

WRIC-TV

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer	3-6, 9-12, 14-18, 20, 23-24, 28, 30-31, 33, 35-37, 42, 44, 46, 49, 51-56, 58-64	16
Reporter/Multimedia Journalist	2-7, 9-15, 17-18, 20-24, 27-33, 35-44, 46, 48-64	27
Reporter/Multimedia Journalist	2-7, 9-15, 17-18, 20-22, 24, 27-33, 35-44, 46, 48-53, 55-64	43
General Sales Manager	1, 3-12, 14-15, 17-18, 20, 23-24, 26, 28, 30-31, 33, 35-37, 41-46, 49, 51-56, 58-64	30
Sales Account Executive	1, 3-6, 10-12, 14-15, 17-18, 20, 23-24, 28, 30-31, 33, 35-37, 42, 44-46, 49, 51-56, 58-64	1
News Producer	3-6, 9-12, 14-15, 17-18, 20, 23-24, 28, 30-31, 33, 35-37, 42-44, 46-47, 49, 51-56, 58-64	43
Traffic Coordinator & Log Editor	3-6, 9-12, 14-18, 20, 23-24, 28, 30-31, 33, 35-37, 42, 44, 46, 49, 51-56, 58-64	30
National/Regional Sales Manager	3-6, 9-12, 14-15, 17-18, 20, 23-24, 26, 28, 30-31, 33, 35-37, 42-44, 46, 49, 51-56, 58-64	26
Sales Assistant	3-6, 9-12, 14-15, 17-18, 20, 23-24, 28, 30-31, 33, 35-37, 42, 44-46, 49, 51-56, 58-64	45
Weekend News Anchor/Reporter	3-6, 9-12, 14-15, 17-18, 20, 23-24, 26, 28, 30-31, 33, 35-37, 42, 44, 46, 49, 51-56, 58-64	26
Digital Reporter	3-6, 9-12, 14-15, 17-18, 20, 23-24, 26, 28, 30-31, 33, 35-37, 42, 44, 46, 49, 51-56, 58-64	26
Master Control Operator	3-6, 9-12, 14-15, 17-20, 23-25, 28, 31, 33-37, 42, 44, 46, 49, 51-56, 58-64	19
Reporter 1/MultiMedia Journalist	3-6, 9-12, 14-15, 17-20, 23-24, 26, 28, 31, 33-37, 42, 44, 46, 49, 51-56, 58-64	26
News Video Editor	3-6, 9-12, 14-15, 17-18, 20, 23-26, 28, 31, 33-37, 42, 44, 46, 49, 51-56, 58-64	26

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Morning News Anchor	3-6, 9-12, 14-15, 17-18, 20, 23-24, 26, 28, 31, 33-37, 42, 44, 46, 49, 51-56, 58-64	26
Digital Reporter	3-6, 9-12, 14-15, 17-18, 20, 23-24, 26, 28, 30-31, 33, 35-37, 42, 44, 46, 49, 51-56, 58-64	26
Local Sales Manager	3-6, 9-12, 14-15, 17-18, 20, 23-24, 26, 28, 31, 33-37, 42, 44, 46, 49, 51-56, 58-64	26
MultiMedia Journalist/Reporter	3-6, 9-12, 14-15, 17-20, 23-24, 26, 28, 30-31, 33-37, 42, 44, 46, 49, 51-56, 58-64	34
Digital News Producer	3-6, 9-12, 14-15, 17-20, 23-24, 28, 30-31, 33-37, 42, 44, 46, 49, 51-56, 58-64	34
Digital Sales Manager	3-6, 9-12, 14-15, 17-18, 20, 23-24, 26, 28, 30-31, 33, 35-37, 42, 44, 46, 49, 51-56, 58-64	26
Weekend Morning News Anchor/Reporter	3-6, 9-12, 14-15, 17-18, 20, 23-24, 28, 30-31, 33-37, 42, 44, 46, 49, 51-56, 58-64	30
News Producer	3-6, 9-12, 14-15, 17-20, 23-24, 28, 31, 33-37, 42, 44, 46, 49, 51-56, 58-64	34
Executive Digital Producer	3-6, 9-12, 14-15, 17-20, 23-24, 28, 31, 33, 35-37, 42, 44, 46, 49, 51-56, 58-64	19

