

WPRI
EEO PUBLIC FILE REPORT
December 1, 2021 - November 30, 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer	2-7, 9, 12-15, 17-20, 22-24	7
Graphic Artist	2-4, 6-9, 12-15, 17-20, 22-24	7
Digital Reporter	2-4, 6-7, 9, 11-15, 17-18, 21, 23	7
Photographer, News	2-6, 9, 12-15, 17-21, 23-24	21
News Operations Manager	2-6, 9, 12-15, 17-20, 23-24	5
Associate Account Executive	2-6, 12-15, 17-20, 23-24	5
Sports/News MMJ	2-4, 6, 12-15, 17-20, 23-24	14
IT Systems/Support Engineer	2-6, 12-15, 17-20, 23-24	5
Digital Account Coordinator	2, 4-7, 12-15, 17-21, 23-24	5
News Producer	2, 4, 6-7, 12-15, 17-21, 23-24	21
News Producer	2, 4, 6-7, 12-15, 17-21, 23-24	7
News Producer	2, 4, 6-7, 12-15, 17-21, 23-24	7
Photographer	2, 4-6, 12-15, 17, 19-21, 23-24	5
Photographer	2, 4-6, 12-15, 17, 19-21, 23-24	21
Digital Content Producer	2, 4-7, 12-15, 17, 19-20, 23-24	5
Digital Content Producer	2, 4-7, 12-15, 17, 19-20, 23-24	7
Social Media Distribution Producer	1, 5, 14, 18, 23	5
Reporter/MultiMedia Journalist	1, 14, 16, 18, 23	14
Reporter/MultiMedia Journalist	1, 14, 16, 18, 23	14
Promotions Producer	1, 5, 7, 10-11, 14, 18, 23	5

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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	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
2	Connecticut School of Broadcasting 130 Birdseye Road Farmington, Connecticut 06032 Phone : 860-677-7577 Url : http://www.GoCSB.com Email : info@GoCSB.com info info	N	0
3	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
4	foxprovidence 25 Catamore Blvd East Providence, Rhode Island 2914 Phone : 401-438-7200 Url : http://www.foxprovidence.com Email : internet@wpri.com Fax : 1-401-434-3761 Pam Brennan	N	0
5	Indeed.com	N	19
6	Johnson and Wales University 8 Abbott Park Place Providence, Rhode Island 2903 Phone : 401-598-2414 Url : http://www.jwu.edu Email : careerpostings.pvd@jwu.edu Akanksha Aga	N	0
7	Linked In	N	16

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8	LinkedIn Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : https://www.linkedin.com/ Jeff Weiner Manual Posting	N	0
9	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
10	Monster	N	1
11	Monster.com 622 Third Ave. 39th Floor New York, New York 10017 Phone : 1-800-666-7837 Sal Iannuzzi Manual Posting	N	2
12	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
13	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

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14	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	3
15	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
16	Press Releases 25 Catamore Blvd East Providence, Rhode Island Susan Tracy-Durant Manual Posting	N	0
17	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
18	RI Dept of Labor 1511 Pontiac Avenue Cranston, Rhode Island 2920 Phone : 401-462-8000 Url : http://www.dlt.state.ri.us Fax : 1-401-462-8722 Sandra Powell Manual Posting	N	0
19	Ser-Jobs for Progress, Inc 164 Bedford Street Fall River, Massachusetts 2720 Phone : 508-676-1916 Url : http://www.ser-jobs.com Email : admin@ser-jobs.com Janet Collazo	N	0

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20	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
21	WPRI 25 Catamore Blvd East Providence, Rhode Island 02914 Phone : 401-438-7200 Url : http://www.wpri.com Email : internet@wpri.com Fax : 1-401-434-3761 Vicki Jacobs	N	7
22	WPRI Annual Job Fair 25 Catamore Blvd East Providence, Rhode Island 02914 Phone : 401-228-1817 Email : jboyd@wpri.com Jacqueline Boyd	N	0
23	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
24	Year Up - Providence 10 Dorrance Street Suite 1108 Providence, Rhode Island 02903 Phone : 401-421-7819 ext. 1122 Url : http://www.yearup.org Email : PVanSciver@YearUp.org Pieter Van Sciver	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			48

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of an intern program designed to assist members of the community	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. The station hosted 6 from URI, 1 from BU, 1 from Bryant, 1 from RIC, and 1 from Mississippi State during Spring and Fall 2022 semester.	5	
2	2/15/2022	Participation in events or programs sponsored by educational institutions	Station Personnel participated as a speaker before Boston University journalism class. She spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	Anchor
3	3/1/2022	Participation in Job Fairs	The station participated at Johnson and Wales University Job Fair. The station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	2	Executive Assistant General Manager
4	5/16/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the URI Harrington School of Media. He spoke about career decisions and job requirements.	1	GM
5	6/6/2022	Establishment of training programs for station personnel	The station has an established training program that allows station personnel to acquire skills that could qualify them for higher level positions. During the current reporting term there were 15 participants.	15	Producers Assist Director Directors
6	10/21/2022	Participation in events sponsored by organizations representing the community	The station personnel participated as a judge (or mock interviewer) allowing students to receive feedback on their presentation(or interviewee skills)	1	GM
7	11/3/2022	Provision of training to management	The station conducted a mandatory training session for hiring managers which focused on EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	15	GM News Director Asst News Director Sales Manager
8	11/4/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Johnson and Wales University. She spoke about career decisions and job requirements.	1	Anchor