

WAVY-TV, WITD-CD, WKTD-CD, WLNO-CD, WPMC-CD, WVBT

EEO PUBLIC FILE REPORT

June 1, 2024 - May 31, 2025

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") Used to Fill Vacancy | RS Referring Hiree |
|--|--|-----------------------|
| Reporter | 1, 3-5, 7-8, 11-12, 14-16, 18-25 | 11 |
| Television Account Executive | 1, 3-5, 7-8, 10, 14-16, 18-25 | 10 |
| Newscast Producer/Media Producer | 1, 3-5, 7-8, 10, 12, 14-16, 18-25 | 12 |
| Media Sales Assistant | 1, 3-8, 12, 14-16, 18-25 | 12 |
| Assistant Chief Engineer | 1, 3-5, 7-8, 10, 14-16, 18-25 | 14 |
| Multimedia Journalist | 1, 3-5, 7-8, 12, 14-16, 18-25 | 12 |
| Reporter | 1, 3-5, 7-8, 12, 14-16, 18-25 | 12 |
| Assignment Desk Editor | 1, 3-5, 7-9, 13-25 | 14 |
| TV News Video Editor - Part-Time | 1, 3-5, 7-10, 12-25 | 12 |
| TV Photojournalist | 1, 3-5, 7-10, 13-25 | 10 |
| Weekend News Anchor/Reporter | 1, 3-5, 7-10, 13-25 | 10 |
| Weekend Evening Newscast Producer | 1-5, 7-9, 12-25 | 12 |
| Reporter (Virginia Beach, Norfolk, Portsmouth) | 1, 3-5, 7-9, 13-25 | 14 |
| Evening News Anchor (VB, Norfolk, Portsmouth) | 1, 3-5, 7-9, 13-25 | 14 |
| Digital Content Producer | 1, 3-10, 12-25 | 6 |
| TV Photojournalist | 1, 3-5, 7-10, 12-25 | 10 |
| Digital Strategist | 1, 3-5, 7-9, 12-25 | 12 |
| Meteorologist | 1, 3-9, 12-25 | 6 |
| Traffic Anchor/Reporter | 1, 3-5, 7-10, 12-25 | 10 |
| Digital Content Producer | 1-5, 7-10, 12-25 | 12 |
| Newscast Producer/Media Producer | 1, 3-5, 7-9, 12-25 | 14 |
| Multi-Media Account Executive | 1, 3-5, 7-10, 13-25 | 10 |
| Receptionist/Clerical Assistant - Part-Time | 1, 3-5, 7-10, 13-25 | 10 |
| Multimedia Journalist | 1, 3-9, 13-25 | 14 |

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com/Daily Press, 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.

RS#9/Handshake was added 6/6/2024.

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|------------------------------|--|-----------------------|
| Digital Multi-Media Producer | 1, 3-5, 7-9, 13-25 | 14 |
| Digital Content Producer | 1, 3-5, 7-10, 12-25 | 14 |
| Social Media Specialist | 1, 3-5, 7-9, 12-25 | 14 |

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EEO PUBLIC FILE REPORT

June 1, 2024 - May 31, 2025

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 | 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 |
| 2 | Career Builder/Daily Press 7505 Warwick Blvd. Newport News, Virginia 23607 Phone : 757-247-4700 Dana Dwyer Manual Posting | N | 2 |
| 3 | 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 |
| 4 | 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 |
| 5 | ECPI College of Technology 5555 Greenwich Rd., Ste. 300 Virginia Beach, Virginia 23462 Phone : 7574909090 Email : cjohnson@ecpi.edu Cynthia Johnson | N | 0 |
| 6 | Employee Referral | N | 5 |
| 7 | 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 |

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|-----------|--|---|--|
| 8 | Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : 7577275331 Email : careercenter@hamptonu.edu Bessie Willis | N | 0 |
| 9 | Handshake 225 Bush Street Suite 1200 San Francisco, California 94104 Phone : 0000000000 Url : https://app.joinhandshake.com/emp Recruiter Recruiter Manual Posting | N | 0 |
| 10 | Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : ... Url : www.indeed.com Career Services Manual Posting | N | 19 |
| 11 | Intracompany Transfer | N | 1 |
| 12 | LinkedIn Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Jeff Weiner Manual Posting | N | 28 |
| 13 | NAACP - Portsmouth P.O. Box 3878 Portsmouth, Virginia 23701 Phone : 757-487-2421 Carolyn Taylor Manual Posting | N | 0 |
| 14 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 214-765-4208 Lindsey Knapp Manual Posting | N | 24 |

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|-----------|--|---|--|
| 15 | 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 |
| 16 | Tidewater Community College - Virginia Beach 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 7578227228 Email : bbrock@tcc.edu Babbi Brock | N | 0 |
| 17 | TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting | N | 0 |
| 18 | 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 |
| 19 | 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 | N | 0 |
| 20 | VA DRS 3248 Academy Avenue - Suites 22-26 Portsmouth, Virginia 23703 Phone : 757-686-5004 Email : sheryle.sherman@dars.virginia.gov Sheryle Sherman | Y | 0 |

