

WFXR, WWCW

EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

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
Production Assistant	1-2, 4-5, 7-8, 10-11, 13-22, 24-25, 27-29, 33-34, 36-41	11
Morning Anchor	1-2, 4-5, 7-8, 10, 12-14, 16-22, 24-25, 27-29, 33-34, 36-41	12
Multimedia Journalist	1-5, 7-25, 27-41	12
Production Assistant	1-2, 4-5, 7-8, 10-11, 13-22, 24-25, 27-29, 33-34, 36-41	15
Production Assistant	1-2, 4-5, 7-8, 10-11, 13-22, 24-25, 27-29, 33-34, 36-41	15
Production Assistant	1-2, 4-5, 7-8, 10-11, 13-22, 24-25, 27-29, 33-34, 36-41	11
Chief Meteorologist	1-2, 4-8, 10, 13-14, 16-22, 24-25, 27-29, 33-34, 36-41	6
Account Executive	1-2, 4-5, 7-8, 10-11, 13-22, 24-25, 27-29, 33-34, 36-41	21
Digital Content Producer	3, 9, 11, 15, 17-21, 23-24, 26-28, 30-32, 35, 41	21
News Producer	3, 6, 9, 11-12, 15, 17-21, 23-24, 26-28, 30-32, 35, 41	6
Outside Account Executive/Multimedia Consultant	9, 11, 15, 17-21, 23-24, 26-28, 30-32, 35, 41	11

Nexstar did not actively distribute job vacancy notices to CareerBuilder, Indeed.com, and LinkedIn. However, said sources reposted some, but not all of the SEU's www.Nexstar.tv job vacancy notices without Nexstar's knowledge.

On June 1, 2023, the SEU deleted twelve (12) historical recruiting sources.

DELETED sources: RS#1/Averett University, RS#2/Bridgewater College, RS#4/Central Virginia Community College, RS#5/Danville Community College, RS#7/Ferrum College, RS#8/Hampden-Sydney College, RS#10/Hollins University, RS#13/James Madison University, RS#14/Liberty University, RS#16/Longwood University, RS#22/Radford University, and RS#25/Roanoke College.

On June 2, 2023, the SEU deleted eight (8) historical recruiting sources and added seven (7) new sources.

DELETED sources: RS#29/Virginia Commonwealth University, RS#33/Virginia Military Institute, RS#34/Virginia Tech, RS#36/Virginia Western Community College, RS#37/Washington and Lee University, RS#38/WFXR, RS#39/WFXRTV.com, and RS#40/WWCW.

ADDED sources: RS#9/Handshake, RS#23/Radford University, RS#26/Roanoke College, RS#30/Virginia Community Colleges Consortium, RS#31/Virginia DARS, RS#32/Virginia Employment Commission, and RS#35/Virginia Tech.

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Outside Account Executive/Multimedia Consultant	9, 11, 15, 17-21, 23-24, 26-28, 30-32, 35, 41	21
Production Manager	9, 11, 15, 17-21, 23-24, 26-28, 30-32, 35, 41	15
News Director	9, 12, 17-21, 23-24, 26-28, 30-32, 35, 41	12
National Sales and Traffic Coordinator	9, 11-12, 15, 17-21, 23-24, 26-28, 30- 32, 35, 41	12
Administrative Assistant - Sales and Digital	9, 11, 15, 17-21, 23-24, 26-28, 30-32, 35, 41	15
Administrative Assistant - Sales and Digital	9, 11, 15, 17-21, 23-24, 26-28, 30-32, 35, 41	11
Morning / Noon Anchor	9, 11-12, 15, 17-21, 23-24, 26-28, 30- 32, 35, 41	12
Production Assistant	9, 12, 15, 17-21, 23-24, 26-28, 30-32, 35, 41	21
Production Assistant	9, 12, 15, 17-21, 23-24, 26-28, 30-32, 35, 41	12
Production Assistant	9, 12, 15, 17-21, 23-24, 26-28, 30-32, 35, 41	21
Sports Anchor/Reporter	9, 12, 15, 17-21, 23-24, 26-28, 30-32, 35, 41	12

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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	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	2
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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9	Handshake . San Francisco, California Phone : . Url : app.joinhandshake.com .. Manual Posting	N	0
10	Hollins University 7916 Williamson Road Roanoke, Virginia 24019 Url : app.joinhandshake.com Andrea Martin Manual Posting	N	0
11	Indeed.com	N	29
12	Internal Promotion	N	9
13	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
14	Liberty University 1971 University Blvd Lynchburg, Virginia 24515 Phone : 434-592-4194 Url : http://www.liberty.edu/career Clinton Melton Manual Posting	N	0
15	Linked In	N	30
16	Longwood University 201 High St Farmville, Virginia 23909 Phone : 434-395-2063 Lynn Estes Manual Posting	N	0

