

# WFXR, WWCW

## EEO PUBLIC FILE REPORT

**June 1, 2019 - May 31, 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-3, 5-7, 10, 13-14, 17-20, 22-23, 25-26, 29-30, 32, 34-37	7
Digital Content Executive Producer	1-3, 5-6, 8, 10-11, 13-14, 17-20, 22-23, 25-26, 28-30, 32-38	34
News Anchor	1-3, 5-7, 10, 13-14, 17-20, 22-23, 25-26, 29-30, 32, 34-38	7
Production Assistant/Promotion Assistant	1-3, 5-7, 10, 13-14, 17-20, 22-23, 25-26, 29-30, 32, 34-38	20
Digital/News Assignment Manager	1-3, 5-6, 13-14, 17-23, 25-26, 29-30, 32, 34, 36-38	21
Lifestyle Producer	1-3, 5-7, 10, 13-14, 17-20, 22-23, 25-26, 29-30, 32, 34-38	20
Multimedia Journalist	1-3, 5-7, 10, 13-14, 17-20, 22-23, 25-26, 29-30, 32, 34-38	20
Multimedia Journalist	1-3, 5-7, 10, 13-14, 17-20, 22-23, 25-26, 29-30, 32, 34-38	7
Multimedia Journalist	1-3, 5-7, 10, 13-14, 17-20, 22-23, 25-26, 29-30, 32, 34-38	20
News Producer	2-3, 5-7, 10, 12-14, 17-18, 20, 22-23, 25-26, 29-30, 32, 34-37	7
News Producer	2-6, 9-10, 12-15, 17-18, 20, 22-23, 25-26, 29-32, 34-38	15
News Producer	2-6, 9-10, 12-15, 17-18, 20, 22-23, 25-26, 29-32, 34-38	15
Account Executive	2-3, 5-10, 13-15, 17-18, 20, 22-23, 25-26, 29-38	7
Account Executive	2-3, 5-10, 13-15, 17-18, 20, 22-23, 25-26, 29-38	15
Account Executive	2-3, 5-10, 13-15, 17-18, 20, 22-23, 25-26, 29-38	15
Commercial Producer	2-6, 9-10, 12-15, 17-18, 20, 22-23, 25-26, 29-30, 32, 34-38	15
Technical Director	2-7, 10, 12-14, 17-18, 20, 22-23, 25-27, 29-34, 36-38	12
Morning Meteorologist	2-3, 5-7, 9-10, 12-18, 20, 22-23, 25-26, 28-32, 34-38	12

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Multimedia Journalist	2-3, 5-10, 12-15, 17-18, 20, 22-23, 25-26, 29-32, 34-37	7
Multimedia Journalist	2-3, 5-10, 12-15, 17-18, 20, 22-23, 25-26, 29-32, 34-37	7
Multimedia Journalist	2-3, 5-10, 12-15, 17-18, 20, 22-23, 25-26, 29-32, 34-37	15
Multimedia Journalist	2-3, 5-10, 12-15, 17-18, 20, 22-23, 25-26, 29-32, 34-37	15
Audio Operator	2-6, 9-10, 12-14, 17, 20, 22-26, 29-38	24

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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	American National University 1813 E Main St Salem, Virginia 24153 Phone : 540-769-8230 Email : aboies@an.edu A'rel Boies	N	0
2	Averett University 420 W Main St Danville, Virginia 24541 Phone : 434-791-5629 Email : amcadams@averett.edu Angie McAdams	N	0
3	Bridgewater College 402 E College St. Bridgewater, Virginia 22812 Phone : 540-828-5369 Email : ocs@bridgewater.edu Sherry Talbott	N	0
4	CareerBuilder.com	N	5
5	Central Virginia Community College 3506 Wards Road Lynchburg, Virginia 24502 Phone : 434-832-7689 Email : jarretts@centralvirginia.edu Sarah Jarrett	N	0
6	Danville Community College 1008 S Main St. Danville, Virginia 24541 Phone : 434-797-8573 Email : goalcenter@dcc.vccs.edu Chadrick Younger	N	0
7	Employee Referral	N	16
8	Ferrum College 215 Ferrum Mountain Rd Ferrum, Virginia 24088 Phone : 540-365-4460 Email : lholden@ferrum.edu Leslie Holden	N	0

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9	Hampden-Sydney College 172 Via Sacra Farmville, Virginia 24019 Casey Tharpe Manual Posting	N	0
10	Hollins University 7916 Williamson Road Roanoke, Virginia 24019 Url : <a href="http://app.joinhandshake.com">app.joinhandshake.com</a> Andrea Martin Manual Posting	N	0
11	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 6901 Phone : 203-328-2691 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Paul Forster Manual Posting	N	0
12	Indeed.com	N	21
13	James Madison University MSC 1016 Harrisonburg, Virginia 22807 Phone : 540-568-7379 Url : <a href="https://jmu-csm.symplicity.com/employers/?signin_t">https://jmu-csm.symplicity.com/employers/?signin_t</a> Denise Meadows Manual Posting	N	0
14	Liberty University 1971 University Blvd Lynchburg, Virginia 24515 Phone : 434-592-4194 Url : <a href="http://www.liberty.edu/career">http://www.liberty.edu/career</a> Clinton Melton Manual Posting	N	0
15	Linked In	N	22
16	LinkedIn 1000 W. Maude Ave Sunnyvale, California . . Manual Posting	N	0

