

# 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" ("MRS�") for recruitment source data

| Job Title  | Recruitment Sources ("RS")<br>Used to Fill Vacancy | RS Referring<br>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,<br>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,<br>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,<br>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,<br>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,<br>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,<br>26, 28, 30 | 11                    |
| Television Station New Business Developer | 1, 4-6, 8-10, 13, 15-18, 20-21, 23-24,<br>26-28, 30  | 13                    |
| TV Photojournalist                        | 1, 4-6, 8-10, 12, 15-18, 20-24, 26-28,<br>30         | 12                    |
| News Director                             | 1, 4-6, 8-9, 13, 15-18, 20-21, 23-24, 26-<br>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")**

| <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<br>650 Monroe Ave. Room 126-02B<br>Fort Eustis, Virginia 23604<br>Phone : 757-878-3173<br>Email : roger.k.bullis.civ@mail.mil<br>Roger Bullis                                     | N  | 0   |
| 2                | Career Builder/Daily Press<br>7505 Warwick Blvd.<br>Newport News, Virginia 23607<br>Phone : 757-247-4700<br>Dana Dwyer<br>Manual Posting   | N  | 2   |
| 3                | Christopher Newport University<br>1 University Place<br>Newport News, Virginia 23606<br>Phone : 7575948887<br>Polly Bradie<br>Manual Posting   | N  | 0   |
| 4                | College of William & Mary<br>P.O. Box 8795<br>Williamsburg, Virginia 23187<br>Phone : 7572213231<br>Url : <a href="http://www.wmu.edu">http://www.wmu.edu</a><br>Email : career@wm.edu<br>David Lapinski | N  | 0   |
| 5                | DeVry University<br>1317 Executive Boulevard<br>Chesapeake, Virginia 23320<br>Phone : 7573825641<br>Email : LBennett-Clayton@devry.edu<br>Fax : 1-757-549-5215<br>Lola Bennett-Clayton                   | N  | 0   |
| 6                | ECPI College of Technology<br>5555 Greenwich Rd., Ste. 300<br>Virginia Beach, Virginia 23462<br>Phone : 7574909090<br>Email : cjohnson@ecpi.edu<br>Cynthia Johnson                                       | N  | 0   |
| 7                | Employee Referral  | N  | 14  |

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|------------------|---|--|---|
| 8                | Fleet and Family Support Center<br>1949 Von Steuben Dr<br>Newport News, Virginia 23603<br>Phone : 757-444-2102<br>Url : cnic.navy.mil<br>Email : ernest.w.thomas1.ctr@navy.mil<br>Ernest Thomas | N  | 0   |
| 9                | Hampton University<br>114 Wigwam Bldg.<br>Hampton, Virginia 23668<br>Phone : 7577275331<br>Email : careercenter@hamptonu.edu<br>Bessie Willis   | N  | 0   |
| 10               | Indeed.com<br>177 Broad Street 6th Floor<br>Stamford, Connecticut 06901<br>Phone : ...<br>Url : www.indeed.com<br>Career Services<br>Manual Posting   | N  | 27  |
| 11               | Internal Promotion  | N  | 9   |
| 12               | Intracompany Transfer   | N  | 6   |
| 13               | LinkedIn Corporation<br>2029 Stierlin Court<br>Mountain View, California 94043<br>Phone : 650-687-3600<br>Jeff Weiner<br>Manual Posting   | N  | 26  |
| 14               | NAACP - Portsmouth<br>P.O. Box 3878<br>Portsmouth, Virginia 23701<br>Phone : 757-487-2421<br>Carolyn Taylor<br>Manual Posting   | N  | 0   |
| 15               | Nexstar Media Group, Inc.<br>545 E. John Carpenter Freeway Suite 700<br>Irving, Texas 75062<br>Phone : 972-764-6715<br>Terri Bush<br>Manual Posting   | N  | 39  |

