

# WRIC-TV

## EEO PUBLIC FILE REPORT

**June 1, 2021 - May 31, 2022**

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
Meteorologist/Traffic Reporter	1-4, 6-12, 14-19, 21-22, 24-25, 27-28, 30-33, 35-39, 42-50	21
News Producer	1-4, 6-12, 14-15, 17-20, 22, 24-28, 30- 33, 35, 37-39, 42-50	20
News Producer	1-4, 6-12, 14-15, 17-22, 24-28, 30-33, 35-39, 42-50	26
Photographer/Video Editor	2-4, 6-12, 14-20, 22, 24-25, 27-28, 30- 33, 35-39, 42-50	16
Digital MultiMedia Journalis (MMJ)	7, 9-10, 12, 14, 17-20, 25-27, 30-36, 39, 41, 44-45, 48-50	26
News Anchor III	5, 7, 9-10, 12, 14, 16-21, 25-27, 30-36, 39, 41, 44-45, 48-50	16
Sales Account Executive	7, 9-10, 12, 14, 16-19, 21, 23, 25, 27, 29-36, 39-41, 44-45, 48-50	21
MMJ/Reporter	7, 9-10, 12, 14, 17-21, 25-27, 30-36, 39, 41, 44-45, 48-50	21
HR Business Coordinator	7, 9-10, 12, 14, 16-20, 25-27, 30-36, 39, 41, 44-45, 48-50	20
News Photographer/Editor	7, 9-10, 12, 14, 16-20, 25-27, 30-36, 39, 41, 44-45, 48-50	20
Digital Producer	9-10, 12, 14, 17-20, 25-27, 30-36, 39, 41, 45, 48-50	26
News Producer	9-10, 12, 14, 16-21, 25-27, 30-36, 39, 41, 45, 48-50	16

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

The following recruiting sources were removed on June 1, 2021:

#1/Averett University; #2/Bridgewater College; #3/Broadcast Education Association;  
#4/Bryant & Stratton College; #6/Central Virginia CC; #7/Christopher Newport University;  
#8/College of William and Mary; #11/Eastern Mennonite University; S#15/Emory and Henry College;  
#22/James Madison University; #24/John Tyler CC; #28/Medialine;  
#36/Southwest VA Community College; #37/Sweet Briar College CS; #39/University of Richmond CC;  
#40/University of South Carolina School of Journalism and #43/Virginia Commonwealth University

The following recruiting sources were added on June 1, 2021: #15/Penn State University and #20/University of Maryland.

# WRIC-TV

## EEO PUBLIC FILE REPORT

**June 1, 2021 - May 31, 2022**

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	9-10, 12, 14, 16-19, 25-27, 30-36, 39, 41, 45, 48-50	16
Digital Producer	9-10, 12, 14, 17-20, 25-27, 30-36, 39, 41, 45, 48-50	26
Weekend News Anchor/Reporter	9-10, 12, 14, 17-19, 21, 25-27, 30-36, 39, 41, 45, 48-50	21
Engineer I/IT Network	9-10, 12-14, 17, 19-20, 25, 27, 30-36, 39, 41, 45, 48-50	13
News Anchor III	9-10, 12, 14, 16-17, 19-21, 25-27, 30- 36, 39, 41, 45, 48-50	21
Reporter MultiMedia Journalist	9-10, 12, 14, 17, 19-20, 25-27, 30-36, 39, 41, 45, 48-50	26
Digital Producer	9-10, 12, 14, 16-17, 19-20, 25-27, 30- 35, 39, 41, 45, 48-50	26
Multimedia Journalist/Reporter	9-10, 12, 14, 17, 19-21, 25-27, 30-35, 39, 41, 45, 48-50	21
Traffic Coordinator	9-10, 12, 14, 16-17, 19, 25, 27, 30-35, 39, 41, 45, 48-50	16
Account Executive	9-10, 12, 14, 17, 19-20, 25-27, 30-36, 39, 41, 45, 48-50	26
Digital Distribution Producer	9-10, 12, 14, 16-17, 19, 25-27, 30-36, 39, 41, 45, 48-50	26
Associate Sales Account Executive	9-10, 12, 14, 17, 19, 25-27, 30-35, 39, 41, 45, 48-50	26

