

**WPRI 2018-2019**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - November 30, 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
National Sales Manager	3-4, 7-10, 13-18, 20, 22-27, 29-32	8
Automotive Sales Consultant	3-4, 7, 9-10, 13-18, 20, 23-27, 29-32	10
Digital Account Executive (for Rhody Deals)	3-4, 6-7, 9, 13, 15-18, 20, 23-27, 29-32	6
Investigative Producer / MMJ	3-4, 7-9, 13, 15-18, 20, 23-31	8
News Producer	3-4, 7, 9-10, 13, 15-20, 23-27, 29-31	19
News Producer	3-4, 7, 9-10, 13, 15-20, 23-27, 29-31	10
News Photographer	1, 3-4, 6-7, 9, 13, 15-18, 20, 23-27, 29-31	6
Multi-Media Journalist, Reporter	3-4, 7, 9, 13, 15-18, 20, 22-27, 29-31	18
Multi-Media Journalist, Reporter	3-4, 7, 9, 13, 15-18, 20, 22-27, 29-31	27
Enterprise Reporter	3-4, 7, 9-10, 13, 15-18, 20, 22-27, 29-31	22
Director	3-4, 7, 9-10, 13-18, 20, 23-27, 30-31	14
Reporter, MultiMedia Journalist	2-5, 7, 9-13, 15-31	28
Reporter, MultiMedia Journalist	2-5, 7, 9-13, 15-31	22
Digital Account Coordinator	3-4, 7, 9-10, 13, 15-18, 20, 23-27, 29-31	10

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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	1
2	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : (202) 602-0587 Url : www.BEAweb.org Traci Bailey Manual Posting	N	0
3	CCRI 400 East Avenue Warwick, Rhode Island 2886 Phone : 401-825-2237 Url : http://www.ccri.edu Email : cnumrich@ccri.edu Camille Numrich	N	0
4	Connecticut School of Broadcasting 130 Birdseye Road Farmington, Connecticut 06032 Phone : 860-677-7577 Url : http://www.GoCSB.com Email : AHoops@GoCSB.com Andrew Hoops	N	0
5	Cumulus Radio 1502 Wampanoag Trail riverside, Rhode Island 02915 Susan Tracy-Durant Manual Posting	N	0
6	Educational Institution	N	2
7	Emerson College 120 Boylston Street Boston, Massachusetts 2116 Phone : 617-824-8586 Url : http://www.emerson.edu Email : carol_spector@emerson.edu Carol Spector	N	0
8	Employee Referral	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	foxprovidence 25 Catamore Blvd East Providence, Rhode Island 2914 Phone : 401-438-7200 Url : <a href="http://www.foxprovidence.com">http://www.foxprovidence.com</a> Email : <a href="mailto:internet@wpri.com">internet@wpri.com</a> Fax : 1-401-434-3761 Pam Brennan	N	0
10	Indeed.com	N	11
11	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3365 Url : <a href="http://www.ithaca.edu/careers">http://www.ithaca.edu/careers</a> John Fracchia Manual Posting	N	0
12	Jobvertise, Inc. 32 Cumberland Drive Lincolnshire, Illinois 60069 Url : <a href="http://jobvertise.com/">http://jobvertise.com/</a> Samuel Roseman Manual Posting	N	0
13	Johnson and Wales University 8 Abbott Park Place Providence, Rhode Island 2903 Phone : 401-598-2414 Url : <a href="http://www.jwu.edu">http://www.jwu.edu</a> Email : <a href="mailto:careerpostings.pvd@jwu.edu">careerpostings.pvd@jwu.edu</a> Akanksha Aga	N	0
14	Linked In	N	3
15	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Fax : 1-831-648-5204 Mark Shilstone	N	0

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16	National Academy of TV Job Bank 1697 Broadway, Suite 1001 New York, New York 10019 Phone : emmysuncst@aol.com Url : www.emmyonline.org Email : emmysuncst@aol.com emmysuncst@aol.com emmysuncst@aol.com	N	0
17	New England Tech 2500 Post Road Warwick, Rhode Island 2886 Phone : 401-739-5000 Url : http://www.neit.edu Email : kadohoney@neit.edu Kathleen Dohoney	N	0
18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	9
19	Nexstar's Facebook Page	N	2
20	NPPA 3200 Croasdaile Dr Ste 306 Durham, North Carolina 27705 Phone : 919-383-7246 Url : http://www.nppa.org Email : info@nppa.org Fax : 1-919-383-7261 Mindy Hutchison	N	0
21	Press Releases 25 Catamore Blvd East Providence, Rhode Island Susan Tracy-Durant Manual Posting	N	0
22	Professional/Industry Trade Organization	N	6
23	Rhode Island Broadcasters Association 11 South Angell Street Providence , Rhode Island 02906 Phone : 401-255-8200 Url : www.ribroadcasters.com Email : lneedham@ribroadcasters.com Lori Needham	N	0

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24	RI Dept of Labor 1511 Pontiac Avenue Cranston, Rhode Island 2920 Phone : 401-462-8000 Url : <a href="http://www.dlt.state.ri.us">http://www.dlt.state.ri.us</a> Fax : 1-401-462-8722 Sandra Powell Manual Posting	N	0
25	Ser-Jobs for Progress, Inc 164 Bedford Street Fall River, Massachusetts 2720 Phone : 508-676-1916 Url : <a href="http://www.ser-jobs.com">http://www.ser-jobs.com</a> Email : <a href="mailto:admin@ser-jobs.com">admin@ser-jobs.com</a> Janet Collazo	N	0
26	Syracuse University, Career Services 235 Schine Student Center, 303 University Place Syracuse, New York 13244 Phone : 315-443-3616 Email : <a href="mailto:careers@syr.edu">careers@syr.edu</a> Mike Cahill	N	0
27	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	1
28	Twitter	N	4
29	WPRI Annual Job Fair 25 Catamore Blvd East Providence, Rhode Island 02914 Phone : 401-228-1817 Email : <a href="mailto:jboyd@wpri.com">jboyd@wpri.com</a> Jacqueline Boyd	N	0

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30	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
31	Year Up - Providence 10 Dorrance Street Suite 1108 Providence, Rhode Island 02903 Phone : 401-421-7819 ext. 1122 Url : <a href="http://www.yearup.org">http://www.yearup.org</a> Email : <a href="mailto:PVanSciver@YearUp.org">PVanSciver@YearUp.org</a> Pieter Van Sciver	N	0
32	ZipRecruiter 1590 Rosecrans Ave. Ste. D-255 Manhattan Beach, California 90266 Phone : 8772521062 Url : <a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a> Mario Suarez Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>41</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	1/4/2019	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 Rhode Island Department of Labor.	2	Business Administrator Executive Client Service Specialist, Sales
2	4/4/2019	Participation in Job Fairs	The Station participated at the University of Rhode Island Harrington School of Communication and Media Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	Sports Director Multi-Platform Journalist
3	11/14/2019	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 five (5) interns during the 2019 Summer Semester from University of Rhode Island, Emerson College, Northern Vermont University - Lyndon, and University of Hartford and five (5) interns during 2019 Fall Semester from University of Rhode Island, Rhode Island College, and Brown University.</p>	4	Assistant News Director Sports Director Digital Director Rhode Show Producer