

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

June 1, 2023 - May 31, 2024

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
Sales Manager	1, 3-10, 14-23, 25, 27, 29	7
News Producer	1, 4-6, 8-10, 13, 15-20, 22-29	15
Weekend Sports Anchor/MMJ	1-2, 4-6, 8-10, 13, 15-20, 22-29	13
Digital Content Producer	1-2, 4-6, 8-9, 15-20, 22-29	15
Commercial Sales Producer	1, 4-6, 8-11, 13, 15-20, 22-29	11
Digital Content Producer	1, 4-6, 8-10, 13, 15, 18, 20-29	10
Newscast Producer/Media Producer	1, 4-6, 8-10, 13, 15, 18, 20, 22-29	13
Executive Producer	1, 4-6, 8-9, 11, 14-15, 18, 20-29	11
Newscast Director	1, 4-6, 8-9, 15, 18, 20, 22-29	15
Television Account Executive	1, 4-9, 13, 15, 18, 20, 22-29	15
Newscast Producer/Media Producer	1, 4-6, 8-10, 13, 15, 18, 20, 22-29	13
Weekend News Anchor/Reporter	1, 4-6, 8-9, 13, 15-20, 22-29	13
Television Account Executive	1, 4-6, 8-9, 13, 15, 18, 20, 22-29	15
Assistant Traffic Manager	1, 4-6, 8-9, 15, 18, 20, 22-29	15
TV Photojournalist	1, 4-6, 8-10, 13, 15, 18, 20, 22-29	13
Newscast Director	1, 4-6, 8-9, 11, 15, 18, 20, 22-29	11
News Anchor/Reporter	1, 4-6, 8-9, 13, 15, 18, 20, 22-29	15
Account Executive	1, 4-9, 13, 15, 18, 20, 22-29	7
New Business Developer	1, 4-9, 13, 15, 18, 20, 22-29	15
Broadcast IT System Engineer	1-2, 4-6, 8-10, 15, 18, 20, 22-29	10
Newscast Producer/Media Producer	1, 4-6, 8-10, 13, 15, 18, 20, 22-29	15
HRS Lifestyle Show Producer	1, 4-6, 8-9, 12-13, 15, 18, 20, 22-29	12

Nexstar did not actively distribute job vacancy notices to RS#2/CareerBuilder.com/Daily Press, RS#10/Indeed.com, and RS#13/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.

RS#3/Christopher Newport University, RS#16/Norfolk State University, RS#17/Old Dominion University, RS#19/Regent University were deleted on 6/2/2023. Going forward these recruiting sources will be disseminated via Handshake.

RS#24/VA DRS, RS#26/Virginia Department of Veteran Services, RS#28/Virginia Transition Assistance Program contacts information changed and had to be updated.

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Newscast Associate Producer/Media Producer	1, 4-10, 15, 18, 20, 22-29	7
Investigative Reporter	1, 4-6, 8-9, 12-13, 15, 18, 20, 22-29	12
Reporter/MultiMedia Journalist	1, 4-6, 8-10, 15-20, 22-29	10
Media Local Sales Assistant	1, 4-6, 8-10, 13, 15, 18, 20, 22-29	13
TV News Video Editor	1, 4-6, 8-9, 12, 15, 18, 20, 22-29	12

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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	3
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 : <a href="http://www.wmu.edu">http://www.wmu.edu</a> 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	8

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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	18
11	Internal Promotion	N	3
12	Intracompany Transfer	N	3
13	LinkedIn Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Jeff Weiner Manual Posting	N	27
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	33

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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	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
20	Tidewater Community College - Virginia Beach 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 7578227228 Email : bbrock@tcc.edu Babbi Brock	N	0
21	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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22	Urban League of Hampton Roads 5700 Thurston Ave., Ste. 101 Virginia Beach, Virginia 23455-3302 Phone : 7576270864 Url : <a href="http://www.ulhr.org">http://www.ulhr.org</a> Email : <a href="mailto:ocary@ulhr.org">ocary@ulhr.org</a> Onita Cary	N	0
23	USO Transition 360 Alliance P.O. Box 96860 Washington, District of Columbia 20077-7677 Phone : 757-692-5417 Url : <a href="https://www.uso.org">https://www.uso.org</a> Email : <a href="mailto:kasher@uso.org">kasher@uso.org</a> Kerry Clancy-Asher	N	0
24	VA DRS 3248 Academy Avenue - Suites 22-26 Portsmouth, Virginia 23703 Phone : 757-686-5004 Email : <a href="mailto:sheryle.sherman@dars.virginia.gov">sheryle.sherman@dars.virginia.gov</a> Sheryle Sherman	Y	0
25	Virginia Association of Broadcasters 600 Peter Jefferson Parkway Suite 300 Charlottesville, Virginia 22911 Phone : 4343269815 Url : <a href="http://www.vabonline.com">http://www.vabonline.com</a> Email : <a href="mailto:christina.sandridge@easterassociates.com">christina.sandridge@easterassociates.com</a> Christina Sandridge	N	0
26	Virginia Department of Veterans Services 101 N 14th Street 17th floor Richmond, Virginia 23219 Phone : 8047868060 Email : <a href="mailto:amy.rodriguez@dvs.virginia.gov">amy.rodriguez@dvs.virginia.gov</a> Fax : 1-804-786-0302 Amy Rodriguez	N	0
27	Virginia State University 1 Hayden Dr Hunter McDaniel Building,2nd Floor Richmond, Virginia 23806 Phone : 804-524-5211 Url : <a href="http://www.vsu.edu/career-services/">www.vsu.edu/career-services/</a> Email : <a href="mailto:careerservices@vsu.edu">careerservices@vsu.edu</a> J Lyons	N	0