# WRIC-TV

## EEO PUBLIC FILE REPORT

**June 1, 2021 - May 31, 2022**

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
Photographer/Video Editor	9-10, 12, 14, 17, 19-20, 25-27, 30-35, 39, 45, 48-50	26
Digital Producer	9-10, 12, 14, 16-17, 19, 25-27, 30-35, 39, 45, 48-50	16
Director of Sales	9-10, 12, 14, 16-17, 19, 21, 25-27, 30- 35, 39, 45, 48-50	21
Weekend Evening Anchor/Reporter	9-10, 12, 14, 17, 19, 21, 25-26, 30-36, 39, 41, 45, 48-50	21
Assistant News Director	9-10, 12, 14, 16-17, 19-21, 25-26, 30- 36, 39, 41, 45, 48-50	21
Videographer/Video Editor	9-10, 12, 14, 17, 19-21, 25-26, 30-36, 39, 41, 45, 48-50	20
News Producer	9-10, 12, 14, 17, 19, 25-26, 30-36, 39, 41, 45, 48-50	26
Advertising Account Executive	9-10, 12, 14, 16-17, 19, 25-26, 30-36, 39, 41, 45, 48-50	26
Digital Executive Producer	9-10, 12, 14, 17, 19-21, 25-26, 30-36, 39, 41, 45, 48-50	21
Senior Sales Account Executive	5, 9-10, 12, 14, 16-17, 19, 25-26, 30- 36, 39, 41, 45, 48-50	16

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

**June 1, 2021 - May 31, 2022**

**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	2
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, 2021 - May 31, 2022**

**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>
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 4305 Cox Road Glen Allen, Virginia 23060 Phone : 804-934-0100 Url : www.nexstar.tv Email : sstone@ecpi.edu Sara Stone	N	0
13	Educational Institution	N	3
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

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

**June 1, 2021 - May 31, 2022**

**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>
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	25
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 Scripps Howard School of Journalism and Communication 546 Queen Street Hampton, Virginia 23668 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	47
21	Internal Promotion	N	24
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	1

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

**June 1, 2021 - May 31, 2022**

**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>
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 Career Center 1971 University Blvd. Lynchburg, Virginia 24502 Phone : 434-592-5588 Url : http://liberty.edu Email : sbgresumes@sbgvtv.com Kayla Bailey	N	0
26	Linked In	N	78
27	Longwood University 201 High Street, Lancaster Hall G08A Farmville, Virginia 23909 Phone : 434-395-2063 Email : millermp@longwood.edu Megan Miller	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	mediarecruiter.com 9457 S University Blvd. #303 Highlands Ranch, Colorado 80125 Phone : 303-400-5150 Url : www.mediarecruiter.com Art Scott Manual Posting	N	0
30	Metropolitan Business League 701 E. Main Street, Suite 1615 Richmond, Virginia 23219 Phone : 804-649-7473 Email : info@thembl.org Sharon Dabney-Wouldrige	N	0

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

**June 1, 2021 - May 31, 2022**

**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>
31	NAACP PO Box 25576 Richmond, Virginia 23260 Phone : 804- 839-1626 Url : www.rvabranchnaACP@gmail.com Email : rvabranchnaACP@gmail.com Garrett Sawyer	N	0
32	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	2
33	Norfolk State University Career Services 53100 700 Park Avenue Norfolk, Virginia 23504 Phone : 757-823-8600 Url : www.nsu.edu Email : albazemore@nsu.edu Alisha Bazemore	N	0
34	Penn State University 201 Carnegie Building University Park , Pennsylvania 16802 Phone : 814-863-1484 Url : https://www.psu.edu Email : rpm163@psu.edu Bob Martin	N	0
35	Radford University P.O. Box 6901 Radford, Virginia 24142 Phone : 540-831-5771 Email : csutphin@radford.edu Carolyn Sutphin	N	0
36	Resource Workforce Center 4914 Radford Avenue Richmond, Virginia 23230 Phone : 804-952-6113 Email : gerald.lett@equusworks.com Gerald Lett	N	0



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

**June 1, 2021 - May 31, 2022**

**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>
37	Southwest VA Community College P.O. Box SVCC Richlands, Virginia 24641 Phone : 276-964-7262 Email : Jessica.Dotson@sw.edu Jessica Dotson	N	0
38	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
39	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
40	TVNewscheck.com 238 Creshill Road Wynnewood, Pennsylvania 19096 Phone : 336-416-1325 Url : <a href="http://www.tvnewscheck.com">www.tvnewscheck.com</a> Paul Greeley Manual Posting	N	0
41	University of Maryland 2101A Skinner Building 4300 Chapel Lane College Park, Maryland 20742-7635 Phone : 301-405-7323 Url : <a href="http://www.comm.umd.edu">www.comm.umd.edu</a> Email : <a href="mailto:gowin@umd.edu">gowin@umd.edu</a> Julie Gowin	N	0
42	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