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17	Medialinetalent.com 2515 Sparrow Crest Dr Katy, Texas 77494 Phone : 913-217-0685 Url : http://www.medialinetalent.com Email : info@reelmediagroup.com Rich Everitt	N	0
18	NAACP - Lynchburg 805 15th Street, Suite B Lynchburg, Virginia 24504 Email : NAACPLynchburg@gmail.com rev. Dr. Carl Hutcherson	N	0
19	NAACP - Montgomery County, Radford & Floyd P.O. Box 6044 Christiansburg, Virginia 24073 Email : info@mrfnaacp.org Deborah Travis	N	0
20	NAACP - Roanoke P.O. Box 12362 Roanoke, Virginia 24025 Brenda Hale Manual Posting	N	0
21	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	23
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	Radford University P.O. Box 6901 Radford, Virginia Url : www.radford.edu Email : csutphin@radford.edu Carolyn Sutphin	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
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 : app.joinhandshake.com Toni McLawhorn Manual Posting	N	0
26	Roanoke College 221 College Lane Salem, Virginia 24153 Phone : 540-375-2237 Url : roanoke.edu Email : jelee@roanoke.edu Johnathan Lee	N	0
27	Sweet Briar College 134 Chapel Road Sweet Briar, Virginia 24595 Phone : 434-381-6151 Email : careerservices@sbc.edu Wayne Stark	N	0
28	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
29	Virginia Commonwealth University 907 Floyd Avenue Room 143 Richmond, Virginia Danielle Pearles Manual Posting	N	0

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30	Virginia Community Colleges Jobs Consortium . Richmond, Virginia Url : collegecentral.com . Manual Posting	N	0
31	Virginia DARS 111 Franklin Road SE #250 Roanoke, Virginia 24011 Phone : 804-895-1696 Email : beth.sullivan@dars.virginia.gov Beth Sullivan	N	0
32	Virginia Employment Commission 3601 Thirlane Road, NW Ste 2 Roanoke, Virginia 24019 Phone : 540-206-3533 Email : Roanoke@vec.virginia.gov Kenneth McInnis	N	0
33	Virginia Military Institute 319 Letcher Ave Lexington, Virginia 24450 Url : app.joinhandshake.com Sara Blake Manual Posting	N	0
34	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
35	Virginia Tech . Blacksburg, Virginia 24060 Email : lboothe@vt.edu Lisa Boothe	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
36	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
37	Washington & Lee University 204 West Washington Street Lexington, Virginia 24450 Url : app.joinhandshake.com Molly Steele Manual Posting	N	0
38	WFXR 5305 Valley Park Drive Suite 1 Roanoke, Virginia 24019 Phone : 540-512-9002 Monica Taylor Manual Posting	N	0
39	WFXRTV.com 5305 Valley Park Drive, Suite 1 Roanoke, Virginia 24019 Phone : 5405129002 Monica Taylor Manual Posting	N	0
40	WWCW 5305 Valley Park Drive Suite 1 Roanoke, Virginia 24019 Phone : 540-512-9002 Monica Taylor Manual Posting	N	0
41	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			97

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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	6/5/2023	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 during the 2023 Summer Semester.	1	News Director
2	2/19/2024	Participation in events sponsored by organizations representing the community	SEU personnel participated as a speaker at the Roanoke Chamber of Commerce Meet and Greet event for Roanoke College International Students. He spoke about job qualifications and careers and opportunities at the Stations and within the broadcast industry.	1	General Manager
3	3/2/2024	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at the University of Maryland. He spoke about job qualifications and careers and opportunities at the Stations and within the broadcast industry. The event was sponsored by the National Capital Chesapeake Bay chapter of National Academy of Television Arts & Sciences.	1	News Director
4	3/18/2024	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker before Liberty University's Digital Media and Journalism graduating seniors. He spoke about job qualifications and careers and opportunities at the Stations and within the broadcast industry.	1	General Manager
5	3/21/2024	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker before Liberty University's Digital Media and Journalism graduating seniors. He spoke about job qualifications and careers and opportunities at the Stations and within the broadcast industry.	1	News Director
6	5/15/2024	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, document retention and hiring procedures.	10	General Manager HR/Business Administrator Director of Sales News Director