-6, 8-9, 13, 15-18, 20-21, 23-28, 30	13
Full-Time Studio Technician	1, 4-10, 13, 15-18, 20-21, 23-28, 30	13
Television Station New Business Developer	1, 4-6, 8-10, 15-18, 20-21, 23-28, 30	10
Newscast Producer/Media Producer	1-2, 4-6, 8-10, 13, 15-18, 20-21, 23-28, 30	10

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com, and LinkedIn. However, said sources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar. SEU utilized a Professional/Industry Trade Organization, Insight Global to fill the Broadcast IT Engineer vacancy.

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Television Account Executive	1, 4-10, 13, 15-18, 20-21, 23-28, 30	13
Director of Sales	1, 4-9, 11, 15-18, 20-21, 23-26, 28, 30	11
Digital Content Producer	1, 4-6, 8-10, 15-18, 20-21, 23-26, 28, 30	10
Newscast Director	1, 4-9, 15-18, 20-21, 23-26, 28, 30	7
Broadcast IT Engineer	1, 4-6, 8-9, 15-21, 23-26, 28, 30	19
Digital Content Producer	1-2, 4-9, 11, 13, 15-18, 20-21, 23-24, 26, 28, 30	11
Television Station New Business Developer	1, 4-6, 8-10, 13, 15-18, 20-21, 23-24, 26-28, 30	13
TV Photojournalist	1, 4-6, 8-10, 12, 15-18, 20-24, 26-28, 30	12
News Director	1, 4-6, 8-9, 13, 15-18, 20-21, 23-24, 26- 28, 30	15
Photojournalist in Training	1, 4-6, 8-10, 15-18, 20-21, 23-30	10
Assignment Desk Editor	1, 4-6, 8-9, 15-18, 20-21, 23-30	15

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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	Career Builder/Daily Press 7505 Warwick Blvd. Newport News, Virginia 23607 Phone : 757-247-4700 Dana Dwyer Manual Posting	N	2
3	Christopher Newport University 1 University Place Newport News, Virginia 23606 Phone : 7575948887 Polly Bradie Manual Posting	N	0
4	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
5	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
6	ECPI College of Technology 5555 Greenwich Rd., Ste. 300 Virginia Beach, Virginia 23462 Phone : 7574909090 Email : cjohnson@ecpi.edu Cynthia Johnson	N	0
7	Employee Referral	N	14

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Fleet and Family Support Center 1949 Von Steuben Dr Newport News, Virginia 23603 Phone : 757-444-2102 Url : cnic.navy.mil Email : ernest.w.thomas1.ctr@navy.mil Ernest Thomas	N	0
9	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : 7577275331 Email : careercenter@hamptonu.edu Bessie Willis	N	0
10	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : ... Url : www.indeed.com Career Services Manual Posting	N	27
11	Internal Promotion	N	9
12	Intracompany Transfer	N	6
13	LinkedIn Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Jeff Weiner Manual Posting	N	26
14	NAACP - Portsmouth P.O. Box 3878 Portsmouth, Virginia 23701 Phone : 757-487-2421 Carolyn Taylor Manual Posting	N	0
15	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	39

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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
16	Norfolk State University Career Services 53100 700 Park Avenue Norfolk, Virginia 23504 Phone : 7578238600 Email : albazemore@nsu.edu Alisha Bazemore	N	0
17	Old Dominion University 2202 Webb University Center Norfolk, Virginia 23529 Phone : 7576834388 Email : cds@odu.edu Alice Jones	N	0
18	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
19	Professional/Industry Trade Organization	N	1
20	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
21	Tidewater Community College - Virginia Beach 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 7578227228 Email : bbrock@tcc.edu Babbi Brock	N	0
22	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0

