

WFLA-TV, WTTA-TV
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
Technical Director-Ignite	18, 51	51
Photographer Editor	51, 75	75
Photographer	51	51
Director, Production	18, 33, 51	51
News Producer	5, 12-15, 20, 23, 29-31, 34, 42-54, 56, 58-60, 64, 69-74	51
Account Executive	1-5, 7, 9-16, 18-24, 26-27, 29-32, 34-36, 38-54, 56-76	32
Investigative Journalist	5-7, 9-15, 23, 27, 29, 31, 33-35, 41, 45-48, 51-52, 56, 59, 64, 69, 71-73, 75-76	51
Technical Director-Ignite	1-7, 9-16, 18-24, 26-27, 29-31, 34-36, 38-54, 56-76	51
Sales Assistant	5, 12-15, 20, 23, 27, 29-31, 34-36, 38-48, 51-53, 56, 64, 71-72, 74-75	31
Digital Producer	5, 12-15, 17, 20, 23, 28-31, 34, 42-48, 51-52, 56, 60, 62-64, 71-75	17
Executive Producer	5-6, 12-15, 20, 23, 28-31, 34, 43-45, 48, 51-52, 56, 64, 71-75	51
News Editor	75	75
Reporter MMJ	5-6, 12-15, 23, 29-31, 34, 42-44, 46-48, 51-52, 56, 64, 71-72, 74-75	51
News Editor	5-7, 12-15, 23-25, 28-31, 34, 42-48, 51-52, 56, 64, 71-75	25
News Producer	31, 51	31
Associate Producer	17-18, 51	17
Digital Reporter	31, 51	31
Digital Reporter	51, 75	75
News Producer	5-6, 12-15, 23, 29-31, 34, 36, 45-48, 51-52, 55-56, 64, 71-75	51
Digital Reporter	51, 75	75
Graphic Designer	5-6, 11-15, 23, 29-31, 34, 37, 47-48, 51-52, 56, 64, 71-75	51

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Account Executive	5, 8-10, 12-15, 23, 29-31, 34, 37, 47-48, 51-52, 55-56, 64, 68, 71-73, 75	31
Account Executive	5, 8-10, 12-15, 23, 29-31, 34, 37, 47-48, 51-52, 55-56, 64, 68, 71-73, 75	37
News Director	5, 12-15, 18, 23, 29-32, 34, 41, 45, 47-48, 51-52, 56, 61, 64-65, 68, 71-76	51

