

WMBB
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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
Account Executive	1, 3-8, 10, 12-16	4
Account Executive	1, 3-8, 10, 12-16	4
Weekend Meteorologist/MMJ	1-16	11
Digital Multimedia Journalist	3-8, 11-12, 14-16	4
Digital Multimedia Journalist	3-8, 11-12, 14-16	4
Weekend Sports Anchor/Reporter	3-8, 12, 14-16	4
Account Executive	3-8, 12, 14-16	4
Producer, Morning	3, 5-9, 11-12, 14-16	12
Producer, Morning	3, 5-9, 11-12, 14-16	11
Multi-Media Journalist (MMJ)	2-9, 11-12, 14-16	4
Multi-Media Journalist (MMJ)	2-9, 11-12, 14-16	2
Multi-Media Journalist (MMJ)	2-9, 11-12, 14-16	11
Morning Meteorologist	3-9, 11-12, 14-16	12
Anchor	3-9, 11-12, 14-16	4

Nexstar does not actively distribute job vacancy notices to CareerBuilder.com, LinkedIn, and Indeed.com. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

Recruiting Source #1, University of Alabama, was removed from the recruiting list on November 13, 2020.

WMBB
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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 Prong 2 Ended Date: 11/27/2020	N	0
2	CareerBuilder.com	N	3
3	CareerSource Gulf Coast 625 Highway 231 Panama City, Florida 32405 Phone : 8508724340 x 8177 Email : jgray@careersourcegc.com Jennifer Gray	N	0
4	Employee Referral	N	16
5	FAMU/Division of Journalism 1601 S. Martin L. King Jr. Blvd. Tallahassee, Florida 32307 Phone : 850-843-1514 Email : ranata.hughes@famu.edu Ranata Hughes	N	0
6	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
7	FSU/Dept. of Communication 100 South Woodward Avenue Tallahassee, Florida 32306 Phone : 850-644-2442 Email : lpon@fsu.edu Li Pon	N	1
8	Gulf Coast State College 5230 W. Hwy. 98 Panama City, Florida 32401 Phone : 850-769-1441 Email : bsmith10@gulfcoast.edu Brandon Smith	N	0
9	Indeed.com	N	7

WMBB

EEO PUBLIC FILE REPORT

October 1, 2020 - September 30, 2021

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
10	Kenneth Mullinax 915 S. Jackson Street Montgomery, Alabama 36104 Phone : 334-229-4104 Email : kennethmullinax@gmail.com Kenneth Mullinax	N	0
11	Linked In	N	26
12	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	3
13	Ohio Media School Cincinnati Campus 4411 Montgomery Road Suite 200 Cincinnati, Ohio 45212 Phone : 513-342-3512 Email : mchappell@beonair.com Melinda Chappell	N	0
14	TVJobs P. O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
15	WMBB Station Website 613 Harrison Avenue Panama City, Florida 32401 Phone : 850-769-2313 Teresa Benton Manual Posting	N	0
16	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:			56

WMBB
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/10/2020	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	1/1/2021	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.	2	General Manager News Director HR
3	5/10/2021	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 2021 Summer Semester</p> <p>The Station hosted one (1) intern, from University of South Florida (USF) during the 2021 Summer Semester.</p> <p>The Station hosted one (1) intern, from Waldorf University (WU) during the 2021 Summer Semester.</p> <p>The Station hosted one (1) intern, from Montreat College, during the 2021 Summer Semester.</p>	3	General Manager News Director HR Sales Manager