

# WFXR, WWCW

## EEO PUBLIC FILE REPORT

**June 1, 2021 - May 31, 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
Multimedia Journalist	1-2, 4-5, 7-10, 13, 15-26, 28-37	16
Weekend Anchor/MMJ	1-5, 7-9, 13, 15-26, 28-37	3
Commercial Producer	1-10, 13, 15-26, 28-37	10
Creative Services Director	1-2, 4-9, 13, 15-26, 28-37	16
Production Assistant	1-2, 4-5, 7-11, 13, 15-26, 28-37	11
Technical Director	1-2, 4-11, 13, 15, 17-26, 28-37	11
Multimedia Journalist	1-2, 4-5, 7-10, 13, 15-26, 28-37	16
Multimedia Journalist	1-2, 4-5, 7-10, 13, 15-26, 28-37	10
News Producer	1-2, 4-5, 7-10, 13-15, 17-26, 28-37	14
News Producer	1-2, 4-5, 7-10, 13-15, 17-26, 28-37	10
Technical Director	1-2, 4-5, 7-11, 13, 15-26, 28-37	11
Production Assistant	1-2, 4-5, 7-10, 13, 15-26, 28-37	10
Production Assistant	1-2, 4-5, 7-10, 13, 15-26, 28-37	16
Production Assistant	1-2, 4-5, 7-10, 13, 15-26, 28-37	10
Production Assistant	1-2, 4-5, 7-10, 13, 15-26, 28-37	16
Technical Director	1-2, 4-9, 11, 13, 15-26, 28-37	11
Technical Director	1-2, 4-9, 11, 13, 15-26, 28-37	11
News Anchor	1-2, 4-9, 13, 15-37	6
Production Manager	1-2, 4-9, 11, 13, 15, 17-26, 28-37	11
Multimedia Journalist	1-2, 4-5, 7-10, 13, 15-26, 28-37	10
Account Executive	1-9, 13-26, 28-37	6
Multimedia Journalist	1-2, 4-5, 7-10, 13, 15-26, 28-37	16
News Photographer	1-2, 4-10, 13, 15-26, 28-37	10
General Sales Manager	1-2, 4-10, 12-13, 15-26, 28-37	12
Weekend Anchor/Reporter	1-2, 4-5, 7-9, 11, 13, 15-26, 28-37	11

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Production Assistant	1-5, 7-11, 13, 15-26, 28-37	11

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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	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	CareerBuilder.com	N	4
4	Central Virginia Community College 3506 Wards Road Lynchburg, Virginia 24502 Phone : 434-832-7689 Url : College Central Sarah Jarrett Manual Posting	N	0
5	Danville Community College 1008 S Main St. Danville, Virginia 24541 Phone : 434-797-8573 Email : goalcenter@dcc.vccs.edu Chadrick Younger	N	0
6	Employee Referral	N	12
7	Ferrum College 215 Ferrum Mountain Rd Ferrum, Virginia 24088 Phone : 540-365-4460 Email : lholden@ferrum.edu Leslie Holden	N	0
8	Hampden-Sydney College 172 Via Sacra Farmville, Virginia 24019 Casey Tharpe Manual Posting	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
9	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
10	Indeed.com	N	33
11	Internal Promotion	N	8
12	Intracompany Transfer	N	1
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	Job Fair	N	3
15	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
16	Linked In	N	45
17	Longwood University 201 High St Farmville, Virginia 23909 Phone : 434-395-2063 Lynn Estes Manual Posting	N	0
18	Medialinetalent.com 2515 Sparrow Crest Dr Katy, Texas 77494 Phone : 913-217-0685 Url : <a href="http://www.medialinetalent.com">http://www.medialinetalent.com</a> Email : <a href="mailto:info@reelmediagroup.com">info@reelmediagroup.com</a> Rich Everitt	N	0

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19	NAACP - Lynchburg 805 15th Street, Suite B Lynchburg, Virginia 24504 Email : NAACPLynchburg@gmail.com rev. Dr. Carl Hutcherson	N	0
20	NAACP - Montgomery County, Radford & Floyd P.O. Box 6044 Christiansburg, Virginia 24073 Email : info@mrfnaacp.org Deborah Travis	N	0
21	NAACP - Roanoke P.O. Box 12362 Roanoke, Virginia 24025 Brenda Hale Manual Posting	N	0
22	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	3
23	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
24	Randolph College 2500 Rivermont Ave Lynchburg, Virginia 24503 Phone : 434-947-8000 Email : cdcinfo@randolphcollege.edu Christine Harriger	N	0
25	Roanoke College 221 College Lane Salem, Virginia 24153 Phone : 540-375-2500 Url : <a href="http://app.joinhandshake.com">app.joinhandshake.com</a> Toni McLawhorn 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>
26	Sweet Briar College 134 Chapel Road Sweet Briar, Virginia 24595 Phone : 434-381-6151 Email : careerservices@sbc.edu Wayne Stark	N	0
27	TVJobs.com	N	1
28	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
29	Virginia Commonwealth University 907 Floyd Avenue Room 143 Richmond, Virginia Danielle Pearles Manual Posting	N	0
30	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
31	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
32	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

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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	WFXRTV.com 5305 Valleepark Drive, Suite 1 Roanoke, Virginia 24019 Phone : 5405129002 Monica Taylor Manual Posting	N	6
36	WWCW 5305 Valley Park Drive Suite 1 Roanoke, Virginia 24019 Phone : 540-512-9002 Monica Taylor Manual Posting	N	0
37	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>116</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 job banks, internet programs and other programs designed to promote outreach	The SEU regularly disseminates job vacancy notices, including upper-level positions, to the Virginia Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	Business Administrator
2	6/7/2021	Establishment of an intern program designed to assist members of the community	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.  The SEU hosted one (1) intern from Roanoke College for the 2021 Summer Semester and one (1) intern from Virginia Western Community College for the 2021 Summer Semester.	2	News Director Creative Services Director
3	10/15/2021	Participation in Job Fairs	The SEU participated in the Virginia Tech Multimedia Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	News Director General Sales Manager Creative Services Director
4	11/9/2021	Participation in Job Fairs	The SEU participated virtually in the Liberty University Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	4	News Director General Sales Manager Chief Engineer Creative Services Director
5	2/17/2022	Participation in Job Fairs	The SEU participated virtually in the Radford University Spring Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	4	News Director Creative Services Director Digital Sales Manager Local Sales Manager
6	2/24/2022	Participation in Job Fairs	The SEU participated in the Averett University Spring Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director



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7	4/5/2022	Participation in Job Fairs	The SEU participated virtually in the Liberty University Spring Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	4	News Director Creative Services Director Chief Engineer Local Sales Manager
8	4/15/2022	Participation in events or programs sponsored by educational institutions	The SEU participated in Commpass: Navigate Your Future sponsored by The School of Communications at Virginia Tech. SEU personnel were able to network with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
9	5/11/2022	Provision of training to management	The SEU conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, documentation retention and hiring procedures.	10	News Director Creative Services Director General Manager General Sales Manager