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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	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 919-217-4438 Sandy Lizik Manual Posting	N	0
2	Alabama A&M University 4900 Meridian Street Normal, Alabama 35762 Url : http://www.aamu.edu/ Email : Cassandra.Ross@aamu.edu Fax : 1-256-372-5881 Cassandra Tarver-Ross	N	0
3	Alabama State University P.O. Box 271 Montgomery, Alabama 36101 Phone : 334-229-4493 Email : dokeowo@alasu.edu A. David Okeowo, Ph. D.	N	0
4	Bethune-Cookman University 640 Dr. Mary McLeod Bethune Boulevard Daytona, Florida 32114 Phone : 386-481-2088 Url : http://www.cookman.edu/ Email : Gibsonja@cookman.edu Jamie Gibson	N	0
5	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-662-5400 Url : http://www.bishop.edu Email : jwomack@bishop.edu Juliette Womack	Y	0
6	Broadcast Education Association 1771 N Street NW Washington, District of Columbia 20036 Email : Heather@BEAweb.org Fax : 1-202-609-9940 Heather Birks	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	CareerBuilder.com 200 North LeSalle Street Chicago, Illinois 60601 Phone : 773-527-3600 Career Board Manual Posting	N	2
8	CareerBuilder.com	N	1
9	CareerSource Pinellas 2312 Gulf to Bay Blvd. Clearwater, Florida 33765 Phone : 727-524-4344 Administrative Offices Manual Posting	N	0
10	CareerSource Tampa Bay 9215 N. Florida Ave. #101 Tampa, Florida 33612 Phone : 813-930-7400 Career Board Manual Posting	N	0
11	Center for Asian American Media 145 Ninth St. Suite 350 San Francisco, California 94103 Phone : 415-863-0814 Email : dng@caamedia.org Career Board	N	0
12	Corporation to Develop Communities of Tampa 1907 E. Hillsborough Ave. Tampa, Florida 33610 Phone : 813-231-4362 Email : freddy.barton@cdcoftampa.org Freddy Barton	Y	0
13	Ct. School of Broadcasting 3901 Coconut Palm Dr. Suite 105 Tampa, Florida 33619 Phone : 813-443-5307 Email : jperkins@gocsb.com Jennifer Perkins	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Dept. of Education Division of Vocational Rehab. 1313 N. Tampa Street Suite 801 Tampa, Florida 33602 Phone : 813-233-3635 Url : http://www.rehabworks.org Email : VRBusinessRep@vr.fldoe.org Milton Moss	Y	0
15	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Phone : 252-737-1238 Url : http://www.ecu.edu Email : brownjo@ecu.edu Lee Brown	Y	0
16	Eckerd College 4202 54th Avenue S. St. Petersburg, Florida 33711 Phone : 727-864-8258 Email : fogartkm@eckerd.edu Krystle Fogarty	N	0
17	Educational Institution	N	2
18	Employee Referral	N	7
19	Erwin Technical Center 2010 E. Hillsborough Ave. Tampa, Florida 33610 Phone : 813-769-5180 Email : debbie.hoy@sdhc.k12.fl.us Debbie Hoy	N	0
20	Everest University-Tampa 3319 W. Hillsborough Ave. Tampa, Florida 33614 Phone : 813-879-6000 Url : http://www.everest.edu Fax : 1-813-871-2483 Regina Hodgson	Y	0
21	Florida A&M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : 850-599-3700 Email : careercenter@famu.edu Melony Washington	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Florida A&M University 1601 S. Martin L. King Jr. Blvd Tallahassee, Florida 32307 Url : http://www.famu.edu/ Fax : 1-850-561-2080 Human Resources	N	0
23	Florida Southern College 111 Lake Hollingsworth Drive Lakeland, Florida 33801 Phone : 863-680-4390 Url : http://www.flsouthern.edu Email : careercenter@flsouthern.edu Marge Colton	Y	0
24	Foundation for Minority Interests In Media 30 Rockefeller Plaza 1221 Ave of Americas 28th Fl New York, New York 10112 Phone : 212-664-3486 Email : sandra.rice@nbcuni.com Sandra Dorsey Rice	N	0
25	GlassDoor	N	1
26	HCC Ybor Campus Career Center 2112 North 15th St. Tampa, Florida 33605 Phone : 813-253-7755 Email : akeaton@hccfl.edu Alisa Keaton	N	0
27	Hillsborough Community College P.O. Box 30030 Tampa, Florida 33600 Phone : 813-253-7275 Email : lragdsdale@hccfl.edu Laurie Ragsdale	N	0
28	Hillsborough NAACP 308 E. MLK Jr. Blvd. Suite C Tampa, Florida 33603 Phone : 813-234-8683 Url : http://www.hillsboroughnaacp.org Email : empowerment@hillsboroughnaacp.org Caroline Collins	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Hispanic Alliance for Career Enhancement 330 S. Wells Suite 1104 Chicago, Illinois 60606 Phone : 312-435-0498 Url : http://www.haceonline.org Email : rosa@haceonline.org Rosa Banderas	Y	0
30	Hope Services Incorporated P.O. Box 7388 Wesley Chapel, Florida 33544 Phone : 813-629-9717 Email : cindybray@verizon.net Cindy Bray	Y	0
31	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 6901 Phone : 203-328-2691 Career Board Manual Posting	N	14
32	Indeed.com	N	2
33	Internal Promotion	N	2
34	International Academy of Design-Campus 5104 Eisenhower Blvd. Tampa, Florida 33634 Phone : 813-889-3406 Url : http://www.iadt.edu/tampa Email : media@careered.com Lee Silverstein	Y	0
35	Journalismjobs.com 72 Plaza Drive Floor 2 Berkeley, California 94705 Phone : 510-653-1521 Career Board Manual Posting	N	0
36	Latino Employment Center 2000- 14th Street, NW Washington, District of Columbia 20009 Phone : 202-671-2825 Email : ingrid.gutierrez@dc.gov Ingrid Gutierrez	N	0
37	Linked In	N	4

