

WFLA-TV, WTTA-TV
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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Reporter MMJ	5, 13-16, 21, 27-30, 40, 45-46, 48-49, 51-52, 55, 62, 70-71, 76, 78	29
News Producer	5, 13-16, 21, 27-29, 40, 45-46, 48-49, 51-52, 55, 62, 70-71, 76, 78	29
News Reporter	5, 13-16, 21, 27-29, 36, 40, 45-46, 48-49, 51-52, 55, 62, 70-72, 76, 78	36
Investigative Journalist	5, 13-16, 21, 27-29, 31, 40, 45-46, 48-49, 51-52, 55, 62, 70-72, 76, 78	31
Reporter MMJ	5, 8, 13-16, 21, 27-30, 36, 40, 45-46, 48-49, 51-52, 55, 62, 70-72, 76, 78	8
Reporter MMJ	5, 13-16, 21, 27-30, 40, 45-46, 48-49, 51-52, 55, 62, 70-72, 76, 78	30
Meteorologist	1-7, 9-11, 13-16, 18-24, 27-29, 31-32, 34-35, 37-39, 41-66, 68-72, 75-76, 78	31
Station Operations Manager	5, 13-16, 21, 27-29, 36, 40, 45-46, 48-49, 51-52, 55, 62, 70-72, 76, 78	36
News Editor	5, 8, 12-16, 21, 26, 28-29, 40, 45-46, 48-49, 51-52, 55, 62, 70, 72, 76, 78	51
Chief Engineer	5, 12-16, 21, 26, 28-29, 31, 33, 36, 40, 45-46, 48-49, 51-52, 55, 62, 70, 72-73, 76, 78	31
Executive Producer	5, 12-16, 21, 26, 28-30, 36, 40, 44-46, 48-49, 51-52, 55, 62, 67, 70, 72-73, 76, 78	51
Tampa Hoy Reporter/MMJ	5, 8, 12-16, 21, 28-30, 36, 40, 45-46, 48-49, 51-52, 55, 62, 70, 72-73, 76, 78	51
Tampa Hoy Editor	5, 12-16, 21, 28-30, 36, 40, 45-46, 48-49, 51-52, 55, 62, 70, 72-73, 76, 78	36

On 5/19/2021, the SEU deleted the following fourteen (14) historical sources: RS #5/Bishop State Community College, RS#13/Corporation to Develop Communities of Tampa, RS#14/Ct. School of Broadcasting, RS# 15/Dept of Education Division of Vocational Rehab, RS #16 East Carolina University, RS #17 Enable America, RS #21 Florida Southern College, RS #26 Hillsborough NAACP, RS #28 Hope Services Incorporated, RS #52 Ohio Center for Broadcasting, RS #55 Schiller International University, RS #USF Career Center, RS #73 Valdosta State University, RS #74 Veteran's Health Administration and RS #77 Workforce Tampa.

Nexstar did not actively distribute job vacancy notices to CareerBuilder, Indeed.com, Linked In and MediaRecruiter.com and Monster.com, however said sources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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Tampa Hoy News Producer	5, 12-16, 21, 28-30, 40, 45-46, 48-49, 51-52, 55, 62, 70, 72-73, 76, 78	30
HR / Business Coordinator	30-31, 36, 51, 76	31
News Producer	30, 36, 51	36
Digital Reporter	5, 12-16, 21, 26, 28-31, 40, 45-46, 48-49, 51-52, 55, 62, 70, 72-73, 76, 78	31
Talk Show Host	30, 36, 51, 76	51
Sales Assistant	8, 30-31, 36, 51, 76	31
Meteorologist	33, 51, 76	51
News Editor / Photographer	5, 12-16, 21, 26, 28-30, 36, 40, 45-46, 48-49, 51-52, 55, 62, 70, 72-73, 76, 78	51
Operations Technician	33, 36, 51, 76	36
National Sales Manager	8, 36, 51, 76	8
Weekend News Anchor	5, 12-16, 21, 26, 28-30, 36, 40, 45-46, 48-49, 51-52, 55, 62, 70, 72-73, 76, 78	51
Broadcast Engineer	5, 12-16, 21, 28-30, 36, 40, 45-46, 48-49, 51-52, 55, 62, 70, 72-73, 76, 78	36
Digital Producer	5, 12-16, 21, 28-31, 36, 40, 45-46, 48-49, 51-52, 55, 62, 70, 72-73, 76, 78	31
Newscast Director	5, 12-16, 21, 25, 28-31, 36, 40, 43, 45-46, 48-49, 51-52, 55, 62, 70, 72-73, 77-78	30
Newscast Director	5, 12-16, 21, 25, 28-31, 36, 40, 43, 45-46, 48-49, 51-52, 55, 62, 70, 72-73, 77-78	31