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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	Advertisement-Print	N	2
2	Asian American Journalist Association 1182 Market Street, Suite 20 San Francisco, California 94102 Phone : 4153462051 Albert Lee Manual Posting	N	0
3	Averett University 420 West Main Street Danville, Virginia 24541 Phone : 434-791-5629 Email : tyancey@averett.edu Tia Yancy	N	0
4	Bridgewater College 402 East College Street Bridgewater, Virginia 22812 Phone : 540-828-5333 Email : stalbott@bridgewater.edu Sherry P. Talbott	N	0
5	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : 202-602-0584 Heather Birks Manual Posting	N	0
6	Bryant & Stratton College 8141 Hull Street Road North Chestervield, Virginia Phone : 804-745-2444 Email : jrkochheiser@bryantstratton.edu Jill Kochheiser	N	0
7	Capital Area Training Consortium 1001 N. Laburnum Avenue #8 Richmond, Virginia 23223-2705 Diane Johnson Manual Posting	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
8	Capital Region Workforce 1001 N. Laburnum Avenue #8 Richmond, Virginia 23223-2705 Felicia Ainsa Manual Posting	N	0
9	Central Virginia Community College 3506 Wards Road Lynchburg, Virginia 24502-2498 Phone : 434-832-7689 Url : https://www.collegecentral.com/cvcc/ Email : jarretts@centralvirginia.edu Sarah S. Jarrett, MS	N	0
10	Christopher Newport University Center for Career Planning 1 Avenue of the Arts Newport News, Virginia 23606 Phone : 757-594-7000 Email : monica.nolan@cnu.edu Monica Hill	N	0
11	College of William and Mary 180 Stadium Drive Williamsburg, Virginia 23185 Phone : 757-221-4000 Email : clmcquillan@wm.edu Cristen McQuillan	N	0
12	Dept. of Rehabilitative Services 11201 Jimmy Ridge Drive N.. Chesterfield, Virginia 23236 Phone : 804-662-7706 Email : william.seaton@dars.virginia.gov William Seaton	N	0
13	Duke University Career Center Bay 5 Smith Warehouse 2nd Floor 114 S. Buchanan Blvd.; P.O. Box 90950 Durham, North Carolina 27708 Phone : 919-660-1050 Ann Lysord Manual Posting	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
14	Eastern Mennonite University 1200 Park Road Harrisonburg, Virginia 22802 Phone : 540-432-4260 Email : careerservices@emu.edu Kimberly Phillips	N	0
15	ECPI 800 Moorefield Park Drive Ste. 302 Richmond, Virginia 23236 Phone : 804-521-0400 Email : jdjohnson@ecpi.edu Jeremy Johnson	N	0
16	Educational Institution	N	4
17	Elon University School of Communications 100 Campus Drive Elon, North Carolina 27244 Phone : 336-278-6500 Email : sbourland@elon.edu Stephanie Bourland	N	0
18	Emory and Henry College P.O. Box 947-One Garnand Drive Emory, Virginia 24327 Phone : 276-944-6208 Email : tdkeller@ehc.edu Teresa Keller	N	0
19	Employee Referral	N	7
20	Employment Readiness 1231 Mahone Avenue Bldg. 9023 Fort Lee, Virginia Phone : 804-734-7738 Email : katerina.thornton.cpr@mail.mil Katerina Thornton	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
21	Hampden-Sydney College 80 College Road Hampden-Sydney, Virginia 23943 Phone : 434-223-6000 Email : ctharte@hsc.edu Casey Tharte	N	0
22	Hampton University Career Counseling and Planning Center 2 Frissell Avenue Hampton, Virginia 23669 Phone : 757-2225250 Rickki Thomas Manual Posting	N	0
23	Hampton University 2 Frissell Avenue 2 Frissell Avenue Hampton, Virginia 23669 Phone : 7572225250 Email : hroffice@hamptonu.edu Rickki Thomas	N	0
24	Howard University School of Communication 525 Bryant Street NW #107C Washington, District of Columbia 20059 Phone : 202-238-2566 Email : cdudley@howard.edu Carol Dudley	N	0
25	Indeed.com	N	2
26	Internal Promotion	N	16
27	Intracompany Transfer	N	2
28	James Madison University School of Media Arts and Design Harrison Hall 0260- MSC2104 Harrisonburg, Virginia 22807 Phone : 540-568-6211 Email : anderssd@jmu.edu Dr. Steven Anderson	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	James Madison University School of Media Arts and Design Harrison Hall-MS2104 Harrisonburg, Virginia 222807 Phone : 540-568-8084 Brad Jenkins Manual Posting	N	0
30	Job/Bulletin Board	N	33
31	John Tyler Community College Moyar Hall, Room M107F 13101 Jefferson Davis Highway Chester, Virginia 23831 Phone : 804-594-1417 Url : www.jtcc.edu Email : cwatts@jtcc.edu Cherie Watts	N	0
32	John Tyler Community College 800 Charter Colony Parkway Midlothian, Virginia Phone : 804-706-5223 Dr. Ronald Beverly Manual Posting	N	0
33	Liberty University School of Communications 1971 University Blvd. Lynchburg, Virginia 24515 Phone : 434-582-2111 Diana Drane Manual Posting	N	0
34	Linked In	N	21
35	Longwood University 201 High Street, Lancaster Hall G08A Farmville, Virginia 23909 Phone : 434-395-2063 Email : brankleykd@longwood.edu Kathryn Brankley	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
36	Medialine 2515 Sparrow Crest Drive Katy, Texas 77494 Phone : 913-217-0565 Url : www.medialine.com Rick EEO Contact Manual Posting	N	0
37	Metropolitan Business League 701 E. Main Street, Suite 1615 Richmond, Virginia 23219 Phone : 804-649-7473 Email : info@thembl.org Sharon Dabney-Wooldrige	N	0
38	Morgan State University Dept of Communication Studies 1700 E. Cold Spring Lane Baltimore, Maryland 21251 Phone : 443-885-3500 William Carson Manual Posting	N	0
39	NAACP P.O. Box 25576 Richmond, Virginia 23260 Phone : 804-644-9337 Lynetta Thompson Manual Posting	N	0
40	Native American Journalist Association University of Oklahoma, Gaylord College 395 W. Lindsey Street Norman, Oklahoma 73019-4201 Debra Valentino Manual Posting	N	0
41	NewsCheckMedia 24 W. Lancaster Avenue Ardmore, , Pennsylvania 19003 Phone : 610-420-6003 Url : www.newscheckmedia.com Email : phersh@newscheckmedia.com Patty Hersh	N	0

