

WFXR, WWCW
EEO PUBLIC FILE REPORT

June 1, 2018 - May 31, 2019

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
News Producer	2-7, 10, 16-17, 25, 27-29	7
News Director	7, 10, 12, 15-19, 23, 25, 28-29	12
Multimedia Journalist	10, 13, 16, 18, 24-29	18
Sports Reporter/Anchor	10, 14, 16, 18, 24-29	24
Sports Director	10-11, 16, 24-26, 28-29	11
News Anchor	10, 16, 24-25, 27-29	24
Production Assistant	1, 10, 14, 16-18, 24-29	24
Production Assistant	1, 10, 14, 16-18, 24-29	18
Technical Director	8-10, 16, 20, 25-29	10
Multimedia Journalist	8, 10, 16, 20, 24-29	24
Account Executive	7, 10, 16, 25-29	7
Account Executive	7, 10, 16, 25-29	7
General Sales Manager	10-11, 15, 17-18, 21-23, 25, 28-29	11

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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	Advertisement-Print	N	1
2	American National University 1813 E Main St Salem, Virginia 24153 Phone : 540-444-4188 Kristal Bushong Manual Posting	N	0
3	Averett University 420 W Main St Danville, Virginia 24541 Phone : 800-448-5233 Petrina Carter Manual Posting	N	0
4	Bridgewater College 402 E College St. Bridgewater, Virginia 22812 Phone : 540-828-5369 Url : http://www.collegecentral.com/bridgewater Sherry Talbott Manual Posting	N	0
5	Central Virginia Community College 3506 Wards Road Lynchburg, Virginia 24502 Phone : 434-832-7805 Susan Rush Manual Posting	N	0
6	Danville Community College 1008 S Main St. Danville, Virginia 24541 Phone : 434-797-8520 Angie McAdams Manual Posting	N	0
7	Employee Referral	N	6
8	Ferrum College 215 Ferrum Mountain Rd Ferrum, Virginia 24088 Phone : 540-365-2121 Rol Walters Manual Posting	N	0
9	GlassDoor	N	1

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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
10	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 6901 Phone : 203-328-2691 Url : http://www.indeed.com Paul Forster Manual Posting	N	16
11	Internal Promotion	N	2
12	Intracompany Transfer	N	1
13	Job Fair	N	1
14	Linked In	N	2
15	LinkedIn 1000 W. Maude Ave Sunnyvale, California . Manual Posting	N	1
16	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
17	Nexstar's Facebook Page	N	7
18	Professional/Industry Trade Organization	N	5
19	Rick Gevers Weekly Newsletter 355 E. Ohio Street #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Url : http://www.rickgevers.com Email : rick@rickgevers.com Rick Gevers	N	0
20	Roanoke College 221 College Lane Salem, Virginia 24153 Phone : 540-375-2500 Url : https://www.myinterfase.com/roanoke/employer Toni McLawhorn 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
21	Spots N Dots 1635 Old Highway 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 . Manual Posting	N	0
22	TV NewsCheck 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Patty Hersh Manual Posting	N	0
23	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	1
24	TVJobs.com	N	7
25	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
26	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
27	VirginiaFirst.com 5305 Valleypark Drive, Suite 1 Roanoke, Virginia 24019 Monica Taylor Manual Posting	N	0

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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
28	WFXR 5305 Valley Park Drive Suite 1 Roanoke, Virginia 24019 Phone : 540-512-9002 Monica Taylor Manual Posting	N	6
29	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:			57

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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	8/24/2018	Participation in events or programs sponsored by educational institutions	The SEU collaborates with Franklin County High School and students participating in its TV Production classes. SEU personnel discuss operation and production matters and provides feedback on student created productions.	4	General Manager Production Manager Chief Engineer Commercial Producer
2	10/12/2018	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.	2	Production Manager HR Coordinator
3	10/17/2018	Participation in events or programs sponsored by educational institutions	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. The SEU hosted 3 students during the reporting term.	1	Production Manager News Director
4	12/4/2018	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly posts upper level category openings with Spots n Dots and TV News Check. These recruiting sources are media trade job banks which include participation of women and minorities.	1	General Manager
5	2/13/2019	Co Sponsoring Job Fair	The SEU, along with several southwest regional educational institutions, co-sponsored a job fair. The SEU provided advertising resources. SEU personnel were able to meet with students to discuss internships opportunities and vacancies at the station(s) and in the broadcasting industry.	5	Production Manager Local Sales Manager Chief Engineer Digital Sales Manager
6	2/24/2019	Participation in scholarship programs	The SEU participates in the Virginia Association of Broadcaster's Internship Scholarship program. The SEU also hosted a recent scholarship recipient for a summer internship.	1	News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	2/25/2019	Participation in events sponsored by community groups	SEU personnel attended the Virginia Association of Broadcasters State Leadership conference, which included sessions regarding EEO regulations and dissemination opportunities.	2	General Manager News Director
8	4/12/2019	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 eight (8) participants during the reporting term.	8	General Manager Production Manager News Director Creative Services Director
9	5/14/2019	Participation in Job Fairs	The SEU participated in the Bedford Area Chamber Spring Job Fair hosted at the Central Virginia Community College. SEU personnel met with potential job applicants.	3	News Director Chief Engineer Creative Services Manager