

WFXR, WWCW
EEO PUBLIC FILE REPORT
June 1, 2017 - May 31, 2018

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
Technical Director	1-2, 4-7, 10-15, 17-26	18
Multimedia Journalist	1-2, 4-8, 11, 14, 17-26	8
Multimedia Journalist	1-2, 4-8, 11, 14, 17-26	6
Producer	1-7, 9, 11, 14, 17-26	9
Sports Reporter	9, 18, 25-26	18
Assistant Chief Engineer	6, 8, 13, 18, 20, 23-26	6
Sales Assistant	8, 18, 23-26	18
Account Executive	1-2, 4-8, 14, 17-18, 21, 23-26	8
Account Executive	1-2, 4-8, 14, 17-18, 21, 23-26	6
Account Executive	1-2, 4-8, 14, 17-18, 21, 23-26	8
Producer	1-2, 4-7, 14, 17-18, 25-26	6
Technical Director	8, 13, 18, 21, 25-26	18
Technical Director	8, 13, 18, 21, 25-26	8
Technical Director	8, 13, 18, 21, 25-26	8
Production Manager	8, 13, 16, 18, 25-26	16
Account Executive	6, 8, 18, 21, 25-26	6
Technical Director	8, 18, 21, 25-26	18

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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	American National University 1813 E Main St Salem, Virginia 24153 Phone : 540-444-4188 Kristal Bushong Manual Posting	N	0
2	Averett University 420 W Main St Danville, Virginia 24541 Phone : 800-448-5233 Petrina Carter Manual Posting	N	0
3	CareerBuilder.com	N	1
4	Central Virginia Community College 3506 Wards Road Lynchburg, Virginia 24502 Phone : 434-832-7805 Susan Rush Manual Posting	N	0
5	Danville Community College 1008 S Main St. Danville, Virginia 24541 Phone : 434-797-8520 Angie McAdams Manual Posting	N	0
6	Employee Referral	N	11
7	Ferrum College 215 Ferrum Mountain Rd Ferrum, Virginia 24088 Phone : 540-365-2121 Rol Walters Manual Posting	N	0
8	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 6901 Phone : 203-328-2691 Url : http://www.indeed.com Paul Forster Manual Posting	N	18
9	Indeed.com	N	3
10	Internal Promotion	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	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
12	Job Fair	N	1
13	LinkedIn 1000 W. Maude Ave Sunnyvale, California Manual Posting	N	1
14	Longwood University 201 High St Farmville, Virginia 23909 Phone : 434-395-2063 Lynn Estes Manual Posting	N	0
15	Medialine.com 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Email : art@mediarecruiter.com Rich Everitt	N	0
16	Monster	N	1
17	New River Community College 5251 State Rd 373 Dublin, Virginia 24084 Phone : 540-674-3609 Glenda Salerno Manual Posting	N	0
18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	16

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19	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
20	TVjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Tvjobs Tvjobs Manual Posting	N	2
21	Virginia Association of Broadcasters 250 West Main St Suite 100 Charlottesville, Virginia 22902 Phone : 804-254-3613 Url : http://www.vabonline.com/membership/login/ Stephen Hayes Manual Posting	N	0
22	Virginia Commonwealth University 907 Floyd Avenue Room 143 Richmond, Virginia Danielle Pearles Manual Posting	N	0
23	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
24	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	WFXR 5305 Valley Park Drive Suite 1 Roanoke, Virginia 24019 Phone : 540-512-9002 Monica Taylor Manual Posting	N	1
26	WWCW 5305 Valley Park Drive Suite 1 Roanoke, Virginia 24019 Phone : 540-512-9002 Monica Taylor 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	8/14/2017	Participation in events or programs sponsored by educational institutions	WFXR formed a partnership with the TV Production class at Franklin County High School to broadcast high school football games on air. WFXR's Commercial Producer met with the students to discuss the elements required to produce a broadcast quality program in addition to providing continual feedback of their programs.	4	General Manager Chief Engineer Creative Services Director Commercial Producer
2	10/12/2017	Provision of training to management	WFXR's General Manager attended the October 2017 Virginia Association of Broadcaster's State Leadership Conference, during which attendees discussed state radio and TV issues, including EEO regulations and job bank opportunities.	1	VP/General Manager
3	10/25/2017	Participation in events or programs sponsored by educational institutions	On October 25, 2017, WFXR hosted a high school student for job shadowing day in conjunction with Salem-Roanoke County Chamber of Commerce and Junior Achievement. The student observed the news editorial meeting and a live newscast production and went out on a ride along for a field assignment.	2	V/P GM News Director
4	12/12/2017	Participation in events sponsored by community groups	WFXR's Vice President/General Manager, Director of Sales and Creative Services Director attended the Virginia Association of Broadcasters regional meeting at the Hotel Roanoke on December 12.	5	General Manager Director of Sales Creative Services Director
5	2/26/2018	Participation in events sponsored by community groups	In February 2018, WFXR's General Manager participated in the Virginia Association of Broadcaster's board meeting.	1	General Manager
6	2/28/2018	Provision of training to management	WFXR's management team received online training in the areas of anti-harassment and non-discrimination. At the conclusion of the training courses, the Vice President and General Manager led a discussion and follow-up session with the management team to reinforce the training material.	9	Production Manager Chief Engineer News Director Sales Managers