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News Editor	5, 12-16, 21, 25, 28-30, 36, 40, 43, 45-46, 48-49, 51-52, 55, 62, 70, 72-73, 77-78	51
Traffic Liaison	5, 12-17, 21, 25, 28-29, 36, 40, 43, 45-46, 48-49, 51-52, 55, 62, 70, 72-74, 78	36
National Sales Manager	12, 25, 29-31, 36, 40, 43, 45-46, 48-49, 51, 62, 70, 72-73, 78	31
Sales Assistant	25, 29-30, 40, 43, 45-46, 48-49, 51, 62, 70, 72-73, 78	51
Bilingual Digital Content Producer	25, 29-30, 40, 43, 45-46, 48-49, 51, 62, 70, 72-73, 78	51
News Photographer	8, 25, 29-30, 36, 40, 43, 45-46, 48-49, 51, 62, 70, 72-73, 78	30

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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	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 Prong 2 Ended Date: 5/19/2021	N	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	0
8	CareerBuilder.com	N	8
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	Centre for Women 305 Hyde Park Tampa, Florida 33606 Phone : 813-251-8437 Email : zbutler@thecentre.org Zoey Butler	N	0
13	Corporation to Develop Communités of Tampa 1907 E. Hillsborough Ave. Tampa, Florida 33610 Phone : 813-231-4362 Email : freddy.barton@cdcoftampa.org Freddy Barton Prong 2 Ended Date: 5/19/2021	N	0

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14	Ct. School of Broadcasting 3901 Coconut Palm Dr. Suite 105 Tampa, Florida 33619 Phone : 813-443-5307 Url : www.GoCsb.Com Email : SKing@GoCSB.com Shayna King Prong 2 Ended Date: 5/19/2021	N	0
15	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 Prong 2 Ended Date: 5/19/2021 Prong 2 Ended Date: 5/19/2021	N	0
16	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 Prong 2 Ended Date: 5/19/2021	N	0
17	Enable America 101 E. Kennedy Blvd. Suite 3220 Tampa, Florida 33602 Phone : 813-222-3201 Url : http://www.enableamerica.org Email : richard.salem@enableamerica.org Richard Salem Prong 2 Ended Date: 5/19/2021	N	0
18	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Florida A&M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : 850-599-3700 Email : careercenter@famu.edu Melony Washington	N	0
20	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
21	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 Prong 2 Ended Date: 5/19/2021	N	0
22	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
23	HCC Ybor Campus Career Center 2112 North 15th St. Tampa, Florida 33605 Phone : 813-253-7755 Email : akeaton@hccfl.edu Alisa Keaton	N	0
24	Hillsborough Community College P.O. Box 30030 Tampa, Florida 33600 Phone : 813-253-7275 Email : lragdale@hccfl.edu Laurie Ragsdale	N	0

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25	Hillsborough County Employment & Training 9350 Bay Plaza Blvd Ste 121 Tampa, Florida 33619 Phone : 813-930-7832 Fax : 1-855-503-2977 Career Board	N	0
26	Hillsborough NAACP 308 E. MLK Jr. Blvd. Suite C Tampa, Florida 33603 Phone : 813-234-8683 Url : http://www.hillsboroughnaacp.org Email : rivineempowermentcenternaacp@gmail.com Caroline Collins Prong 2 Ended Date: 5/19/2021	N	0
27	Hispanic Alliance for Career Enhancement 330 S. Wells Suite 1104 Chicago, Illinois 60606 Phone : 312-435-0498 Url : http://www.haceonline.org Email : Rgarcia@haceonline.org Rosa Garcia	N	0
28	Hope Services Incorporated P.O. Box 7388 Wesley Chapel, Florida 33544 Phone : 813-629-9717 Email : cindybray@verizon.net Cindy Bray Prong 2 Ended Date: 5/19/2021	N	0
29	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 6901 Phone : 203-328-2691 Career Board Manual Posting	N	8
30	Indeed.com	N	50
31	Internal Promotion	N	9

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32	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
33	Job/Bulletin Board	N	3
34	Journalismjobs.com 72 Plaza Drive Floor 2 Berkeley, California 94705 Phone : 510-653-1521 Career Board Manual Posting	N	0
35	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
36	Linked In	N	40
37	Media General Website 333 East Franklin Street Richmond, Virginia 23293 Phone : 804-887-5000 Career Board Manual Posting	N	0
38	MediaBistro.com 770 Broadway 15th Floor New York, New York 10003 Phone : 212-389-2000 Career Board Manual Posting	N	0
39	MediaRecruiter.com 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0

