

WAVY-TV, WITD-CD, WKTD-CD, WNLO-CD, WPMC-CD, WVBT**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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Traffic Anchor/Meteorologist	1-5, 7-13, 15-16, 20-29, 31-35, 37-46	31
Local Sales Manager	1-5, 7-16, 18, 20-29, 31-46	18
Business/HR Administrator	1-5, 7-13, 15-17, 20-29, 31-35, 37-46	17
News Producer	1-5, 7-13, 15-16, 20-21, 23, 31-35, 37-46	31
Executive Producer	1-5, 7-13, 15-17, 20-21, 23, 31-35, 37-46	31
Director of Sales	1-5, 7-13, 15-16, 20-46	31
Digital Account Executive	1-4, 7-13, 15-16, 20-29, 31-35, 37-46	31
Assignment Desk Editor	5, 17, 19, 23, 31	31
Integrated Digital Specialist	1-4, 7-13, 15-16, 20-21, 23, 31-35, 37-46	31
News Video Editor	1-4, 7-13, 15-17, 20-21, 23, 31-35, 37-46	17
Assistant Chief News Photographer	1-4, 7-13, 15-17, 20-21, 23, 31-35, 37-46	17
Digital Content Producer - Lifestyle	1-4, 7-17, 20-21, 23, 31-35, 37-46	14
Digital Content Producer	1-4, 7-16, 20-21, 23, 31-35, 37-46	14
New Business Developer	1-4, 7-16, 20-21, 23, 31-35, 37-46	14
TV News Photojournalist	1-4, 6-13, 15-16, 19-21, 23, 31-35, 37-46	6
Television Account Executive	1-4, 7-16, 19-21, 23, 31-35, 37-46	19
Traffic Coordinator	1-4, 6-13, 15-17, 20-21, 23, 31-35, 37-40, 42-46	17
Commercial Sales Producer	1-4, 7-13, 15-17, 19-21, 23, 31-35, 37-40, 42-46	31
New Business Developer	1-4, 7-13, 15-16, 20-21, 23, 31-35, 37-40, 42-46	31
News Anchor/Reporter	1-4, 7-13, 15-17, 20-21, 23, 31-35, 37-46	17
Assistant Chief Engineer	1-4, 7-13, 15-16, 20-21, 23, 31-35, 37-46	31

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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	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 919-217-4438 Url : http://602communications.com Email : gnewell@602communications.com Graeme Newell	N	0
2	All Access Music Group 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com/ Email : jdenver@allaccess.com Joel Denver	N	0
3	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
4	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
5	Broadcasting and Cable Magazine and online 810 Seventh Ave., 27th Floor New York, New York 10019 Phone : 212-378-0400 x5171 Url : www.broadcastingcable.com Email : ZMajma@nbmedia.com Zahra Majma	N	0

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6	Career Builder/Daily Press 7505 Warwick Blvd. Newport News, Virginia 23607 Phone : 757-247-4700 Dana Dwyer Manual Posting	N	3
7	Chesapeake Career Center 1617 Cedar Rd Chesapeake, Virginia 23322 Phone : 757-547-0134 Url : https://cpschools.com/ccc Email : Shonda.Windham@cpschools.com Shonda Windham	N	0
8	Christopher Newport University 1 University Place Newport News, Virginia 23606 Phone : 7575948887 Polly Bradie Manual Posting	N	0
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	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

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11	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
12	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
13	ECPI College of Technology 5555 Greenwich Rd., Ste. 300 Virginia Beach, Virginia 23462 Phone : 7574909090 Email : cjohnson@ecpi.edu Cynthia Johnson	N	0
14	Employee Referral	N	6
15	Fleet and Family Support Center 1949 Von Steuben Dr Newport News, Virginia 23603 Url : cnic.navy.mil Email : marvin.r.davis.ctr@navy.mil Marvin Davis	N	0
16	Hampton University* 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : 7577229283 Andre LeDoux Manual Posting	N	0

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17	Indeed.com** 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : ... Url : www.indeed.com Career Services Manual Posting	N	13
18	Internal Promotion	N	1
19	LinkedIn Corporation** 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Jeff Weiner Manual Posting	N	4
20	Medialine 2515 Sparrow Crest Dr Katy, Texas 77494 Phone : 9132170685 Url : http://www.medialine.com Email : info@reelmediagroup.com Rich Everitt	N	0
21	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
22	NAACP - Nansemond/Suffolk P.O. Box 1547 Suffolk, Virginia 23439 Phone : 757-934-1055 Charles Gates Manual Posting	N	0