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|--|--|---|--|
| 21 | 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 |
| 22 | Virginia Department of Veterans Services 101 N 14th Street 17th floor Richmond, Virginia 23219 Phone : 8047868060 Email : amy.rodriguez@dvs.virginia.gov Fax : 1-804-786-0302 Amy Rodriguez | N | 0 |
| 23 | 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 |
| 24 | Virginia Transition Assistance Program 101 N 14th Street 17th Floor Richmond, Virginia 23219 Phone : 8042976147 Url : https://dsvs3.com/transition-connection-job-sharin Email : tracey.hart@dvs.virginia.gov Tracey Hart | N | 0 |
| 25 | www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 79 |

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EEO PUBLIC FILE REPORT

June 1, 2024 - May 31, 2025

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|------------|--|---|------------------------------|---|
| 1 | 6/1/2024 | 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 one (1) intern from Old Dominion University, one (1) intern from Virginia Commonwealth University, one (1) intern from James Madison University, one (1) intern from Michigan State, two (2) interns from Regent University, one (1) intern from Penn State, and one (1) intern from Virginia Tech University during the 2024 Summer Semester.</p> <p>The SEU hosted two (2) interns from Norfolk State University, one (1) intern from Tidewater Community College, one (1) intern from Hampton University, and one (1) intern from Old Dominion University during the 2024 Fall Semester.</p> <p>The SEU hosted three (3) interns from Old Dominion University, four (4) interns from Norfolk State University, one (1) intern from Hampton University, one (1) intern from Tidewater Community College, and one (1) intern from Christopher Newport University during the 2025 Spring Interns</p> | 10 | Executive Producer Lead Production Specialist News Director Director of Sales |
| 2 | 10/30/2024 | Participation in other activities designed by the station employment unit | The SEU has established a partnership with Hampton University's Scripps Howard School of Journalism. SEU established a Production Boot Camp that offers hands-on training and interaction with SEU staff for four students once in the spring semester and once in the fall semester. | 10 | Executive Producer Operations Manager Assistant News Director Production Manager |

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|---|-----------|---|---|------------------------------|---|
| 3 | 11/8/2024 | Participation in events or programs sponsored by educational institutions | SEU personnel participated in Syracuse University's Fall 2024 Virtual Communications, Journalism, and Media Career Fair. SEU personnel were able to meet with students and discuss vacancies and internship opportunities at the Stations and in the broadcasting industry. | 1 | HR Business Administrator |
| 4 | 1/16/2025 | Participation in other activities designed by the station employment unit | The SEU has an established Job Shadow program that allows students to explore their interests in a potential career in broadcasting through onsite observation and discussion with active station personnel. During the current term, the SEU hosted 4 student participants. | 4 | Executive Producer Investigative Reporter Account Executive Production Manager |
| 5 | 2/7/2025 | Participation in Job Fairs | SEU personnel participated in Hampton University Scripps Howard School of Journalism and Communications Annual Career Fair. SEU personnel were able to meet with students and discuss vacancies and internship opportunities at the Stations and in the broadcasting industry. | 3 | HR Business Administrator Executive Assistant Anchor |
| 6 | 2/7/2025 | Participation in events sponsored by organizations representing the community | SEU personnel participated in Hampton University's Scripps Howard School of Journalism & Communications' Sports Panel. SEU personnel participated and were able to discuss vacancies and opportunities in the Stations and in the broadcast industry. | 1 | Sports Director |
| 7 | 2/11/2025 | Participation in Job Fairs | SEU personnel participated in Christopher Newport University's Spring Job & Internship Fair. SEU personnel were able to meet with students and discuss vacancies and internship opportunities at the Stations and in the broadcasting industry. | 2 | HR Business Administrator Sports Anchor |
| 8 | 3/6/2025 | Participation in events or programs sponsored by educational institutions | SEU personnel participated in the University of Delaware's Virtual Communications, Marketing, and Media Meet Up Fair. SEU personnel were able to meet with students and discuss vacancies and internship opportunities at the Stations and in the broadcasting industry. | 1 | HR Business Administrator |

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|----|-----------|---|---|------------------------------|---|
| 9 | 3/21/2025 | Participation in events or programs sponsored by educational institutions | SEU personnel participated in Syracuse University's Spring 2025 Virtual Communications, Journalism, and Media Career Fair. SEU personnel were able to meet with students and discuss vacancies and internship opportunities at the Stations and in the broadcasting industry. | 1 | HR Business Administrator |
| 10 | 3/27/2025 | Participation in events or programs sponsored by educational institutions | SEU personnel participated in the Regent University Spring 2025 Internship & Career Fair. SEU personnel were able to meet with students and discuss vacancies and internship opportunities at the Stations and in the broadcasting industry. | 2 | HR Business Administrator Anchor |
| 11 | 4/2/2025 | Participation in other activities designed by the station employment unit | SEU has established a partnership with Hampton University's Scripps Howard School of Journalism. SEU established a Production Boot Camp that offers hands-on training and interaction with SEU personnel for four students once in the spring and once in the fall semester. | 10 | Executive Producer Operations Manager Assistant News Director Production Manager |
| 12 | 5/23/2025 | 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 | General Manager HR Business Administrator Director of Sales Chief Engineer |