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42	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
43	Nexstar's Facebook Page	N	11
44	Norfolk State University 700 Park Avenue Norfolk, Virginia 23504 Phone : 757-823-8462 Email : pdsaunders@nsu.edu Pamela Davis Saunders	N	0
45	Professional/Industry Trade Organization	N	3
46	Radford University P.O. Box 6901 Radford, Virginia 24142 Phone : 540-831-5771 Email : csutphin@radford.edu Carolyn Sutphin	N	0
47	Re-hire	N	1
48	Region Workforce Partnership/Resource 1001 N. Laburnum Avenue Suite B Henrico, Virginia 23223 Phone : 804-344-8060 Ext: 302 Felicia Ainsa Manual Posting	N	0
49	Resource Workforce Center 203 E. Cary Street Richmond, Virginia 23219 Phone : 804-271-8510 Email : angela.toombs@rescare.com Angela Toombs	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
50	Richmond Association of Black Journalists 300 E. Franklin Street Richmond, Virginia 23219 Phone : 804-649-5208 Nicole Johnson Manual Posting	N	0
51	Roanoke College 221 College Lane Salem, Virginia 24153 Phone : 540-375-2303 Url : careers@roanoke.edu Email : careers@roanoke.edu Toni McLawhorn	N	0
52	Southwest VA Community College P.O. Box SVCC Richlands, Virginia 24641 Phone : 276-964-7262 Email : Jessica.Dotson@sw.edu Jessica Dotson	N	0
53	Sweet Briar College Career Services 2nd Floor Student Commons Sweet Briar, Virginia 24595 Phone : 434-381-6580 Email : bdonelson@sbc.edu Barb Donelson	N	0
54	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
55	University of Richmond Career Center 28 Westhampton Way University of Richmond, Virginia 23173 Phone : 804-289-8704 Email : skuhn@richmond.edu Sarah Kuhn	N	0

