

WMBB
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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, 4-10, 15-18, 20	4
Integrated Digital Specialist	1-2, 4-10, 15-18, 20	15
Reporter/MMJ	1-2, 4-10, 14, 16-18, 20	16
Reporter/MMJ	1-2, 5, 7-10, 13-14, 16-20	13
Reporter/MMJ	1-2, 4-10, 14, 16-18, 20	4
Morning Meteorologist	1-2, 5, 7-10, 12, 14, 16-20	12
Account Executive	2, 4, 7, 9, 16-17	4
Reporter/MMJ	1-3, 5, 7-10, 14, 16-20	16
Producer	1-3, 5, 7-11, 14, 16-20	16
Reporter/MMJ	1-3, 5-10, 14, 16-18, 20	16
Reporter/MMJ	1-3, 5, 7, 9-10, 14, 16-20	16
Producer	1-3, 5, 7-11, 14, 16-20	3

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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	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	0
3	Educational Institution	N	5
4	Employee Referral	N	7
5	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
6	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
7	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
8	FSU/Dept. of Communication University Ctr Bldg. 2, Suite 3100 Tallahassee, Florida 32306 Phone : 850-644-9771 Andy Opel	N	0

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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
9	Gulf Coast State College 5230 W. Hwy. 98 Panama City, Florida 32401 Phone : 850-769-1441 Email : bsmith10@gulfcoast.edu Brandon Smith	N	0
10	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
11	Internal Promotion	N	4
12	Intracompany Transfer	N	1
13	Job Fair	N	1
14	Medialine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medalinel.com Rich Everitt Manual Posting	N	0
15	Monster	N	2
16	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	61
17	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 513-342-3512 Email : apowell@beonair.com Alexandria Powell	Y	0

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18	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 Email : petersk@ohio.edu Karen Peters	N	1
19	The Leadership Institute 1101 N. Highland Street Arlington, Virginia 22201 Phone : 703-247-2000 Url : www.conservativejobs.com Patricia Simpson Manual Posting	N	0
20	TVJobs P. O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			82

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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	2/10/2017	Co Sponsoring Job Fair	Co-Sponsored Haney Technical Job Fair. Advertised Job Fair through television promotion and attended Job Fair and spoke with potential candidates for employment. Gave referrals to Nexstar Broadcasting Website for job openings within the company.	3	General Manager Promotions Manager News Director
2	3/29/2017	Participation in Job Fairs	On 03/29/17 WMBB participated in the University of Florida Job Fair in Gainesville, FL. The General Manager and News Director spoke with approximately 40-50 students answering questions about what is required for a beginning reporter in the television industry. The students were given information on the Nexstar website in order for them to see all job openings within the company. We talked at length to some of the students that were interested in positions that were coming open in the next few months and they would be eligible for upon graduation.	2	General Manager News Director
3	5/15/2017	Establishment of an intern program designed to assist members of the community	A student from Florida State University/Panama City Campus interned in the News Department and Creative Services Department. This student was afforded the opportunity to learn all aspects of the News Department by shadowing various News Producers and the News Director learning how to produce news broadcast. She also interned in the Creative Services Department learning all aspects of the Creative Services Department by shadowing the Creative Services Director and Creative Services Producer. She interned from 05/15/17 through 08/04/17.	4	News Director Promotions Manager News Producer Creative Services Producer
4	6/5/2017	Establishment of an intern program designed to assist members of the community	A University of Florida student, interned in the News Department from 06/05/17 - 08/04/17. This student was given the opportunity to experience of working in a television news department by shadowing reporters/anchors and the News Director to learn all aspects of reporting and putting on a newscast.	2	News Director Multi-media Journalist

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5	8/29/2017	Establishment of an intern program designed to assist members of the community	A Florida State University student, interned in the Marketing/Creative Services Department to gain knowledge and experience of all aspects of Marketing and Creative Services working closely with the Creative Services Director and one of the Creative Service Producers.	2	Creative Services Director Creative Services Producer