

WMBB
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 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 |
|-------------------------------|--|-----------------------|
| Account Executive | 1-2, 4-8, 11, 13-18 | 18 |
| Producer | 1-2, 4-8, 11, 13-18 | 13 |
| Reporter/MMJ | 1-2, 4-8, 11, 13-19 | 13 |
| Producer | 1-2, 4, 6-7, 13-15, 17-19 | 18 |
| Morning Meteorologist | 1-2, 4, 6-7, 10, 13-15, 17-19 | 13 |
| Reporter/MMJ | 1-2, 4, 6-7, 10, 13-15, 17-19 | 18 |
| Weekend Meteorologist/MMJ | 1-4, 6-7, 9-10, 12-15, 17-19 | 13 |
| Integrated Digital Specialist | 1-2, 4, 6-7, 10, 13-15, 17-19 | 13 |

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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 |
|-----------|---|---|--|
| 1 | Alabama State University/Dept. of Communications 915 S. Jackson St. Montgomery, Alabama 36104 Phone : 334-229-4104 Email : kmullinax@alasu.edu Kenneth Mullinax | N | 0 |
| 2 | CareerSource Gulf Coast 625 Highway 231 Panama City, Florida 32405 Phone : 850-872-4340 Email : kalild@careersourcegc.com Deeyon Kalil | N | 1 |
| 3 | Educational Institution | N | 1 |
| 4 | FAMU/Division of Journalism 1601 S. Martin L. King Jr. Blvd. Tallahassee, Florida 32307 Phone : 850-843-1514 Email : ranata.hughes@famuedu.edu Ranata Hughes | N | 0 |
| 5 | FAMU/Division of Journalism 1601 S. Martin L. King Jr. Blvd. Tallahassee, Florida 32307 Phone : 850-599-3719 Email : cheval.breggins@famuedu.edu Cheval Breggins | N | 0 |
| 6 | Florida Association of Broadcasters 201 S. Monroe St. Suite 201 Tallahassee, Florida 32301 Phone : 800-825-5322 Email : intern@fab.org Brooke Gray | N | 0 |
| 7 | Gulf Coast State College 5230 W. Hwy. 98 Panama City, Florida 32401 Phone : 850-769-1441 Email : bsmith10@gulfcoast.edu Brandon Smith | N | 0 |

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|-----------|--|---|--|
| 8 | Hillsborough Community College 2112 N. 15th St. PST 134 Tampa, Florida 33605 Phone : 813-259-6096 Url : http://www.collegecentral.com/hillsborough/ Alisa Keaton Manual Posting | N | 0 |
| 9 | Indeed.com | N | 1 |
| 10 | Kenneth Mullinax 915 S. Jackson Street Montgomery, Alabama 36104 Phone : 334-229-4104 Email : kennethmullinax@gmail.com Kenneth Mullinax | Y | 0 |
| 11 | Medialine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Rich Everitt Manual Posting | N | 0 |
| 12 | Monster | N | 1 |
| 13 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting | N | 9 |
| 14 | Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 513-342-3512 Email : apowell@beonair.com Alexandria Powell | Y | 0 |
| 15 | Scripps College of Communication/Ohio University 1 Ohio University Schoonover Ctr. 108 Athens, Ohio 45701 Phone : 740-593-9994 Url : http://ohio-csm.symplicity.com Karen Peters Manual Posting | N | 0 |

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|--|---|---|--|
| 16 | The Leadership Institute 1101 N. Highland Street Arlington, Virginia 22201 Phone : 703-247-2000 Url : www.conservativejobs.com Patricia Simpson Manual Posting | N | 0 |
| 17 | TVJobs P. O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting | N | 2 |
| 18 | WMBB Employees 613 Harrison Avenue Panama City, Florida 32401 Sandra Morgan Manual Posting | N | 7 |
| 19 | www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 22 |

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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 | 2/9/2018 | Co Sponsoring Job Fair | The Station co-sponsored a job fair with Haney Technical School. The Station provided advertising resources. The Station personnel were able to meet with individuals from the Community and discuss vacancies at the Station and in the broadcasting industry. | 4 | General Manager Creative Services Director News Director Sales Manager |
| 2 | 9/28/2018 | Establishment of an intern program designed to assist members of the community | <p>The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, marketing, sports, weather, and sales.</p> <p>The Station hosted a total of five (5) interns for the year. One (1) from FSU/PC Campus during the 2017 Fall Semester; one (1) from FSU/PC Campus and one (1) from FSU/Tallahassee Campus during the 2018 Summer Semester; one (1) from FSU/PC Campus and one (1) from Gulf Coast State College during the 2018 Fall Semester.</p> | 4 | News Director Creative Services Director Sales Manager Digital Sales Manager |