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56	University of South Carolina School of Journalism and Mass Communication 800 Sumter Street Columbia, South Carolina 29208 Phone : 803-777-3347 Beverly Dominick Manual Posting	N	0
57	Urban League of Greater Richmond 1420 Hull Street Road, Building B3 Richmond, Virginia 23224 Phone : 804-230-8791 Url : www.urbanleaguerichmond.org/ Larry Murphy Manual Posting	N	0
58	VCU School of Mass Communications 901 W. Main Street P.O. Box 82034 Richmond, Virginia Phone : 804-828-2660 Email : longnj@vcu.edu Kimberly Hanneman	N	0
59	Virginia Association fo Broadcasters 250 West Main Street Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Christina Sandridge Manual Posting	N	0
60	Virginia Commonwealth University 901 W. Main Street P.O. Box 8842034 Richmond, Virginia Phone : 804-828-0100 Email : mcdearmonme@vcu.edu Maggie McDearmon, M.ED.	N	0
61	Virginia Employment Commission 121 Cedar Fork Road Henrico, Virginia 23223 Phone : 804-952-6116 Dennis Woodard Manual Posting	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
62	Virginia State University P.O. Box 9410 Petersburg, Virginia 23806 Phone : 804-524-5211 Joseph Lyons Manual Posting	N	0
63	Virginia Union University 1500 N. Lombardy Richmond, Virginia 23220 Phone : 804-257-5600 Email : careerservices@vuu.edu Takeisha Brown	N	0
64	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:			102

The following non-entitled sources were removed from the Station's recruiting program as detailed below.

- 1) Asian American Journalist Association - deleted on 04/03/2019;
- 2) Capital Area Training Consortium - deleted on 04/09/2019, and
- 3) Capital Region Workforce - deleted on 04/09/2019.

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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	7/26/2019	Establishment of an intern program designed to assist members of the community	<p>The Station has an established internship program that allows students to gain practical experience in all areas of our operation, including news, creative services, production, sports and weather.</p> <p>The Station hosted one (1) intern from Longwood University, and one (1) intern from Emerson College, during the 2019 Summer Semester, and one (1) intern from Virginia Commonwealth University, during the 2020 Fall Semester.</p>	3	News Director Assistant News Director Creative Services Director
2	8/14/2019	Participation in events sponsored by community groups	The Station participated in a panel for a Media Workshop with The Community Foundation on storytelling and on-camera interviewing and how non-profit and communications professionals can successfully work together.	1	Reporter/Multimedia Journalist
3	10/2/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated in Virginia Commonwealth University's Journalism Writing Class and spoke on broadcast writing and his experiences as a writer and broadcaster. During the class he spoke about career decisions and job requirements.	1	News Anchor
4	11/19/2019	Participation in events or programs sponsored by educational institutions	The Station participated in Thomas Dale High School's Career Science Day and were able to meet with students and discuss vacancies at the Stations and in the broadcasting Industry.	1	Meteorologist
5	1/31/2020	Participation in events or programs sponsored by educational institutions	The Station participated in the George Wythe High School 4th Annual College and Career Expo and spoke with students about career decisions, job requirements and discussed vacancies at the Station and in the broadcasting industry.	1	Digital News Producer
6	2/12/2020	Participation in events sponsored by community groups	The Station participated in the Hispanic/Latino Organization for Leadership Advancement (HOLA) employee network kick-off celebration and spoke on career growth and opportunities in the broadcasting industry.	1	News Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	2/27/2020	Participation in other activities designed by the station employment unit	The Station hosted Elon University's Associate Director of Corporate and Employer Relations/School of Communications to show how our morning meeting operates and also get an idea of any future job opportunities in the newsroom and how to apply for jobs with Nexstar.	2	Assistant News Director News Director
8	3/4/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated in Virginia Commonwealth University's Professional Writing Class and spoke with students about broadcasting, broadcast writing, career decisions and job requirements.	1	News Anchor
9	5/5/2020	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminated job vacancy notices, including upper-level positions to the Virginia Association of Broadcasters, a media/trade organization with broad-based membership, including the participation of women and minorities.	1	Executive Assistant