

**WPRI**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2020 - November 30, 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
Broadcast IT Assistant	1, 6-7, 12-13, 17, 23	6
PRODUCTION SERVICES	1, 7-8, 13, 17, 23	8
Investigative Reporter	5-7, 11-12, 14-19, 21-22, 25-26	6
Building Maintenance Supervisor	2, 5, 7-8, 11-12, 14-22, 25-26	2
Photographer	5-8, 11, 14-19, 21-23, 25-26	23
Photographer	5-8, 11, 14-19, 21-23, 25-26	23
Reporter, MultiMedia Journalist	5, 7, 11-12, 14-19, 21-22, 25-26	12
Investigative Producer/MMJ	5-7, 11-12, 14-19, 21-23, 25-26	6
NEWS PRODUCER	3-12, 14-22, 24-26	12
NEWS PRODUCER	3-12, 14-22, 24-26	8
Weekend Sports Anchor / MMJ	4-8, 11, 14-19, 21-23, 25-26	6
PRODUCTION SERVICES	1, 6-8, 12-13, 17, 23	8
Digital Content Producer	1, 6-8, 12-13, 17, 23	8
Photographer, News	4-5, 7-8, 11, 14-19, 21-22, 25-26	8
Reporter, MultiMedia Journalist	4-5, 7, 11-12, 14-22, 24-26	12
Photographer, News	4-5, 7-8, 11-12, 14-22, 24-26	8
Executive Administrative Assistant	4-5, 7-8, 11-12, 14-26	8
Associate Account Executive	4-5, 7, 11-12, 14-22, 24-27	12

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

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**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	Career Builder 200 N. LaSalle St. Suite 1100 Chicago, Illinois 60601 Phone : 800-638-4212 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Matt Ferguson Ferguson Manual Posting	N	0
2	CareerBuilder.com	N	2
3	CCRI 400 East Avenue Warwick, Rhode Island 2886 Phone : 401-825-2322 Url : <a href="http://www.ccri.edu">http://www.ccri.edu</a> Pamela Forleo Manual Posting	N	0
4	Connecticut School of Broadcasting 130 Birdseye Road Farmington, Connecticut 06032 Phone : 860-677-7577 Url : <a href="http://www.GoCSB.com">http://www.GoCSB.com</a> Email : <a href="mailto:info@GoCSB.com">info@GoCSB.com</a> info info	N	0
5	Emerson College 120 Boylston Street Boston, Massachusetts 2116 Phone : 617-824-8586 Url : <a href="http://www.emerson.edu">http://www.emerson.edu</a> Email : <a href="mailto:carol_spector@emerson.edu">carol_spector@emerson.edu</a> Carol Spector	N	0
6	Employee Referral	N	14
7	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
8	Indeed.com	N	19

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9	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
10	Jobvertise, Inc. 32 Cumberland Drive Lincolnshire, Illinois 60069 Url : <a href="http://jobvertise.com/">http://jobvertise.com/</a> Samuel Roseman Manual Posting	N	0
11	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
12	Linked In	N	21
13	LinkedIn Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/">https://www.linkedin.com/</a> Jeff Weiner Manual Posting	N	0
14	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
15	National Academy of TV Job Bank 1697 Broadway, Suite 1001 New York, New York 10019 Phone : <a href="mailto:emmysuncst@aol.com">emmysuncst@aol.com</a> Url : <a href="http://www.emmyonline.org">www.emmyonline.org</a> Email : <a href="mailto:emmysuncst@aol.com">emmysuncst@aol.com</a> <a href="mailto:emmysuncst@aol.com">emmysuncst@aol.com</a> <a href="mailto:emmysuncst@aol.com">emmysuncst@aol.com</a>	N	0

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16	New England Tech 2500 Post Road Warwick, Rhode Island 2886 Phone : 401-739-5000 Url : <a href="http://www.neit.edu">http://www.neit.edu</a> Email : <a href="mailto:kadohoney@neit.edu">kadohoney@neit.edu</a> Kathleen Dohoney	N	0
17	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	6
18	NPPA 3200 Croasdaile Dr Ste 306 Durham, North Carolina 27705 Phone : 919-383-7246 Url : <a href="http://www.nppa.org">http://www.nppa.org</a> Email : <a href="mailto:info@nppa.org">info@nppa.org</a> Fax : 1-919-383-7261 Mindy Hutchison	N	0
19	Rhode Island Broadcasters Association 11 South Angell Street Providence , Rhode Island 02906 Phone : 401-255-8200 Url : <a href="http://www.ribroadcasters.com">www.ribroadcasters.com</a> Email : <a href="mailto:ineedham@ribroadcasters.com">ineedham@ribroadcasters.com</a> Lori Needham	N	0
20	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
21	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	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	0
23	WPRI 25 Catamore Blvd East Providence, Rhode Island 02914 Phone : 401-438-7200 Url : <a href="http://www.wpri.com">http://www.wpri.com</a> Email : <a href="mailto:internet@wpri.com">internet@wpri.com</a> Fax : 1-401-434-3761 Vicki Jacobs	N	5
24	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
25	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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
26	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
27	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

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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>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>67</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	Ongoing Event	Participation in events or programs sponsored by educational institutions	Station personnel participated as speaker at Bryant University. He spoke about career decisions and job requirements in the broadcasting industry.	1	News Anchor
2	2/3/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as speaker at Wheaton College. He spoke about career decisions and job requirements in the broadcasting industry.	1	Reporter
3	3/10/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers at Roger Williams University. He spoke about job qualifications, careers and opportunities at the station and within the broadcast industry.	1	News Photographer
4	3/21/2021	Participation in Job Fairs	Station personnel participated in virtual job fair held by the University of Missouri. They were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
5	5/25/2021	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	Station personnel participated as speaker at New England First Amendment Coalition. He spoke about job qualifications, careers and opportunities at the station and within the broadcast industry.	1	Reporter
6	6/15/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers at Brown University. They each spoke to students about career decisions and job requirements in the broadcast industry.	2	Reporter Reporter
7	10/20/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers at Roger Williams University of Law, and Johnson & Wales University. They each spoke to students about career decisions and job requirements in the broadcast industry.	2	Reporter Reporter
8	11/1/2021	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	Station personnel participated as speaker at New England First Amendment Institute. He spoke about job qualifications, careers and opportunities at the station and within the broadcast industry.	1	Reporter

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9	11/15/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as speaker at Arkansas State University School of Journalism. She spoke about job qualifications, careers and opportunities at the station and within the broadcast industry.	1	News Producer