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40	Miami Media School 7955 NW 12th St #119 Doral, Florida 33126 Phone : 305-676-6494 Url : www.beonair.com Email : allamazares@beonair.com Angel Llamazares	Y	0
41	Monster.com 622 3rd Avenue 39th Floor New York, New York 10017 Phone : 800-666-7837 Career Board Manual Posting	N	0
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 : miamidadecommunications@gmail.com Stephenia Willis	N	0
44	NAACP Sarasota County P.O. Box 1024 Sarasota, Florida 33234 Phone : 941-374-1054 Email : sarasotanaacp@msn.com Fax : 1-941-355-1987 Trevor Harvey	N	0
45	National Association of Black Journalists P.O. Box 172092 Tampa, Florida 33672 Phone : 813-419-2490 Email : tampabayabj@gmail.com Ken Knight	N	0

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46	National Association of Black Journalists 1100 Knight Hall College Park, Maryland 20742 Phone : 301-405-2573 Email : ksomerville@nabj.org Kaylan Somerville	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	N	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	97

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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 Prong 2 Ended Date: 5/19/2021	N	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	Schiller International 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 Prong 2 Ended Date: 5/19/2021	N	0
56	SmartRecruiters.com 56 Tehama Street San Francisco, California 94105 Phone : 602-954-8373 Jobs Listing Manual Posting	N	0
57	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
58	South Asian Journalists Association 2950 Broadway New York, New York 10027 Phone : 415-800-4666 Email : sree@sree.net Sreenath Sreenivasan	N	0
59	Southwest Florida College 3910 Riga Blvd. Tampa, Florida 33619 Phone : 813-630-4401 Email : humanresources@fsw.edu Tami Hearn	N	0
60	SpotsnDots.com 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Jobs Listing Manual Posting	N	0
61	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
62	Tampa Bay Job Links 1211 N Westshore Blvd Suite 300 Tampa), Florida 33607 Phone : 813-344-0200 Url : tbjl.org Email : sheila@tbjl.org Sheila Solomon	Y	0
63	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

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64	The Meganet (MG Intranet) 200 S. Parker Street Tampa, Florida 33606 Phone : 813-221-5763 Human Resources Manual Posting	N	0
65	The Tampa Tribune 202 S. Parker St. Tampa, Florida 33606 Phone : 813-259-7751 Sharon Singer Manual Posting	N	0
66	TVJOBS.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Listing Manual Posting	N	0
67	TVJobs.com	N	1
68	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
69	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
70	University of Tampa 401 W. Kennedy Blvd. Tampa, Florida 33606 Phone : 813-258-7210 Email : hireout@ut.edu Mark Colvenbach	N	0
71	US Army Wounded Warrior Program 200 Stovall St. Room 7N53 Alexandria, Virginia 22332 Phone : 777-555-4444 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	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
72	USF Career Center 4202 E. Fowler Ave. SVC 2088 Tampa, Florida 33620 Phone : 813-974-2171 Url : http://www.usf.edu Email : careerservices@usf.edu Fax : 1-813-974-5332 Career Services Prong 2 Ended Date: 5/19/2021	N	0
73	Valdosta State University 1500 North Patterson Street Powell West 2nd Floor Valdosta, Georgia 31698 Phone : 229-333-3877 Url : http://www.valdosta.edu Email : emprelations@valdosta.edu Darius Anthony Prong 2 Ended Date: 5/19/2021	N	0
74	Veteran's Health Administration 3637 West Waters Suite 600 Tampa, Florida 33614 Email : charles.davis10@va.gov Charles Davis Prong 2 Ended Date: 5/19/2021	N	0
75	Vocational Rehabilitation 9215 N. Florida Ave. Suite 106 Tampa, Florida 33612 Phone : 813-930-7494 Email : Kristina.Higgins@vr.fldoe.org Fax : 1-813-930-7854 Career Board	N	0
76	WFLA Website 200 S. Parker Street Tampa, Florida 33606 Phone : 813-228-8888 Jobs Listing Manual Posting	N	0

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77	Workforce Tampa 9215 N. Florida Avenue Tampa, Florida 33612 Phone : 813-930-7664 Url : http://www.workforcetampa.com Email : monterom@careersourcetb.com Maginda Montero Prong 2 Ended Date: 5/19/2021	N	0
78	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:			216

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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	Ongoing Event	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 three (3) interns from the University of South Florida Zimmerman School, Grove City College and University of South Florida during the Spring and Fall Semesters of 2021.</p>	1	Director of Programming
2	8/17/2021	Provision of training to management	The SEU 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.	7	General Manager All Hiring Mgrs Attended