

WRIC-TV

EEO PUBLIC FILE REPORT

June 1, 2018 - May 31, 2019

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
News Producer	5, 15, 18, 32, 34, 40, 53, 56, 59, 61-62	15
Meteorologist	5, 18, 25, 32, 34, 40, 53, 56, 59, 61-62	18
Reporter/Sports Anchor	5, 18, 32, 34, 40, 53, 56, 59, 61-62	18
Account Executive, Sales	1, 5, 15, 18, 29, 32, 34, 40-41, 43, 45, 53, 56, 59, 61-62	45
Account Executive, Sales	1, 5, 15, 18, 29, 32, 34, 40-41, 43, 45, 53, 56, 59, 61-62	15
Reporter/MultiMedia Journalist	5, 20, 26, 32, 34, 40-41, 43, 53, 56, 59, 61-62	53
News Photographer	5, 25, 32, 34, 40, 53, 56, 59, 61-62	25
News Anchor	5, 26, 32, 34, 40, 53-54, 56, 59, 61-62	40
News Producer	5, 26, 32, 34, 40, 53, 56, 59, 61-62	26
Sales Assistant	5, 32, 34, 40, 53, 56, 59, 61-62	40
Maintenance Engineer	5, 29, 32, 34, 40, 43, 53, 56, 59, 61-62	29
News Photographer/Editor	5, 18, 32, 34, 40, 53, 56, 59, 61-62	18
Assistant News Director	1-14, 16-17, 19, 21-22, 24, 27-40, 42- 44, 46-53, 55-64	29
Reporter/MultiMedia Journalist	5, 26, 32, 34, 40-41, 43, 45, 53-54, 56, 59, 61-62	54
Reporter/MultiMedia Journalist	5, 26, 32, 34, 40-41, 43, 45, 53-54, 56, 59, 61-62	43
Sports Anchor/Reporter	2-14, 16-17, 19, 21-24, 27-42, 44-53, 55-64	40
News Digital Producer	5, 15, 29, 32, 34, 40, 53, 56, 59, 61-62	40
Reporter/Multimedia Journalist	1, 5, 32, 34, 40, 53, 56, 59, 61-62	40
News Photographer	3-6, 8-11, 13-14, 16-17, 19, 23-24, 27, 29-30, 32-35, 40-42, 44, 47, 49-50, 52- 53, 55-56, 58-64	29

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Advertisement-Print	N	6
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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8	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
9	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
10	College of William and Mary 180 Stadium Drive Williamsburg, Virginia 23185 Phone : 757-221-4000 Email : clmcquillan@wm.edu Cristen McQuillan	N	0
11	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
12	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
13	Eastern Mennonite University 1200 Park Road Harrisonburg, Virginia 22802 Phone : 540-432-4260 Email : careerservices@emu.edu Kimberly Phillips	N	0

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14	ECPI 800 Moorefield Park Drive Ste. 302 Richmond, Virginia 23236 Phone : 804-521-0400 Email : jdjohnson@ecpi.edu Jeremy Johnson	N	0
15	Educational Institution	N	3
16	Elon University School of Communications 100 Campus Drive Elon, North Carolina 27244 Phone : 336-278-6500 Email : sbourland@elon.edu Stephanie Bourland	N	0
17	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
18	Employee Referral	N	7
19	Employment Readiness 1231 Mahone Avenue Bldg. 9023 Fort Lee, Virginia Phone : 804-734-7738 Email : katerina.thornton.cpr@mail.mil Katerina Thornton	N	0
20	GlassDoor	N	1
21	Hampden-Sydney College 80 College Roadc 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

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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	6
27	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
28	James Madison University School of Media Arts and Design Harrison Hall-MSC2104 Harrisonburg, Virginia 222807 Phone : 540-568-8084 Brad Jenkins Manual Posting	N	0
29	Job/Bulletin Board	N	13
30	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
31	John Tyler Community College 800 Charter Colony Parkway Midlothian, Virginia Phone : 804-706-5223 Dr. Ronald Beverly Manual Posting	N	0

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32	Liberty University School of Communications 1971 University Blvd. Lynchburg, Virginia 24515 Phone : 434-582-2111 Diana Drane Manual Posting	N	0
33	Longwood University 201 High Street, Lancaster Hall G08A Farmville, Virginia 23909 Phone : 434-395-2063 Email : brankleykd@longwood.edu Kathryn Brankley	N	0
34	Medialine 2515 Sparrow Crest Drive Katy, Texas 77494 Phone : 913-217-0565 Url : www.medialine.com Rick EEO Contact Manual Posting	N	0
35	Metropolitan Business League 701 E. Main Street, Suite 1615 Richmond, Virginia 23219 Phone : 804-649-7473 Email : atran@thembl.org Sharon Dabney-Wooldrige	N	0
36	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
37	NAACP P.O. Box 25576 Richmond, Virginia 23260 Phone : 804-644-9337 Lynetta Thompson Manual Posting	N	0
38	Native American Journalist Association University of Oklahoma, Gaylord College 395 W. Lindsey Street Norman, Oklahoma 73019-4201 Debra Valentino Manual Posting	N	0

