

WMBB
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
Weekday Morning Anchor	1, 3-8, 10-14	10
Weekend Anchor/MMJ	1-7, 9-14	2
Weekend Meteorologist/Digital MMJ	1, 3-7, 9-14	10
Digital Content Producer	1, 3-14	9
Newscast Producer	1, 3-14	8
Technical Director 1	1, 3-7, 9-14	9
Digital Multimedia Journalist	1, 3-7, 9-14	10
Reporter/MMJ	1, 3-7, 9-14	10
Reporter/MMJ	1, 3-7, 10-14	10
Reporter/MMJ	1, 3-8, 10-14	8
Newscast Producer	1, 3-14	8

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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	Y	0
2	CareerBuilder.com	N	1
3	CareerSource Gulf Coast 625 Highway 231 Panama City, Florida 32405 Phone : 8508724340 x 8172 Email : pcook@careersourcegfc.com Pamela Cook	N	0
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	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
6	FSU/Dept. of Communication University Ctr Bldg. 2, Suite 3100 Tallahassee, Florida 32306 Phone : 850-644-9698 Email : kherron2@fsu.edu Kate Herron	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
8	Indeed.com	N	7
9	Linked In	N	10

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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	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	18
11	Ohio Media School Cincinnati Campus 4411 Montgomery Road Suite 200 Cincinnati, Ohio 45212 Phone : 513-342-3512 Email : mchappell@beonair.com Melinda Chappell Prong 2 Ended Date: 5/13/2020	N	0
12	TVJobs P. O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
13	WMBB Station Website 613 Harrison Avenue Panama City, Florida 32401 Phone : 850-769-2313 Teresa Benton Manual Posting	N	0
14	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			36

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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	12/19/2019	Provision of training to management	The Station WMBB 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.	6	General Manager News Director HR Sales Manager
2	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices to CareerSource Gulf Coast, which is a general vacancy job bank.	3	General Manager News Director HR
3	Ongoing Event	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 one (1) intern, from The Florida State University (FSU) during the 2020 Spring Semester.</p> <p>The Station hosted one (1) intern, from University of South Florida (USF) during the 2020 Summer Semester.</p>	2	General Manager News Director
4	2/1/2020	Co Sponsoring Job Fair	The Station WMBB co-sponsored a job fair with Career Source Gulf Coast. The Station WMBB provided administrative and advertising resources. The Station WMBB personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	1	Human Resources