

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

June 1, 2020 - May 31, 2021

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 |
|--|---|-----------------------|
| On-Air Television Host / Digital Lifestyle Content | 1-4, 6-12, 14-16, 18-38 | 18 |
| Broadcast Engineer | 1-4, 6-12, 14-15, 18-30, 32-34, 36, 38 | 29 |
| Television Account Executive | 1-4, 6-16, 19-30, 32-34, 36, 38 | 13 |
| News Producer | 1-4, 6-12, 14-15, 18-30, 32-34, 36, 38 | 22 |
| Creative Services Director | 1-4, 6-12, 14-17, 19-30, 32-34, 36, 38 | 17 |
| Digital Meteorologist | 3, 7, 9-16, 20-26, 28-38 | 13 |
| News Producer | 3, 7, 9-15, 18, 20-26, 28-38 | 18 |
| Television Station New Business Developer | 3, 7, 9-15, 20-26, 28-38 | 13 |
| Television Station New Business Developer | 3, 7, 9-16, 20-26, 28-38 | 13 |
| Integrated Digital Specialist | 3, 7, 9-16, 20-26, 28-38 | 16 |
| Sports Anchor/ MMJ | 3, 7, 9, 11-12, 14-16, 18, 20-26, 28-38 | 16 |
| Promotions Manager | 3, 7, 9, 11-12, 14-16, 18, 20-26, 28-30, 32-38 | 22 |
| MultiMedia Journalist | 3, 7, 9, 11-15, 20-26, 28-30, 32-38 | 22 |
| Digital Content Producer | 3, 5, 7, 9, 11-12, 15-16, 18, 20-26, 28- 30, 32-38 | 18 |
| Assignment Desk Editor | 3, 7, 9, 11-15, 20-26, 28-38 | 13 |

The SEU's current reporting term covers June 1, 2020 – May 31, 2021.

On June 1, 2020, the SEU deleted seven (7) historical recruiting sources and added two (2) new sources.

DELETED sources: RS#1/602 Communications, RS#2/All Access Music, RS#5/CareerBuilder, RS#6/Chesapeake Career, RS#8/Collective Talent, RS#19/Medialine and RS#32/USO Transition.

ADDED sources: RS#35/Virginia Department of Veterans Services and RS#37/Virginia Transportation Assistance Program.

The original job vacancy dissemination for the first five (5) positions listed above occurred in the prior reporting term, and as such, included the DELETED sources but did not include the NEW sources.

In the alternative, the last ten (10) positions - Digital Meteorologist through Assignment Desk Editor – were disseminated after 6/1/2020 and included the NEW sources but did not include the DELETED sources.

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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 | Career Builder/Daily Press 7505 Warwick Blvd. Newport News, Virginia 23607 Phone : 757-247-4700 Dana Dwyer Manual Posting | N | 1 |
| 6 | 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 |

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|------------------|---|--|---|
| 7 | Christopher Newport University 1 University Place Newport News, Virginia 23606 Phone : 7575948887 Polly Bradie Manual Posting | N | 0 |
| 8 | Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille | N | 0 |
| 9 | 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 |
| 10 | 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 |
| 11 | 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 |
| 12 | ECPI College of Technology 5555 Greenwich Rd., Ste. 300 Virginia Beach, Virginia 23462 Phone : 7574909090 Email : cjohnson@ecpi.edu Cynthia Johnson | N | 0 |
| 13 | Employee Referral | N | 10 |

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|------------------|---|--|---|
| 14 | 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 |
| 15 | Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : 7577275331 Bessie Willis Manual Posting | N | 0 |
| 16 | Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : ... Url : www.indeed.com Career Services Manual Posting | N | 12 |
| 17 | Internal Promotion | N | 1 |
| 18 | LinkedIn Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Jeff Weiner Manual Posting | N | 16 |
| 19 | Medialine 2515 Sparrow Crest Dr Katy, Texas 77494 Phone : 9132170685 Url : http://www.medialine.com Email : info@reelmediagroup.com Rich Everitt | N | 0 |
| 20 | Multicultural Management Program University of Missouri School of Journalism 120 Neff Hall Columbia, Missouri 65211 Phone : 417-836-3043 Email : multiculturalprograms@missouristate.edu Kimberly Martin | N | 0 |