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28	Virginia Transition Assistance Program 101 N 14th Street 17th Floor Richmond, Virginia 23219 Phone : 8042976147 Url : <a href="https://dvs3.com/transition-connection-job-sharin">https://dvs3.com/transition-connection-job-sharin</a> Email : <a href="mailto:tracey.hart@dvs.virginia.gov">tracey.hart@dvs.virginia.gov</a> Tracey Hart	N	0
29	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>95</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	6/1/2023	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 one (1) intern from Old Dominion University, one (1) intern from Hampton University, one (1) intern from Syracuse University, one (1) intern from Radford University, one (1) intern from John Hopkins University, two (2) interns from William &amp; Mary University, one (1) intern from Christopher Newport University, two (2) interns from James Madison University, one (1) intern from Virginia Tech University, and one (1) intern from Norfolk State University during the 2023 Summer Semester.</p> <p>The SEU hosted two (2) interns from Norfolk State University, one (1) intern from Hampton University, one (1) intern from Regent University, and one (1) intern from Tidewater Community College during the 2023 Fall Semester.</p> <p>The SEU hosted four (4) interns from Old Dominion University, one (1) intern from Regent University, and one (1) from Norfolk State University during the 2024 Spring Interns</p>	1	Executive Producer
2	10/22/2023	Participation in events or programs sponsored by educational institutions	SEU personnel participated with the Black Student and Alumni Mentoring Group at Ohio University Scripps School of Journalism in a group chat discussing vacancies and internship opportunities at the Stations and in the broadcasting industry.	1	Anchor



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3	11/2/2023	Participation in events or programs sponsored by educational institutions	SEU personnel participated with the Philip Merrill College of Journalism class discussing vacancies and internship opportunities at the Stations and in the broadcasting industry.	1	Reporter
4	11/2/2023	Participation in Job Fairs	SEU personnel participated in the University of Delaware's 2023 Communications, Marketing & Media Virtual Career Fair. SEU personnel were able to meet with students and discuss vacancies and internship opportunities at the Stations and in the broadcasting industry.	1	HR Business Administrator
5	11/3/2023	Participation in events or programs sponsored by educational institutions	SEU personnel participated in Norfolk State University's Student Success Advisory Committee. SEU participated in an Employer Panel and presented multiple sessions to students. SEU personnel were able to meet with students and discuss vacancies and internship opportunities at the Stations and in the broadcasting industry.	1	Executive Producer
6	11/9/2023	Participation in Job Fairs	SEU personnel participated in Regent University's Fall 2023 Internship & Career Virtual Fair. SEU personnel were able to meet with students and discuss vacancies and internship opportunities at the Stations and in the broadcasting industry.	2	HR Business Administrator Executive Producer
7	2/9/2024	Participation in Job Fairs	SEU personnel participated in Hampton University Scripps Howard School of Journalism and Communications 2nd Annual Career Fair. SEU personnel were able to meet with students and discuss vacancies and internship opportunities at the Stations and in the broadcasting industry.	2	HR Business Administrator Reporter
8	2/13/2024	Participation in Job Fairs	SEU personnel participated in ECPI University's Virtual Career Fair. Career fair was for Technology, Business, & Criminal Justice. SEU personnel were able to meet with students and discuss vacancies and internship opportunities at the Stations and in the broadcasting industry.	1	HR Business Administrator

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9	2/22/2024	Participation in Job Fairs	SEU personnel participated in the Hampton Roads Internship Connection Virtual Event. This event allows college students and employers to connect about internships. SEU personnel were able to meet with students and discuss vacancies and internship opportunities at the Stations and in the broadcasting industry.	1	HR Business Administrator
10	3/20/2024	Participation in Job Fairs	The SEU personnel participated in the Carnegie Mellon University Heinz College Virtual Entertainment & Arts Career Fair. SEU personnel were able to meet with students and discuss vacancies and internship opportunities at the Stations and in the broadcasting industry.	1	HR Business Administrator
11	3/20/2024	Participation in Job Fairs	SEU personnel participated in the University of Central Missouri's 2024 Communication & Digital Media Production Virtual Fair. SEU personnel were able to meet with students and discuss vacancies and internship opportunities at the Stations and in the broadcasting industry.	1	HR Business Administrator
12	3/27/2024	Participation in events or programs sponsored by educational institutions	SEU personnel participated with Hampton University on a Zoom Panel. SEU personnel were able to meet with students and discuss vacancies and internship opportunities at the Stations and in the broadcasting industry.	3	Anchor Anchor Photographer
13	4/2/2024	Participation in events or programs sponsored by educational institutions	SEU personnel participated with Norfolk State University participating on the MCJR Sports Media Panel. SEU personnel were able to meet with students and discuss vacancies and internship opportunities at the Stations and in the broadcasting industry.	1	Sports Director
14	5/2/2024	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	General Manager News Director Director of Sales Chief Engineer