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38	Media General Website 333 East Franklin Street Richmond, Virginia 23293 Phone : 804-887-5000 Career Board Manual Posting	N	0
39	MediaBistro.com 770 Broadway 15th Floor New York, New York 10003 Phone : 212-389-2000 Career Board Manual Posting	N	0
40	MediaRecruiter.com 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0
41	Monster.com 622 3rd Avenue 39th Floor New York, New York 10017 Phone : 800-666-7837 Career Board Manual Posting	N	2
42	NAACP Bradenton P.O. Box 937 Bradenton, Florida 34206 Phone : 941-447-2189 Email : manateenaacp5113@gmail.com Ted Jenkins	N	0
43	NAACP Miami-Dade P.O. Box 54315 Opa Locka, Florida 33054 Phone : 305-685-7152 Email : unit5116@naacp.org Stephenia Willis	N	0
44	NAACP Sarasota County P.O. Box 1024 Sarasota, Florida 33234 Phone : 941-355-2097 Email : unit5132@naacp.org Fax : 1-941-355-1987 Trevor Harvey	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	National Association of Black Journalists P.O. Box 172092 Tampa, Florida 33672 Phone : 813-419-2490 Email : tampabayabj@gmail.com Ken Knight	N	1
46	National Association of Black Journalists 1100 Knight Hall College Park, Maryland 20742 Phone : 301-405-2573 Email : jlwooten@nabj.org JoAnne Lyons Wooten	N	0
47	National Association of Hispanic Journalists 1193 National Press Bldg. Washington, District of Columbia 20045 Phone : 202-662-7145 Email : kolivas@nahj.org Kevin Olivas	Y	0
48	National Hispanic Media Coalition 55 South Grand Ave. Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Career Services	Y	0
49	New House School of Public Communications 215 University Place Syracuse, New York 13244 Phone : 315-443-3270 Email : belichti@syr.edu Bridget Lichtinger	N	0
50	New School of Radio & Television 7 Harriman Campus Rd. Albany, New York 12206 Phone : 518-438-7682 Email : admin@newschoolalbany.edu Career Board	N	0
51	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	62

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52	Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Phone : 216-447-9117 Email : dclark@beonair.com Don Clark	Y	0
53	One Hundred Black Men 141 Auburn Ave. Atlanta, Georgia 30303 Phone : 404-688-5100 Email : info@100bmoa.org Career Board	N	0
54	Pinellas Technical College 6100 154th Avenue N. Clearwater, Florida 33760 Phone : 727-538-7167 Fax : 1-727-538-7203 Regina Caton	N	0
55	Professional/Industry Trade Organization	N	2
56	Schiller Internatinal University 8560 Ulmerton Road Largo, Florida 33771 Phone : 727-736-5082 Url : http://www.schiller.edu Email : GMoranski@schiller.edu Fax : 1-727-738-8405 Gloria Moranski	Y	0
57	SmartRecruiters.com 56 Tehama Street San Francisco, California 94105 Phone : 602-954-8373 Jobs Listing Manual Posting	N	0
58	Society of Broadcast Engineers 9102 N. Meridian St. Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Email : kjones@sbe.org Scott Jones	N	0