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|------------------|--|--|---|
| 21 | NAACP - Portsmouth P.O. Box 3878 Portsmouth, Virginia 23701 Phone : 757-487-2421 Carolyn Taylor Manual Posting | N | 0 |
| 22 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting | N | 26 |
| 23 | Norfolk State University Career Services 53100 700 Park Avenue Norfolk, Virginia 23504 Phone : 7578238600 Email : albazemore@nsu.edu Alisha Bazemore | N | 0 |
| 24 | Old Dominion University 2202 Webb University Center Norfolk, Virginia 23529 Phone : 7576834388 Email : cds@odu.edu Alice Jones | N | 0 |
| 25 | 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 |
| 26 | 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 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 27 | Syracuse University 235 Schine Center 303 University Place Syracuse, New York 13244 Phone : (315) 443-3616 Email : careers@syr.edu Sue Clayton | N | 0 |
| 28 | Tidewater Community College - Virginia Beach 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 7578227228 Email : bbrock@tcc.edu Babbi Brock | N | 0 |
| 29 | TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting | N | 1 |
| 30 | 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 |
| 31 | Urban League of Hampton Roads, Norfolk 830 Goff Street Huntersville Neighborhood Service Center Norfolk, Virginia 23504 Phone : 7572267589 Url : http://www.ulhr.org Email : esmith@ulhr.org Edith White | N | 0 |
| 32 | 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 Prong 2 Ended Date: 6/1/2020 | N | 0 |

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|--|---|--|---|
| 33 | 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 |
| 34 | 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 |
| 35 | Virginia Department of Veterans Services 101 N 14th Street 17th floor Richmond, Virginia 23219 Phone : 8042976147 Email : quintrel.lenore@dvs.virginia.gov Quintrel Lenore | N | 0 |
| 36 | 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 |
| 37 | Virginia Transition Assistance Program 101 N 14th Street 17th Floor Richmond, Virginia 23219 Phone : 8042976147 Url : https://dsvs3.com/transition-connection-job-sharin Nicole Anderson Manual Posting | N | 0 |
| 38 | 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: | | | 67 |

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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 | 6/10/2020 | Participation in Job Fairs | The SEU participated in the Virginia Chamber Virtual Career and Networking Fair. SEU personnel were able to meet with candidates and discuss vacancies at the stations and in the broadcast industry. | 1 | Business Administrator |
| 2 | 6/12/2020 | Participation in events or programs sponsored by educational institutions | SEU personnel participated as a speaker with high school students connected with V.C.I.C.-VA Center for Inclusive Communities. He spoke about vacancies at the stations and in the broadcast industry. | 1 | Anchor |
| 3 | 7/10/2020 | Participation in events or programs sponsored by educational institutions | SEU personnel participated as a speaker for the UpwardBound program at Chowan University. He spoke about vacancies at the stations and in the broadcast industry. | 1 | Anchor |
| 4 | 7/28/2020 | Participation in Job Fairs | The SEU participated in a statewide Virtual Job Fair hosted by Virginia Employment Commission. SEU personnel were able to meet candidates and discuss vacancies at the stations and in the broadcasting industry. | 2 | Business Administrator Producer |
| 5 | 8/6/2020 | 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. | 22 | General Manager News Director Sales Director Production Director |
| 6 | 10/29/2020 | Participation in Job Fairs | The SEU participated in a virtual job fair hosted by the Virginia Employment Commission. SEU personnel were able to meet with candidates and discuss vacancies at the stations and in the broadcasting industry. | 2 | Business Administrator/HR Producer |
| 7 | 11/2/2020 | Participation in events or programs sponsored by educational institutions | SEU personnel participated before the Norfolk State University's National Association of Black Journalists Chapter. She spoke about news and the broadcast industry. | 1 | MMJ |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|----|-------------|--|---|-------------------------------------|--|
| 8 | 2/24/2021 | Participation in Job Fairs | The SEU participated in a Virtual Job Fair hosted by Virginia Commonwealth University. SEU personnel were able meet with students and discuss vacancies at the stations and in the broadcasting industry. | 2 | Business Administrator/HR Assistant Chief Engineer |
| 9 | 3/10/2021 | Participation in Job Fairs | The SEU participated in a Virtual Job Fair hosted by Christopher Newport University. SEU personnel were able meet with students and discuss vacancies at the stations and in the broadcasting industry. | 1 | Business Administrator/HR |
| 10 | 3/11/2021 | Participation in Job Fairs | The SEU participated in a statewide Virtual Job Fair hosted by the Virginia Employment Commission. SEU personnel were able meet with candidates and discuss vacancies at the stations and in the broadcasting industry. | 1 | Business Administrator/HR |
| 11 | 3/25/2021 | Participation in Job Fairs | The SEU participated in a Virtual Job Fair hosted by Regent University. SEU personnel were able to meet with students and discuss vacancies at the stations and in the broadcasting industry. | 1 | Business Administrator/HR Assistant Chief Engineer |