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23	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
24	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	N	0
25	VA DRS 3248 Academy Avenue - Suites 22-26 Portsmouth, Virginia 23703 Phone : 757-686-5004 Email : sheryle.sherman@dars.virginia.gov Sheryle Sherman	Y	0
26	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
27	Virginia Department of Veterans Services 101 N 14th Street 17th floor Richmond, Virginia 23219 Phone : 8047868060 Email : amy.rodriguez@dvs.virginia.gov Fax : 1-804-786-0302 Amy Rodriguez	N	0
28	Virginia State University 1 Hayden Dr Hunter McDaniel Building,2nd Floor Richmond, Virginia 23806 Phone : 804-524-5211 Url : www.vsu.edu/career-services/ Email : careerservices@vsu.edu J Lyons	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
29	Virginia Transition Assistance Program 101 N 14th Street 17th Floor Richmond, Virginia 23219 Phone : 8042976147 Url : https://dsv3.com/transition-connection-job-sharin Email : tracey.hart@dvs.virginia.gov Tracey Hart	N	0
30	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:			124

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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 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.</p> <p>The SEU hosted nine (9) interns. Four (4) 2022 Fall interns and five (5) 2023 Spring interns. The interns attended various colleges and universities throughout the country, including Hampton University, Old Dominion University, and Regent University.</p>	1	Executive Producer
2	6/7/2022	Participation in events or programs sponsored by educational institutions	The SEU personnel participated on an Employer Panel for College Talks at Kecoughtan High School. SEU personnel spoke about vacancies at the Stations and in the broadcast industry.	1	Meteorologist
3	8/10/2022	Participation in Job Fairs	The SEU personnel participated at the Max Media Tidewater Job Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcast industry.	2	HR Business Administrator Anchor
4	9/21/2022	Participation in events or programs sponsored by educational institutions	The SEU personnel regularly participates with the Byron Burney Community Journalism Academy hosted by Hampton Roads Black Media Professionals, Inc. SEU personnel discuss their career decisions and job responsibilities in the broadcast industry.	1	Anchor
5	10/14/2022	Participation in Job Fairs	The SEU participated in the Virginia Tech School of Communication's Multimedia Journalism Career & internship Fair/ Virtual Career Fair. First time Career Fair of this type. SEU personnel were able to meet with candidates and discuss vacancies at the Stations and in the broadcast industry.	1	HR Business Administrator
6	10/21/2022	Participation in Job Fairs	The SEU participated in the Columbia College Chicago Careers in Communication Virtual Expo: Hiring, Networking, and Exploring. SEU personnel were able to meet with candidates and discuss vacancies at the Stations and in the broadcast industry.	1	HR Business Administrator

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7	11/8/2022	Participation in Job Fairs	The SEU personnel participated in the Regent University's Fall 2022 Virtual Career Fair. SEU personnel were able to meet with candidates and discuss vacancies at the Stations and in the broadcast industry.	1	HR Business Administrator
8	2/10/2023	Participation in Job Fairs	The SEU participated in the Scripps Howard School of Journalism & Communications, Hampton University's 20th Anniversary Celebration and Career Fair. SEU participated as a level one Sponsor. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcast industry.	3	HR Business Administrator Anchor Reporter
9	2/15/2023	Participation in events or programs sponsored by educational institutions	The SEU personnel participated with Hampton University HRBMP Hampton Roads Black Media Professionals event. SEU personnel gave a presentation on resume and cover letter writing to journalism and communication students. SEU discussed Internship opportunities at the station.	1	Anchor
10	4/11/2023	Participation in events or programs sponsored by educational institutions	The SEU personnel participated in a Media Career Panel for Norfolk State University. SEU personnel spoke about vacancies at the Stations and in the broadcast industry.	1	Photographer
11	4/13/2023	Participation in Job Fairs	The SEU personnel participated in a Media Career Fair at Norfolk State University. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcast industry. SEU personnel were able to discuss the station Internship.	3	Executive Assistant Lead Production Anchor/Reporter
12	4/13/2023	Participation in Job Fairs	The SEU personnel participated in the Hampton Roads Regional Job Fair "LET'S GO TO WORK!" sponsored by Hampton Roads Workforce Council. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcast industry.	2	HR Business Administrator Anchor

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13	5/9/2023	Provision of training to management	The SEU 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.	25	