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

**June 1, 2021 - May 31, 2022**

**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>
43	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
44	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
45	Virginia Association of Broadcasters 250 West Main Street Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Christina Sandridge Manual Posting	N	0
46	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
47	Virginia Employment Commission 121 Cedar Fork Road Henrico, Virginia 23223 Phone : 804-952-6116 Dennis Woodard Manual Posting	N	0
48	Virginia State University Mass Comm P.O. Box 9410 Petersburg, Virginia 23806 Phone : 804-524-5211 Url : <a href="https://vsu-csm.symplicity.com">https://vsu-csm.symplicity.com</a> Email : jlyons@vsu.edu Joseph Lyons	N	0

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

**June 1, 2021 - May 31, 2022**

**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>
49	Virginia Union University 1500 N. Lombardy Richmond, Virginia 23220 Phone : 804-257-5600 Email : careerservices@vuu.edu Takeisha Brown	N	0
50	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>182</b>

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

**June 1, 2021 - May 31, 2022**

**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	6/6/2021	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	6/7/2021	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 operations, including news, production, sports and weather.</p> <p>The Station hosted (1) Intern from the Virginia Commonwealth University School of the Arts during the Summer Semester 2021;</p> <p>(1) Intern from Virginia State University and (1) Intern from the University of Richmond during the Fall Semester 2021.</p> <p>(1) Intern from Flagler College, In St. Augustine, Florida for the Summer Semester 2022</p>	4	News Director Creative Services Director Production Manager Chief Meteorologist
3	9/20/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated virtually as a guest speaker before a group of students at USC Marshall School of Business. She spoke with students about career decisions and job requirements.	1	Sport Anchor
4	10/13/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated virtually as a guest speaker at the Virginia State University and Robinson School of Mass Communications Latino/Latinx Heritage Month, supporting Academic Success in Latino/Latinx Communities. She spoke about career decisions and job requirements	1	Digital Producer
5	10/13/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated virtually as a guest speaker before a group of students for Midlothian High School's College and Career Expo. She spoke with students about career decisions and job requirements.	1	Reporter/MultiMedia Journalist

**WRIC-TV**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2021 - May 31, 2022**

**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>
6	10/13/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated virtually as a guest speaker before Matoaca High School's College and Career Expo. He spoke with students about career decisions and job requirements.	1	Digital MultiMedia Journalist
7	10/27/2021	Participation in Job Fairs	Station personnel participated virtually at Matoaca High School's Career Fair (Fall 2021). Station personnel spoke with potential job applicants.	1	Digital MultiMedia Journalist
8	10/28/2021	Participation in Job Fairs	The Station participated at the virtual Central Virginia Community College Career and Job Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Chief Engineer Executive Assistant
9	11/1/2021	Participation in events or programs sponsored by educational institutions	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.  The Station hosted (1) student from Thomas Dale High School during the 2021 Fall Semester.	3	Meteorologist News Director Assistant News Director
10	11/8/2021	Participation in events sponsored by organizations representing the community	The Station was interviewed on RVA radio's " On The Mic With Mike" and he spoke about career decisions and job requirements..	1	Morning News Anchor
11	11/16/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated virtually as a guest speaker for West Virginia University's writing class. He spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	VP/General Manager
12	1/27/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Virginia Union University NAA Professional Development Mentoring Series. She spoke about career decisions and job requirements.	1	Digital Content Manager

**WRIC-TV**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2021 - May 31, 2022**

**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>
13	2/24/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a panelist for VCU student organizations of Society of Professional Journalists and National Association of Black Journalists. She spoke about career decisions and job requirements.	1	Reporter/MMJ
14	4/21/2022	Participation in Job Fairs	Station personnel participated virtually at the Central Virginia Community College Spring 2022 Career and Job Fair. They spoke with students about career decisions and job requirements.	2	Chief Engineer Director of Sales
15	Ongoing Event	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.	8	VP/General Manager News Director Director of Sales Creative Services Director