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39	NewsCheckMedia 24 W. Lancaster Avenue Ardmore, , Pennsylvania 19003 Phone : 610-420-6003 Url : www.newscheckmedia.com Email : phersh@newscheckmedia.com Patty Hersh	N	0
40	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	29
41	Nexstar's Facebook Page	N	7
42	Norfolk State University 700 Park Avenue Norfolk, Virginia 23504 Phone : 757-823-8462 Email : pdsaunders@nsu.edu Pamela Davis Saunders	N	0
43	Professional/Industry Trade Organization	N	9
44	Radford University P.O. Box 6901 Radford, Virginia 24142 Phone : 540-831-5771 Email : csutphin@radford.edu Carolyn Sutphin	N	0
45	Re-hire	N	3
46	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
47	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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48	Richmond Association of Black Journalists 300 E. Franklin Street Richmond, Virginia 23219 Phone : 804-649-5208 Nicole Johnson Manual Posting	N	0
49	Roanoke College 221 College Lane Salem, Virginia 24153 Phone : 540-375-2303 Url : careers@roanoke.edu Email : careers@roanoke.edu Toni McLawhorn	N	0
50	Southwest VA Community College P.O. Box SVCC Richlands, Virginia 24641 Phone : 276-964-7262 Email : Jessica.Dotson@sw.edu Jessica Dotson	N	0
51	St. Paul's College Career Services Center 115 College Drive Lawrenceville, Virginia 23858 Phone : 434-848-6447 Denise Rice Manual Posting	N	0
52	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
53	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	8
54	TVJobs.com	N	5

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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
56	University of South Carolina School of Journalism and Mass Communication 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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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 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			99

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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	6/1/2018	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, production, sports and weather.</p> <p>The station hosted during the 2018 Summer Semester: (1) Intern from West Virginia University (3) Interns from Virginia Commonwealth University (1) Intern from the University of Maryland</p> <p>The station hosted during the 2019 Spring Semester: (1) Virginia State University</p>	2	News Director Assistant News Director
2	6/11/2018	Participation in events or programs sponsored by educational institutions	<p>The Station has an established job shadowing program that allows students to gain hands on experience in all areas of our operation including news, sports, production and weather.</p> <p>(5) St. Catherine's School (1) Thomas Dale High School (1) Full Sail University</p>	2	Investigative Reporter Anchor/Reporter Executive Producer Production Manager
3	7/11/2018	Participation in events or programs sponsored by educational institutions	The Station participated in the Hanover Regional Governor's School Mentor Nights. Station personnel spoke with students about career decisions, professional qualifications and job requirements.	1	Anchor/Reporter
4	8/9/2018	Participation in events sponsored by community groups	The Station participated in the City of Raleigh's Summer Youth Employment Finale. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Reporter/Multimedia Journalist

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5	9/25/2018	Participation in events or programs sponsored by educational institutions	Station participated during a Virginia Commonwealth University's Journalism Class. During the class he spoke about career decisions and job requirements.	1	News Anchor
6	9/28/2018	Participation in job banks, internet programs and other programs designed to promote outreach	The Station participated at the Radio Television Digital News Association Conference. Station personnel were able to meet with students, review/critique resumes and discuss vacancies at the Station and in the broadcasting industry.	2	VP/General Manager News Director
7	10/17/2018	Participation in Job Fairs	The Station participated in the ECPI Fall Career Fair -- Moorefield Campus. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	Local Sales Manager Executive Assistant
8	12/7/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated during a Robertson School of Media & Culture class at Virginia Commonwealth University. During that class they reviewed and commented on student portfolios.	1	Reporter/MMJ
9	3/12/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated during a Mass Communications Class at the Virginia Commonwealth University. During the class they spoke about career decisions, and job requirements.	2	Assistant News Director News Anchor
10	3/20/2019	Participation in Job Fairs	The Station participated at the ECPI University Career Fair. Station personnel were able to meet with students and discuss internship opportunities, vacancies at the Station and in the broadcasting industry.	2	Chief Engineer Executive Assistant

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11	4/10/2019	Participation in events sponsored by community groups	Station personnel participated as a speaker at the Virginia State University's Communications, Sport and Entertainment Leadership Symposium. They spoke about internship opportunities, career decisions and job requirements.	1	Assistant News Director
12	5/25/2019	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices, including upper-level positions to the Virginia Broadcaster's Association, a media-trade organization with a broad-based membership, including the participation of women and minorities.	1	Executive Assistant