

**WMBB**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 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
Account Executive	1-4, 6, 8, 11-16	15
Weeknight Sports Anchor/Reporter	1-9, 11-16	5
Producer, Morning	1-4, 6, 8, 11-12, 14-16	11
Admin Asst/HR Business Coordinator	1-4, 6-8, 10-12, 14-16	15
Morning Meteorologist	1-4, 6, 8, 11-12, 14-16	11
Creative Services Producer	1-4, 6, 8, 11-12, 14-16	11
Account Executive	11, 15	15
Digital Media Executive Producer	11, 14	11
Reporter/MMJ	1-4, 6, 8, 11-12, 14-16	11
Reporter/MMJ	1-4, 6, 8, 11-12, 14-16	11
Reporter/MMJ	1-4, 6, 8, 11-12, 14-16	14
Reporter/MMJ	1-4, 6, 8, 11-12, 14-16	11
Reporter/MMJ	1-4, 6, 8, 11-12, 14-16	11
Reporter/MMJ	1-4, 6, 8, 11-12, 14-16	11
Digital Sales Manager	11, 15	11

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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	0
3	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
4	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
5	GlassDoor	N	1
6	Gulf Coast State College 5230 W. Hwy. 98 Panama City, Florida 32401 Phone : 850-769-1441 Email : bsmith10@gulfcoast.edu Brandon Smith	N	0
7	Indeed.com	N	3
8	Kenneth Mullinax 915 S. Jackson Street Montgomery, Alabama 36104 Phone : 334-229-4104 Email : kennethmullinax@gmail.com Kenneth Mullinax	Y	0
9	Linked In	N	2
10	Monster	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	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	22
12	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 513-342-3512 Email : apowell@beonair.com Alexandria Powell	Y	0
13	Scripps College of Communication/Ohio University 1 Ohio University Schoonover Ctr. 108 Athens, Ohio 45701 Phone : 740-593-9994 Url : <a href="http://ohio-csm.symplicity.com">http://ohio-csm.symplicity.com</a> Karen Peters Manual Posting	N	0
14	TVJobs P. O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	4
15	WMBB Employees 613 Harrison Avenue Panama City, Florida 32401 Phone : 850-769-2313 Teresa Benton Manual Posting	N	9
16	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>42</b>

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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/9/2019	Participation in Job Fairs	The Station participated at the Bay County Job Fair. Station personnel were able to meet with applicants and discuss vacancies at the Station and in the broadcasting industry.	3	News Director Digital Sales Mgr. General Manager
2	8/16/2019	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, sports and weather.</p> <p>The Station hosted two (2) interns from Florida State University ("FSU") during the 2019 Spring Semester and two (2) interns from FSU during the 2019 Summer Semester.</p>	4	General Manager News Director