

WMBB
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

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
Digital Content Multimedia Journalist	2-7, 11-14	3
Multi-Media Journalist (MMJ)	1-2, 4-7, 11-14	1
Weekend Anchor/MMJ	2-7, 11-14	3
Weekend Meteorologist/Reporter	2-8, 11-14	3
Digital Content Producer	2, 4-8, 10-14	8
Multi-Media Journalist (MMJ)	2-8, 10-14	11
Multi-Media Journalist (MMJ)	2-8, 10-14	8
Multi-Media Journalist (MMJ)	2-8, 10-14	10
Multi-Media Journalist (MMJ)	2-8, 10-14	3
Weekend Anchor/MMJ	2-8, 10-14	10
News Producer	2, 4-9, 11-14	9
News Producer	2, 4-9, 11-14	8
Technical Director 1	2, 4-7, 9, 11-14	9
Newscast Producer	2, 4-7, 9-14	9
Newscast Producer	2, 4-7, 9-14	9
Account Executive	1-7, 11-14	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	CareerBuilder.com	N	2
2	CareerSource Gulf Coast 625 Highway 231 Panama City, Florida 32405 Phone : 8508724340 x 8105 Email : rmitchell@careersourcegc.com Rosalyn Mitchell	N	0
3	Employee Referral	N	13
4	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
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 100 South Woodward Avenue Tallahassee, Florida 32306 Phone : 850-644-2149 Email : wmarcantel@fsu.edu Billy Marcantel	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	Internal Promotion	N	4
10	Linked In	N	9

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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	2
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:			37

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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	10/3/2022	Participation in job banks, internet programs and other programs designed to promote outreach	The Station regularly disseminates job vacancy notices, including upper-level positions, to the Florida Broadcasters Association, a media/trade organization, with a broad-based membership, including the participation of women and minorities.	3	General Manager News Director GSM HR
2	1/9/2023	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 2023 Spring Semester.</p> <p>The Station hosted one (1) intern, from Abilene Christian University (ACU) during the 2023 Summer Semester.</p>	3	General Manager News Director GSM
3	9/19/2023	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