

# WRIC-TV

## 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
Sales Account Executive	1-4, 6-8, 10-12, 14-20, 22, 24-29, 31-47	16
Digital Data Reporter	1-4, 6-8, 10-12, 14-19, 22-29, 31-47	26
Integrated Digital Specialist	1-4, 6-8, 10-12, 14-19, 21-22, 24-29, 31-47	21
News Producer 1	1-4, 6-8, 10-12, 14-20, 22, 24-29, 31-33, 35-47	16
Traffic Coordinator	1-8, 10-20, 22, 24-47	26
Reporter/MultiMedia Journalist	1-4, 6-8, 10-15, 17-22, 24-47	21
News Producer	1-4, 6-8, 10-19, 22, 24-47	26
Digital Reporter	1-4, 6-8, 10-11, 13-22, 24-47	16
MultiMedia Journalist Reporter	1-4, 6-8, 10-11, 13-15, 17-19, 21-22, 24-47	26
Digital Reporter	1-4, 6-8, 10-11, 13-20, 22, 24-34, 36-47	20
News Producer	1-4, 6-8, 10-11, 13-20, 22, 24-34, 36-47	16
Weekend Meteorologist	1-4, 6-8, 10-11, 13-22, 24-34, 36-47	21
Reporter//MultiMedia Journalist	1-4, 6-8, 10-11, 13-19, 21-22, 24-34, 36-47	21
Executive Producer III	1-4, 6-8, 10-11, 13-19, 22-34, 36-47	16
Digital Producer	1-4, 6-11, 13-15, 17-20, 22, 24-34, 36-47	20
Multimedia Journalist Reporter	1-4, 6-11, 13-19, 21-22, 24-34, 36-47	26
News Anchor III	1-4, 6-11, 13-19, 21-22, 24-34, 36-47	16
Photographer/Viedo Journalist	1-4, 6-11, 13-15, 17-20, 22, 24-34, 36-47	26

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

Recruiting Sources DELETED: On June 25, 2020, RS#12/ECPI; on June 1, 2020, RS#35/Roanoke College

Recruiting Sources ADDED: On October 5, 2020, RS#9/Crater Regional Workforce Center; on June 8, 2020, RS#30 NAACP

NOTE: Nexstar did not actively distribute job vacancy notices to Career Builder, Indeed or LinkedIn Corporation. However said sources reposted some but not all of the SEU's www.Nexstar.tv job vacancy notices without Nexstar's knowledge.

**WRIC-TV**  
**EEO PUBLIC FILE REPORT**

**June 1, 2020 - May 31, 2021**

**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	Averett University 420 West Main Street Danville, Virginia 24541 Phone : 434-791-5629 Email : tyancey@averett.edu Tia Yancy	N	0
2	Bridgewater College 402 East College Street Bridgewater, Virginia 22812 Phone : 540-828-5333 Email : stalbott@bridgewater.edu Sherry P. Talbott	N	0
3	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : 202-602-0584 Heather Birks Manual Posting	N	0
4	Bryant & Stratton College 8141 Hull Street Road North Chestervield, Virginia Phone : 804-745-2444 Email : jrkochheiser@bryantstratton.edu Jill Kochheiser	N	0
5	CareerBuilder.com	N	1
6	Central Virginia Community College 3506 Wards Road Lynchburg, Virginia 24502-2498 Phone : 434-832-7689 Url : <a href="https://www.collegecentral.com/cvcc/">https://www.collegecentral.com/cvcc/</a> Email : jarretts@centralvirginia.edu Sarah S. Jarrett, MS	N	0
7	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

**WRIC-TV**  
**EEO PUBLIC FILE REPORT**

**June 1, 2020 - May 31, 2021**

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8	College of William and Mary 180 Stadium Drive Williamsburg, Virginia 23185 Phone : 757-221-4000 Email : clmcquillan@wm.edu Cristen McQuillan	N	0
9	Crater Regional Workforce Center 22 West Washington Street Petersburg, Virginia 23803 Phone : 804-309-1315 Url : www.workplace.org Email : rfoster@workplace.org Ruby Foster	N	0
10	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
11	Eastern Mennonite University 1200 Park Road Harrisonburg, Virginia 22802 Phone : 540-432-4260 Email : careerservices@emu.edu Kimberly Phillips	N	0
12	ECPI 800 Moorefield Park Drive Ste. 302 Richmond, Virginia 23236 Phone : 804-521-0400 Email : jdjohnson@ecpi.edu Jeremy Johnson	N	0
13	ECPI 4305 Cox Road Glen Allen, Virginia 23060 Phone : 804-934-0100 Url : www.nexstar.tv Email : sstone@ecpi.edu Sara Stone	N	0

**WRIC-TV**  
**EEO PUBLIC FILE REPORT**

**June 1, 2020 - May 31, 2021**

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14	Elon University School of Communications 100 Campus Drive Elon, North Carolina 27244 Phone : 336-278-6500 Email : sbourland@elon.edu Stephanie Bourland	N	0
15	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
16	Employee Referral	N	27
17	Employment Readiness 1231 Mahone Avenue Bldg. 9023 Fort Lee, Virginia Phone : 804-734-7738 Email : katerina.thornton.cpr@mail.mil Katerina Thornton	N	0
18	Hampton University 2 Frissell Avenue 2 Frissell Avenue Hampton, Virginia 23669 Phone : 7572225250 Email : hroffice@hamptonu.edu Rickki Thomas	N	0
19	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
20	Indeed.com	N	17
21	Internal Promotion	N	10
22	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
23	Job/Bulletin Board	N	3