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|------------------|--|--|---|
| 16               | Norfolk State University<br>Career Services 53100 700 Park Avenue<br>Norfolk, Virginia 23504<br>Phone : 7578238600<br>Email : albazemore@nsu.edu<br>Alisha Bazemore  | N  | 0   |
| 17               | Old Dominion University<br>2202 Webb University Center<br>Norfolk, Virginia 23529<br>Phone : 7576834388<br>Email : cds@odu.edu<br>Alice Jones  | N  | 0   |
| 18               | Opportunity Inc.<br>861 Glenrock Road, Ste. 100<br>Norfolk, Virginia 23502<br>Phone : 757-461-7537<br>Url : www.opp-inc.org<br>Email : businessservicescoordinator@gmail.com<br>Jacqueline Rondeau                         | N  | 0   |
| 19               | Professional/Industry Trade Organization   | N  | 1   |
| 20               | Regent University<br>School of Communication & the Arts 1000 Regent<br>University Drive<br>Virginia Beach, Virginia 23464<br>Phone : 7573524746<br>Url : http://www.regent.edu/<br>Email : hire@regent.edu<br>Grace Alegre | N  | 0   |
| 21               | Tidewater Community College - Virginia Beach<br>1700 College Crescent<br>Virginia Beach, Virginia 23453<br>Phone : 7578227228<br>Email : bbrock@tcc.edu<br>Babbi Brock   | N  | 0   |
| 22               | TV Jobs<br>P.O. Box 4116<br>Oceanside, California 92052<br>Phone : 800-374-0119<br>Url : http://www.tvjobs.com<br>Mark Holloway<br>Manual Posting  | N  | 0   |

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|------------------|--|--|---|
| 23               | Urban League of Hampton Roads<br>5700 Thurston Ave., Ste. 101<br>Virginia Beach, Virginia 23455-3302<br>Phone : 7576270864<br>Url : <a href="http://www.ulhr.org">http://www.ulhr.org</a><br>Email : <a href="mailto:ocary@ulhr.org">ocary@ulhr.org</a><br>Onita Cary  | N  | 0   |
| 24               | USO Transition 360 Alliance<br>P.O. Box 96860<br>Washington, District of Columbia 20077-7677<br>Phone : 757-692-5417<br>Url : <a href="https://www.uso.org">https://www.uso.org</a><br>Email : <a href="mailto:kasher@uso.org">kasher@uso.org</a><br>Kerry Clancy-Asher  | N  | 0   |
| 25               | VA DRS<br>3248 Academy Avenue - Suites 22-26<br>Portsmouth, Virginia 23703<br>Phone : 757-686-5004<br>Email : <a href="mailto:sheryle.sherman@dars.virginia.gov">sheryle.sherman@dars.virginia.gov</a><br>Sheryle Sherman  | Y  | 0   |
| 26               | Virginia Association of Broadcasters<br>600 Peter Jefferson Parkway Suite 300<br>Charlottesville, Virginia 22911<br>Phone : 4343269815<br>Url : <a href="http://www.vabonline.com">http://www.vabonline.com</a><br>Email : <a href="mailto:christina.sandridge@easterassociates.com">christina.sandridge@easterassociates.com</a><br>Christina Sandridge | N  | 0   |
| 27               | Virginia Department of Veterans Services<br>101 N 14th Street 17th floor<br>Richmond, Virginia 23219<br>Phone : 8047868060<br>Email : <a href="mailto:amy.rodriguez@dvs.virginia.gov">amy.rodriguez@dvs.virginia.gov</a><br>Fax : 1-804-786-0302<br>Amy Rodriguez  | N  | 0   |
| 28               | Virginia State University<br>1 Hayden Dr Hunter McDaniel Building,2nd Floor<br>Richmond, Virginia 23806<br>Phone : 804-524-5211<br>Url : <a href="http://www.vsu.edu/career-services/">www.vsu.edu/career-services/</a><br>Email : <a href="mailto:careerservices@vsu.edu">careerservices@vsu.edu</a><br>J Lyons   | N  | 0   |

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|--|--|--|---|
| 29   | Virginia Transition Assistance Program<br>101 N 14th Street 17th Floor<br>Richmond, Virginia 23219<br>Phone : 8042976147<br>Url : <a href="https://dsv3.com/transition-connection-job-sharin">https://dsv3.com/transition-connection-job-sharin</a><br>Email : <a href="mailto:tracey.hart@dvs.virginia.gov">tracey.hart@dvs.virginia.gov</a><br>Tracey Hart | N  | 0   |
| 30   | <a href="http://www.mediagignow.com">www.mediagignow.com</a><br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a><br>Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a><br>MediaGigNow.com       | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>124</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 | 6/1/2022    | 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<br>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<br>Anchor<br>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<br>Lead Production<br>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<br>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                                  |                          |