

WFXR and WWCW EEO PUBLIC FILE REPORT

June 1, 2020 - May 31, 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-4, 6-9, 12-20, 22-25, 27-36	14
Creative Services Director	1-8, 10, 12-20, 22-25, 27-36	10
Digital Executive Producer	1-4, 6-8, 12-13, 15-20, 22-36	20
Digital Sales Coordinator	1-10, 12-20, 22-25, 27-36	10
General Manager	1-8, 10, 12-20, 22-25, 27-36	10
Multimedia Journalist	1-8, 11-13, 15-25, 27-36	11
News Anchor	1-9, 11-13, 15-20, 22-25, 27-36	11
News Director	1-8, 12-20, 22-25, 27-36	14
News Producer	1-20, 22-25, 27-36	9
News Producer	1-20, 22-25, 27-36	10
News Producer	1-20, 22-25, 27-36	14
News Producer	1-20, 22-25, 27-36	11
Research Coordinator	1-4, 6-9, 12-13, 15-20, 22-25, 27-36	9
Technical Director	1-10, 12-13, 15-20, 22-25, 27-36	10

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Averett University 420 W Main St Danville, Virginia 24541 Phone : 434-791-5629 Url : app.joinhandshake.com Angie McAdams Manual Posting	N	0
2	Bridgewater College 402 E College St. Bridgewater, Virginia 22812 Phone : 540-828-5369 Url : app.joinhandshake.com Sherry Talbott Manual Posting	N	0
3	Central Virginia Community College 3506 Wards Road Lynchburg, Virginia 24502 Phone : 434-832-7689 Url : College Central Sarah Jarrett Manual Posting	N	0
4	Danville Community College 1008 S Main St. Danville, Virginia 24541 Phone : 434-797-8573 Email : goalcenter@dcc.vccs.edu Chadrick Younger	N	0
5	Employee Referral	N	16
6	Ferrum College 215 Ferrum Mountain Rd Ferrum, Virginia 24088 Phone : 540-365-4460 Email : lholden@ferrum.edu Leslie Holden	N	0
7	Hampden-Sydney College 172 Via Sacra Farmville, Virginia 24019 Casey Tharpe Manual Posting	N	0

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8	Hollins University 7916 Williamson Road Roanoke, Virginia 24019 Url : app.joinhandshake.com Andrea Martin Manual Posting	N	0
9	Indeed.com	N	18
10	Internal Promotion	N	5
11	Intracompany Transfer	N	3
12	James Madison University MSC 1016 Harrisonburg, Virginia 22807 Phone : 540-568-7379 Url : https://jmu-csm.symplicity.com/employers/?signin_t Denise Meadows Manual Posting	N	0
13	Liberty University 1971 University Blvd Lynchburg, Virginia 24515 Phone : 434-592-4194 Url : http://www.liberty.edu/career Clinton Melton Manual Posting	N	0
14	Linked In	N	20
15	Longwood University 201 High St Farmville, Virginia 23909 Phone : 434-395-2063 Lynn Estes Manual Posting	N	0
16	Medialinetalent.com 2515 Sparrow Crest Dr Katy, Texas 77494 Phone : 913-217-0685 Url : http://www.medialinetalent.com Rick . Manual Posting	N	0

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17	NAACP - Lynchburg 805 15th Street, Suite B Lynchburg, Virginia 24504 Email : NAACPLynchburg@gmail.com rev. Dr. Carl Hutcherson	N	0
18	NAACP - Montgomery County, Radford & Floyd P.O. Box 6044 Christiansburg, Virginia 24073 Email : info@mrfnaacp.org Deborah Travis	N	0
19	NAACP - Roanoke P.O. Box 12362 Roanoke, Virginia 24025 Brenda Hale Manual Posting	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	7
21	Professional/Industry Trade Organization	N	1
22	Radford University 801 E Main St Radford, Virginia 24142 Phone : 540-831-6528 Url : https://www.myinterfase.com/radford/employer Carolyn Sutphin Manual Posting	N	0
23	Randolph College 2500 Rivermont Ave Lynchburg, Virginia 24503 Phone : 434-947-8000 Email : cdcinfo@randolphcollege.edu Christine Harriger	N	0
24	Roanoke College 221 College Lane Salem, Virginia 24153 Phone : 540-375-2500 Url : app.joinhandshake.com Toni McLawhorn Manual Posting	N	0

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25	Sweet Briar College 134 Chapel Road Sweet Briar, Virginia 24595 Phone : 434-381-6151 Email : careerservices@sbc.edu Wayne Stark	N	0
26	TVJobs.com	N	1
27	Virginia Association of Broadcasters 250 West Main St Suite 100 Charlottesville, Virginia 22902 Phone : 804-254-3613 Url : http://www.vabonline.com/membership/login/ Christina Sandridge Manual Posting	N	0
28	Virginia Commonwealth University 907 Floyd Avenue Room 143 Richmond, Virginia Danielle Pearles Manual Posting	N	0
29	Virginia Military Institute 319 Letcher Ave Lexington, Virginia 24450 Url : app.joinhandshake.com Sara Blake Manual Posting	N	0
30	Virginia Tech 870 Washington St. SW Blacksburg, Virginia 24061 Phone : 540-231-8079 Url : https://www.myinterfase.com/vt/employer Jim Henderson Manual Posting	N	0
31	Virginia Western Community College 3095 Colonial Ave Roanoke, Virginia 24015 Phone : 540-857-6325 Url : http://www.virginiawestern.edu/careercenter/jobban Rhonda Purdue Manual Posting	N	0

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32	VirginiaFirst.com/WFXRTV.com 5305 Valleypark Drive, Suite 1 Roanoke, Virginia 24019 Phone : 5405129002 Monica Taylor Manual Posting	N	0
33	Washington & Lee University 204 West Washington Street Lexington, Virginia 24450 Url : app.joinhandshake.com Molly Steele Manual Posting	N	0
34	WFXR 5305 Valley Park Drive Suite 1 Roanoke, Virginia 24019 Phone : 540-512-9002 Monica Taylor Manual Posting	N	0
35	WWCW 5305 Valley Park Drive Suite 1 Roanoke, Virginia 24019 Phone : 540-512-9002 Monica Taylor Manual Posting	N	0
36	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			71

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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	2/24/2021	Participation in Job Fairs	The SEU participated at the Radford University Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	5	News Director Chief Engineer General Sales Manager Director of Creative Services
2	3/18/2021	Participation in Job Fairs	The SEU participated at the University of Lynchburg career fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcast industry.	5	News Director General Sales Manager Digital Sales Manager Director of Creative Services
3	3/23/2021	Participation in Job Fairs	The SEU participated at the Liberty University career fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	5	News Director General Sales Manager Digital Sales Manager Director of Creative Services
4	4/1/2021	Participation in Job Fairs	The SEU participated at the Scripps College Communication Spring Career Fair. SEU personnel were able to discuss vacancies at the Stations and in the broadcasting Industry.	5	News Director General Sales Manager Digital Sales Manager Director of Creative Services
5	5/10/2021	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 one (1) intern from Virginia Tech and one (1) intern from Canisius College during the 2020 Summer Semester and one (1) intern from Radford University during the 2021 Spring Semester.</p>	2	News Director Director Creative Services