

WPRI 2019-2020 Annual EEO Public File Report

EEO PUBLIC FILE REPORT

December 1, 2019 - November 30, 2020

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 Technician	2-6, 9, 11-20, 22-24	5
Account Executive, Sales	2-6, 9, 11-20, 22-25	5
ASSOCIATE PRODUCER	2-4, 6-7, 9, 11-20, 23-24	7
CONTENT DESK PRODUCER	2-7, 9-20, 23-24	5
CONTENT DESK PRODUCER	2-7, 9-20, 23-24	10
Anchor / Consumer Investigative Reporter	1-6, 9-21, 23-24	5
Junior Account Executive	2-7, 9-20, 22-25	5
Junior Account Executive	2-7, 9-20, 22-25	5
Assignment Editor	7	7
News Photographer	2-7, 9, 11-20, 22-24	5
PRODUCTION SERVICES	3-7, 9, 11-20, 23-24	5
Digital Meteorologist	5, 7, 14	7
Producer	10	10
Associate Producer	1, 7	7
Sports Multimedia Journalist	3-4, 6, 8-20, 22-24	8
Promotions Producer	1, 7, 10	7
News Producer/Digital MMJ	1, 3-7, 9-16, 18-20, 23-24	5
Producer	5, 8, 21	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	CareerBuilder.com	N	4
2	CCRI 400 East Avenue Warwick, Rhode Island 2886 Phone : 401-825-2322 Url : http://www.ccri.edu Pamela Forleo Manual Posting	N	0
3	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
4	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
5	Employee Referral	N	17
6	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
7	Indeed.com	N	17
8	Intracompany Transfer	N	2
9	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
10	Linked In	N	11

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11	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
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
14	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	2
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	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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17	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
18	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
19	Syracuse University, Career Services 235 Schine Student Center, 303 University Place Syracuse, New York 13244 Phone : 315-443-3616 Email : careers@syr.edu Mike Cahill	N	0
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	3
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

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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
25	ZipRecruiter 1590 Rosecrans Ave. Ste. D-255 Manhattan Beach, California 90266 Phone : 8772521062 Url : https://www.ziprecruiter.com/ Mario Suarez Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			56

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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	10/29/2020	Participation in events sponsored by community groups	The SEU coordinates with the Southeastern New England Chapter of the Public Relations Society of America (SENE/PRSA) Meet the Media Panel on 10/29/2020. Discussed what it is like to be a member of the media in today's climate, how we can be of assistance with relation to communications/PR professionals. Discussed roles as journalists, how we are affected with current issues such as Covid-19, the Presidential Election, and Black Lives Matter.	1	Multi-Media Platform Journalist
2	11/5/2020	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 2020 Spring Semester from the University of Massachusetts, University of Rhode Island, Johnson & Wales University, and Roger Williams University, and five (5) interns during 2019 fall Semester from the University of Rhode Island, Rhode Island College, and Brown University.</p>	4	Assistant News Director Sports Director Executive Producer Chief Meteorologist

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3	11/10/2020	Participation in events or programs sponsored by educational institutions	<p>Station personnel participated as speakers at several area colleges and universities. They spoke about career decisions and job requirements.</p> <ol style="list-style-type: none"> 1. Danielle North, Anchor, spoke to students at a Providence College public speaking class in November 2019. 2. Yianni Kourakis, Sports Director, taught a URI course Fall 2019, Spring 2020 and Fall 2020: Introduction to Sports Broadcasting. 3. Ted Nesi, Reporter: Wheaton College: teaches annual spring journalism course (ENG 285) 4. Mike Montecalvo, Anchor: Bryant College adjunct professor in the Communications Department. Teach a TV class that focuses on writing and interviewing: Spring 2020/Fall 2020 5. Tim White, Investigative Reporter: Roger Williams University adjunct professor for Journalism Spring 2020/Fall 2020 	5	Anchor Sports Director Reporter Anchor