**WRIC-TV**  
**EEO PUBLIC FILE REPORT**

**June 1, 2020 - May 31, 2021**

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24	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
25	Liberty University School of Communications 1971 University Blvd. Lynchburg, Virginia 24515 Phone : 434-582-2111 Diana Drane Manual Posting	N	0
26	Linked In	N	34
27	Longwood University 201 High Street, Lancaster Hall G08A Farmville, Virginia 23909 Phone : 434-395-2063 Email : brankleykd@longwood.edu Kathryn Brankley	N	0
28	Medialine 2515 Sparrow Crest Drive Katy, Texas 77494 Phone : 913-217-0565 Url : www.medialine.com Rick EEO Contact Manual Posting	N	0
29	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
30	NAACP PO Box 25576 Richmond, Virginia 23260 Phone : 804- 839-1626 Url : www.rvabranchnaACP@gmail.com Email : rvabranchnaACP@gmail.com Garrett Sawyer	N	0

**WRIC-TV**  
**EEO PUBLIC FILE REPORT**

**June 1, 2020 - May 31, 2021**

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<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>
31	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	1
32	Norfolk State University 700 Park Avenue Norfolk, Virginia 23504 Phone : 757-823-8462 Email : pdsaunders@nsu.edu Pamela Davis Saunders	N	0
33	Radford University P.O. Box 6901 Radford, Virginia 24142 Phone : 540-831-5771 Email : csutphin@radford.edu Carolyn Sutphin	N	0
34	Resource Workforce Center 4914 Radford Avenue Richmond, Virginia 23230 Phone : 804-952-6113 Email : tabitha.taylor@equusworks.com Tabitha Taylor	N	0
35	Roanoke College 221 College Lane Salem, Virginia 24153 Phone : 540-375-2303 Url : careers@roanoke.edu Email : careers@roanoke.edu Toni McLawhorn	N	0
36	Southwest VA Community College P.O. Box SVCC Richlands, Virginia 24641 Phone : 276-964-7262 Email : Jessica.Dotson@sw.edu Jessica Dotson	N	0
37	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

**WRIC-TV**  
**EEO PUBLIC FILE REPORT**

**June 1, 2020 - May 31, 2021**

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<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>
38	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	0
39	University of Richmond Career Center 28 Westhampton Way University of Richmond, Virginia 23173 Phone : 804-289-8704 Email : <a href="mailto:skuhn@richmond.edu">skuhn@richmond.edu</a> Sarah Kuhn	N	0
40	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
41	VCU School of Mass Communications 901 W. Main Street P.O. Box 82034 Richmond, Virginia Phone : 804-828-2660 Email : <a href="mailto:longnj@vcu.edu">longnj@vcu.edu</a> Kimberly Hanneman	N	0
42	Virginia Association fo Broadcasters 250 West Main Street Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Christina Sandridge Manual Posting	N	0
43	Virginia Commonwealth University 901 W. Main Street P.O. Box 8842034 Richmond, Virginia Phone : 804-828-0100 Email : <a href="mailto:mcdearmonme@vcu.edu">mcdearmonme@vcu.edu</a> Maggie McDearmon, M.ED.	N	0

**WRIC-TV**  
**EEO PUBLIC FILE REPORT**

**June 1, 2020 - May 31, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
44	Virginia Employment Commission 121 Cedar Fork Road Henrico, Virginia 23223 Phone : 804-952-6116 Dennis Woodard Manual Posting	N	0
45	Virginia State University P.O. Box 9410 Petersburg, Virginia 23806 Phone : 804-524-5211 Joseph Lyons Manual Posting	N	0
46	Virginia Union University 1500 N. Lombardy Richmond, Virginia 23220 Phone : 804-257-5600 Email : careerservices@vuu.edu Takeisha Brown	N	0
47	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>93</b>

**WRIC-TV**  
**EEO PUBLIC FILE REPORT**

**June 1, 2020 - May 31, 2021**

**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	6/6/2020	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
2	9/29/2020	Participation in events or programs sponsored by educational institutions	Station participated virtually as a speaker before a Matoaca's Broadcasting News Class. They spoke with students about job qualifications, career decisions and job requirements..	2	Anchor/Meteorologist Digital Reporter
3	10/1/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated virtually as a speaker before a University of Tennessee's Multimedia Writing Class. She spoke about career decisions and job requirements.	1	Reporter/MultiMedia Journalist
4	1/20/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated virtually as a guest speaker at the Dinwiddie's Youth Workforce Development Virtual Career Fair. She spoke about career decisions and job requirements.	1	Meteorologist
5	3/4/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated virtually before a University of Tennessee's Multimedia Writing Class. She spoke about career decisions and job requirements.	1	Reporter/MultiMedia Journalist
6	3/8/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated virtually as a guest speaker before Thomas Dale High School's AP Environmental Science classes. He spoke with students about career decisions and job requirements.	1	Meteorologist
7	3/22/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated virtually as a guest speaker before a group of students in the Tucker High School's Bilingual High School Immersion program. She spoke with students about career decisions and job requirements.	1	Digital Producer
8	3/30/2021	Participation in Job Fairs	The Station participated virtually at the Longwood University All Majors Career Fair (Spring 2021). Station personnel spoke with potential job applicants.	2	Master Control Supervisor Executive Assistant

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9	4/15/2021	Provision of training to management	The Station 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.	10	VP and General Manager Director of Sales News Director Chief Engineer
10	4/19/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated virtually as a guest speaker before a Randolph Macon College American Government Class. She spoke with students about career decisions and job requirements.	1	Capial Reporter