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7	3/15/2018	Participation in events or programs sponsored by educational institutions	On March 15, 2018, WFXR's Chief Meteorologist spoke to kids at Smith Mountain Lake Elementary School about careers in broadcasting and meteorology.	1	Chief Meteorologist
8	3/18/2018	Participation in events or programs sponsored by educational institutions	On March 18, 2018, WFXR's Chief Meteorologist spoke to members of the Virginia Tech chapter of the National Weather Association where he discussed meteorology and broadcasting.	1	Chief Meteorologist
9	3/19/2018	Participation in Job Fairs	WFXR's HR Coordinator attended an internship fair at Roanoke College to disseminate internship opportunity information to the Roanoke College community.	1	HR Coordinator
10	3/20/2018	Participation in events or programs sponsored by educational institutions	WFXR's Chief Meteorologist spoke to students at William Fleming High School about broadcast careers and meteorology.	1	Chief Meteorologist
11	3/22/2018	Participation in events sponsored by community groups	On March 22, 2018, WFXR General Manager attended the Virginia Association of Broadcaster's regional meeting in Harrisonburg, Virginia.	1	General Manager
12	3/27/2018	Participation in events or programs sponsored by educational institutions	March 27, 2018 WFXR's Chief Meteorologist spoke at the Virginia Tech Red Cross Club meeting where he discussed broadcasting and meteorology.	1	Chief Meteorologist
13	4/9/2018	Participation in events or programs sponsored by educational institutions	WFXR's Lifestyle Host attended a career fair on April 9, 2018 at Hurt Park Elementary School where she talked to the students about careers in broadcasting.	1	Lifestyle Host
14	4/16/2018	Establishment of a mentoring program	WFXR implemented a mentoring program that is designed to help guide and assist new reporters in their training and development by pairing them to work one-on-one with one of our senior anchors.	4	Morning Co-Anchors Evening Co-Anchors
15	4/17/2018	Participation in Job Fairs	WFXR participated in a job fair at Virginia Western Community College. The HR Coordinator attended the job fair and discussed current job openings and our internship program.	1	HR Coordinator

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16	5/1/2018	Participation in Job Fairs	WFXR participated in the Roanoke Career and Lifestyle Fair presented by the cities of Roanoke and Salem and the counties of Roanoke and Botetourt. The career fair was attended by our Chief Engineer, Production Manager, Digital Sales Manager and the HR Coordinator. WFXR ran a story about the job fair and promoted it online.	4	Chief Engineer Production Manager Digital Sales Manager HR Coordinator
17	5/15/2018	Establishment of an intern program designed to assist members of the community	WFXR has an established internship program. WFXR hosted one intern from Virginia Tech during the Summer 2017 semester. WFXR hosted one intern from Emory & Henry College during the Summer 2017 semester. WFXR hosted one intern from Virginia Commonwealth University during the Summer 2017 semester. WFXR hosted one intern from Hollins University during the Summer 2017 semester. WFXR hosted two interns from Virginia Tech Fall 2017 semester. WFXR hosted one intern from Hollins University during the January 2018 term.	3	Production Manager Sports Director Assignment Manager
18	5/15/2018	Listing of each upper-level category opening in a job bank or newsletter	WFXR posted the news director opening in Rick Gever's & Associates newsletter that list upper level news management positions.	1	
19	5/16/2018	Participation in Job Fairs	On May 16, 2018, WFXR's HR Coordinator attended a job fair at Central Virginia Community College – Bedford Campus. WFXR co-sponsored the job fair with the Bedford Chamber of Commerce. WFXR news aired a story regarding the job fair and it was promoted online and on air.	1	HR Coordinator
20	5/16/2018	Co Sponsoring Job Fair	WFXR was a co sponsor of the Bedford Chamber of Commerce Annual Spring Job Fair on 5/16/18 held at Central Virginia Community College - Bedford Campus. WFXR promoted the job fair on-air and online.	1	HR Coordinator

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21	5/21/2018	Establishment of training programs for station personnel	WFXR has an established training program in place for employees to acquire new skills for career advancement. As a result, WFXR promoted 10 employees during this reporting period. Promotions include the following positions: Chief Engineer, IT/Broadcast Engineer, Technical Directors (3), Commercial Producer, Main Anchor, Multi-media Journalist (2), Production/Promotions	1	