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59	South Asian Journalists Association 2950 Broadway New York, New York 10027 Phone : 415-800-4666 Email : sree@sree.net Sreenath Sreenivasan	N	0
60	Southwest Florida College 3910 Riga Blvd. Tampa, Florida 33619 Phone : 813-630-4401 Email : humanresources@fsw.edu Tami Hearn	N	0
61	SpotsnDots.com 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Jobs Listing Manual Posting	N	0
62	Stillman College 3601 Stillman Blvd Tuscaloosa, Alabama 35401 Phone : 205-247-8150 Url : http://www.stillman.edu/ Email : Lgoins@stillman.edu Patricia Wilson	N	0
63	Talladega College 627 Battle Street West Talladega, Alabama 35160 Url : http://www.talladega.edu/ Email : brhoden@talladega.edu Fax : 1-256-761-6450 Human Resources	N	0
64	Tampa Bay Job Links 4100 West Kennedy Suite 206 Tampa, Florida 33609 Phone : 813-344-0200 Url : http://www.tampabay-job-links.org Email : job-links@tbjl.org Sheila Solomon	Y	0

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65	Television Bureau of Advertising, Inc. 3 East 54th Street 10th Floor New York, New York 10022 Phone : 212-486-1111 Career Board Manual Posting	N	0
66	The Meganet (MG Intranet) 200 S. Parker Street Tampa, Florida 33606 Phone : 813-221-5763 Human Resources Manual Posting	N	0
67	The Tampa Tribune 202 S. Parker St. Tampa, Florida 33606 Phone : 813-259-7751 Sharon Singer Manual Posting	N	0
68	TVJOBS.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Listing Manual Posting	N	0
69	United Black Fund 2500 Martin Luther King Jr. Ave. SE Washington, District of Columbia 20020 Phone : 202-783-9300 Email : unitedblackfund@ubfinc.org Career Board	N	0
70	United States Pan Asian American Chamber of Commerce 1329 18th Street NW Washington, District of Columbia 20036 Phone : 202-296-5221 Email : info@uspaacc.com Career Board	N	0
71	University of Tampa 401 W. Kennedy Blvd. Tampa, Florida 33606 Phone : 813-258-7210 Email : hireut@ut.edu Mark Colvenbach	N	0

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72	US Army Wounded Warrior Program 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
73	USF Career Center 4202 E. Fowler Ave. SVC 2088 Tampa, Florida 33620 Phone : 813-974-2171 Url : http://www.usf.edu Fax : 1-813-974-5332 Career Services	Y	0
74	Vocational Rehabilitation 9215 N. Florida Ave. Suite 106 Tampa, Florida 33612 Phone : 813-930-7494 Email : Kristina.Higgins@vr.fl DOE.org Fax : 1-813-930-7854 Career Board	N	0
75	WFLA Website 200 S. Parker Street Tampa, Florida 33606 Phone : 813-228-8888 Jobs Listing Manual Posting	N	9
76	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			111

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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	10/17/2018	Participation in events or programs sponsored by educational institutions	Participated in University of Florida Fall Career Day for Communications and Journalism.	2	HR Executive Producer
2	1/15/2019	Participation in events or programs sponsored by educational institutions	The Tampa Organization of Black Affairs- MLK Breakfast. TOBA sponsors various youth development programs that refine leadership skills of young people. We sponsored a table for this nonprofit organization.and ran live shots on the morning news.	4	General Manager Anchor Employee VP of Marketing
3	2/21/2019	Participation in Job Fairs	The Station participated at Hiring our Heroes Hiring Expo. Station personnel were able to meet with veterans and military personnel and discuss vacancies at the station and in the broadcasting industry.	2	Community Outreach Mgr HR Bus Coordinator
4	4/16/2019	Participation in Job Fairs	The Station participated at the Career Source Tampa Bay Job Fair. Station Personnel were able to meet with prospects and discuss vacancies at the Station and in the broadcasting industry.	2	Community Outreach Mgr HR Business Coordinator
5	5/19/2019	Establishment of an intern program designed to assist members of the community	<p>The SEU 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 SEU hosted five (5) interns, from the University of South Florida, Florida State University, University of Florida,Southeastern University and Wagner College during the 2019 Summer Semester,six(6) interns during the 2019 Fall Semester from USF St Petersburg,University of South Florida, and Hillsborough Community College</p>	3	Special Projects Producer Asst News Director HR