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23	NAACP - Portsmouth P.O. Box 3878 Portsmouth, Virginia 23701 Phone : 757-487-2421 Carolyn Taylor Manual Posting	N	0
24	NAACP - Smithfield/Isle of Wight PO Box 639 Smithfield, Virginia 23430 Phone : 757-357-5222 Dottie Harris Manual Posting	N	0
25	NAACP Chesapeake Unit 7049 Post Office Box 1531 Chesapeake, Virginia 23327 Phone : 7575457528 March Cromuel Manual Posting	N	0
26	NAACP Hampton YC/Area 1-A PO Box 9273 Hampton, Virginia 23670 Richard Burrell Manual Posting	N	0
27	NAACP Newport News Branch PO Box 12971 Newport News, Virginia 23612 Phone : 757-597-1218 Rasheed Wyatt Manual Posting	N	0
28	NAACP Norfolk YC 6813 Oranewood Ave Norfolk, Virginia 23513 Phone : 757-409-3342 Tyleesha Russell Manual Posting	N	0

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29	NAACP Portsmouth YC 3310 Deep Creek Blvd Portsmouth, Virginia 23701 Phone : 757-615-8626 Jerrell Hill Manual Posting	N	0
30	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
31	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	50
32	Norfolk State University Career Services 53100 700 Park Avenue Norfolk, Virginia 23504 Phone : 7578238600 Email : albazemore@nsu.edu Alisha Bazemore	N	0
33	Old Dominion University 2202 Webb University Center Norfolk, Virginia 23529 Phone : 7576834388 Email : cds@odu.edu Alice Jones	N	0

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34	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
35	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
36	Spots-N-Dots 167 Oakdale Road Johnson City, New York 13790 Phone : 888-884-2630 Emily McKay Manual Posting	N	2
37	Syracuse University 235 Schine Center 303 University Place Syracuse, New York 13244 Phone : (315) 443-3616 Email : careers@syr.edu Sue Clayton	N	0
38	Tidewater Community College - Virginia Beach 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 7578227228 Email : bbrock@tcc.edu Babbi Brock	N	0

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39	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
40	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
41	Urban League of Hampton Roads, Norfolk 830 Goff Street Huntersville Neighborhood Service Center Norfolk, Virginia 23504 Phone : 7572267589 Url : http://www.ulhr.org Email : nroutree@ulhr.org Edith White	N	0
42	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
43	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

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44	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
45	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
46	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:			79

* Nexstar did not actively distribute job vacancy notices to these recruiting sources. However said sources reposted some but not all of the SEU's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

** This recruiting source later notified of us of contact changes.

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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	6/1/2019	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 twenty nine (21) interns. Eleven (11) 2019 Summer interns and ten (10) 2019 Fall interns. The interns attended various colleges and universities throughout the country, including Hampton University, Old Dominion University, Regent University, Norfolk State University, Radford University, University of Central Florida, East Carolina University, University of Virginia, Virginia Tech, Virginia Commonwealth University.</p>	1	Executive Producer
2	9/19/2019	Participation in Job Fairs	SEU personnel participated at the Joint Base Langley - Eustis Job Fair. SEU were able to meet with Active Duty, Reservist, National Guard, Veterans, Retirees to discuss vacancies at the Stations and in the broadcast industry.	2	News Director Business Administrator/HR
3	9/21/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated in an annual informational networking event hosted by Scripps Howard School Journalism and Communications program. SEU discussed operations and employment in the broadcast industry.	1	MMJ
4	10/16/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated at the Old Dominion University Athletics Career Combine. SEU personnel spoke about her job as a Reporter/MMJ and information about the Stations' internship program.	1	Reporter/MMJ
5	11/12/2019	Participation in Job Fairs	SEU personnel participated at the SHRM Civilians and Veterans with Disabilities Career Fair. SEU personnel were able to meet individuals to discuss career opportunities at the Stations and in the broadcast industry.	2	Director of Promotions Business Administrator/HR

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6	11/21/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated in an Inaugural Hampton University's Scripps Howard School of Journalism and Communications Career Fair. SEU personnel were able to discuss vacancies at the Stations and in the broadcast industry.	2	Achor Business Administrator/HR
7	1/5/2020	Participation in scholarship programs	SEU personnel participated as a speaker for an event hosted by the Virginia Beach Alumnae Chapter of Delta Sigma Theta Sorority, Inc. She spoke about career decisions and job requirements.	1	Anchor
8	2/27/2020	Participation in Job Fairs	SEU personnel participated at the Virginia Wesleyan Spring Career and Internship Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcast industry.	2	Business Administrator/HR News Director