

**WMBB**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021 - September 30, 2022**

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
Multi-Media Journalist (MMJ)	1-7, 9-13	9
Multi-Media Journalist (MMJ)	1-7, 9-13	9
Multi-Media Journalist (MMJ)	1-7, 9-13	1
Sports Anchor/Reporter	2-7, 9-13	7
Technical Director 1	2-6, 8, 10-13	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	CareerBuilder.com	N	2
2	CareerSource Gulf Coast 625 Highway 231 Panama City, Florida 32405 Phone : 8508724340 x 8106 Email : sblevins@careersourcegc.com Susanne Blevins	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 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	FSU/Dept. of Communication 100 South Woodward Avenue Tallahassee, Florida 32306 Phone : 850-644-2149 Email : wmarcantel@fsu.edu Billy Marcantel	N	0
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	4
8	Internal Promotion	N	1
9	Linked In	N	11
10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	2

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
11	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	0
12	WMBB Station Website 613 Harrison Avenue Panama City, Florida 32401 Phone : 850-769-2313 Teresa Benton Manual Posting	N	0
13	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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>20</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	10/1/2021	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices, including upper-level positions, to the Career Source Gulf Coast organization, a general job bank.	2	General Manager News Director HR
2	1/4/2022	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 2022 Spring Semester.</p> <p>The Station hosted one (1) intern, from Howard University Department of Journalism and Film during the 2022 Summer Semester.</p> <p>The Station hosted two (2) interns, from The Florida State University (FSU) during the 2022 Fall Semester.</p>	3	General Manager Digital Sales Manager HR News Director
3	9/13/2022	Provision of training to management	The Station 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 GSM Promotion Manager