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17	Longwood University 201 High St Farmville, Virginia 23909 Phone : 434-395-2063 Lynn Estes Manual Posting	N	0
18	Medialine.com 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:art@mediarecruiter.com">art@mediarecruiter.com</a> Rich Everitt	N	0
19	New River Community College 5251 State Rd 373 Dublin, Virginia 24084 Phone : 540-674-3609 Email : <a href="mailto:gsalerno@nr.edu">gsalerno@nr.edu</a> Glenda Salerno	N	0
20	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	22
21	Professional/Industry Trade Organization	N	1
22	Radford University 801 E Main St Radford, Virginia 24142 Phone : 540-831-6528 Url : <a href="https://www.myinterfase.com/radford/employer">https://www.myinterfase.com/radford/employer</a> Carolyn Sutphin Manual Posting	N	0
23	Randolph College 2500 Rivermont Ave Lynchburg, Virginia 24503 Phone : 434-947-8000 Email : <a href="mailto:cdcinfo@randolphcollege.edu">cdcinfo@randolphcollege.edu</a> Christine Harriger	N	0
24	Re-hire	N	1

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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>
25	Roanoke College 221 College Lane Salem, Virginia 24153 Phone : 540-375-2500 Url : <a href="https://www.myinterfase.com/roanoke/employer">https://www.myinterfase.com/roanoke/employer</a> Email : <a href="mailto:careers@roanoke.edu">careers@roanoke.edu</a> Toni McLawhorn	N	0
26	Sweet Briar College 134 Chapel Road Sweet Briar, Virginia 24595 Phone : 434-381-6151 Email : <a href="mailto:careerservices@sbc.edu">careerservices@sbc.edu</a> Wayne Stark	N	0
27	TVjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Tvjobs Tvjobs Manual Posting	N	0
28	TVJobs.com	N	3
29	Virginia Association of Broadcasters 250 West Main St Suite 100 Charlottesville, Virginia 22902 Phone : 804-254-3613 Url : <a href="http://www.vabonline.com/membership/login/">http://www.vabonline.com/membership/login/</a> Christina Sandridge Manual Posting	N	0
30	Virginia Commonwealth University 907 Floyd Avenue Room 143 Richmond, Virginia Danielle Pearles Manual Posting	N	0
31	Virginia Military Institute 319 Letcher Ave Lexington, Virginia 24450 Url : <a href="http://app.joinhandshake.com">app.joinhandshake.com</a> Sara Blake Manual Posting	N	0

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32	Virginia Tech 870 Washington St. SW Blacksburg, Virginia 24061 Phone : 540-231-8079 Url : <a href="https://www.myinterfase.com/vt/employer">https://www.myinterfase.com/vt/employer</a> Jim Henderson Manual Posting	N	0
33	Virginia Western Community College 3095 Colonial Ave Roanoke, Virginia 24015 Phone : 540-857-6325 Url : <a href="http://www.virginiawestern.edu/careercenter/jobban">http://www.virginiawestern.edu/careercenter/jobban</a> Rhonda Purdue Manual Posting	N	0
34	VirginiaFirst.com/WFXRTV.com 5305 Valleepark Drive, Suite 1 Roanoke, Virginia 24019 Phone : 5405129002 Monica Taylor Manual Posting	N	10
35	Washington & Lee University 204 West Washington Street Lexington, Virginia 24450 Url : <a href="http://app.joinhandshake.com">app.joinhandshake.com</a> Molly Steele Manual Posting	N	0
36	WFXR 5305 Valley Park Drive Suite 1 Roanoke, Virginia 24019 Phone : 540-512-9002 Monica Taylor Manual Posting	N	5
37	WWCW 5305 Valley Park Drive Suite 1 Roanoke, Virginia 24019 Phone : 540-512-9002 Monica Taylor Manual Posting	N	0

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38	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>106</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	10/16/2019	Participation in events or programs sponsored by educational institutions	<p>The SEU has an established job shadow 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 three (3) students from Salem High School during the 2019 Fall Semester.</p>	2	News Director Production Manager
2	10/18/2019	Participation in Job Fairs	The SEU participated in the Multimedia Career & Internship Fair hosted by Virginia Tech. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	Production Manager Assistant News Director Creative Services Director
3	12/15/2019	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 two (2) interns from Virginia Tech during the 2019 Fall semester, and one (1) intern from Shenandoah University during the 2019 Summer Semester.</p>	2	News Director
4	2/19/2020	Participation in Job Fairs	The SEU participated in the Career/Internship Fair hosted by Roanoke College. SEU personnel were able to meet with students and discuss internship opportunities and vacancies at the Stations and in the broadcasting industry.	1	HR/Business Administrator
5	3/5/2020	Participation in Job Fairs	The SEU participated in the Career Fair hosted by Liberty University. SEU personnel were able to meet with students and discuss internships and vacancies at the Stations and in the broadcasting industry.	3	Production Manager Digital Content Manger Web Producer

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6	3/30/2020	Establishment of training programs for station personnel	The SEU has an established training program designed to allow employees to gain knowledge and skills that would enable them to further their career.  There were ten (10) participants during the reporting term.	2	Production Manager News Director
7	5/13/2020	Provision of training to management	The SEU conducted a mandatory training for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	7	General Manager News Director General Sales Manager Creative Services Director