

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Chief Meteorologist	2-4, 7-18	13
Account Executive	1-4, 6-18	6
Account Executive	1-4, 6-18	13
Digital Content Producer	3-4, 6-18	13
News Producer	1, 3-18	13
News Producer	1, 3-18	13
News Producer	1, 3-18	6
News Producer	1, 3-18	13
News Producer	1, 3-18	13
Meteorologist	3-18	5
News Editor	3-5, 7-18	13
Director	3-5, 7-18	5
News Reporter	4-15, 17-18	6
News Reporter	4-15, 17-18	6
Account Executive	3-15, 17-18	5
Account Executive	3-15, 17-18	13
Tallahassee News Reporter	1, 3-15, 17-18	13
Entertainment / Lifestyle Program Producer	3-4, 7-15, 17-18	13
Digital Producer	3-4, 6-15, 17-18	13
News Producer	1, 3-4, 6-15, 17-18	6
Talk Show Host	3-15, 17-18	5
Marketing & Sales Research Analyst	3-15, 17-18	6

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

The SEU deleted the following three (3) historical recruiting sources on dates specified:
RS#2/Centre for Women – July 16, 2021,
RS#15/University of Tampa – January 10, 2022
RS#16/USF Career Center – September 30, 2021

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Photographer	3-15, 17-18	6
Assignments Editor	3-5, 7-15, 17-18	13
Assignments Editor	3-5, 7-15, 17-18	13
News Anchor	3-15, 17-18	13
Creative Services Photographer/Editor	3-4, 6-15, 17-18	13
Account Executive	3-15, 17-18	13
Account Executive	3-15, 17-18	5
Account Executive	3-15, 17-18	13
Multimedia Journalist / Reporter	1, 3-14, 17-18	6
News Producer	3-14, 17-18	13
News Editor	3-14, 17-18	13
Newscast Director	3-5, 7-14, 17-18	13
Executive Producer	3-14, 17-18	6
Bilingual Weathercaster	3-4, 6-14, 17-18	13
Executive Producer	1, 3-13, 17-18	6
Hispanic Lifestyle Director/Editor	1, 3-4, 6-13, 17-18	1
Hispanic Lifestyle Photographer/Editor	3-13, 17-18	5
News Producer	3-4, 6-13, 17-18	13
News Producer	3-4, 6-13, 17-18	13
News Producer	3-4, 6-13, 17-18	13
News Editor	3-13, 17-18	13
Digital Content Producer	3-13, 17-18	5

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Digital Content Producer	3-13, 17-18	6
News Photographer	3-4, 6-13, 17-18	13
News Photographer	3-4, 6-13, 17-18	13
News Anchor	3-4, 6-13, 17-18	13
Integrated Digital Specialist	3-4, 6-13, 17-18	13
Motion Graphic Designer	3-13, 17-18	6
Multimedia Journalist / Reporter	3-13, 17-18	6
Account Executive	3-4, 6-13, 17-18	6
News Editor	3-4, 6-13, 17-18	6

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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	7
2	Centre for Women 305 Hyde Park Tampa, Florida 33606 Phone : 813-251-8437 Email : zbutler@thecentre.org Zoey Butler	N	0
3	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
4	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 6901 Phone : 203-328-2691 Career Board Manual Posting	N	0
5	Indeed.com	N	48
6	Linked In	N	101
7	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	1
8	NAACP Miami-Dade P.O. Box 54315 Opa Locka, Florida 33054 Phone : 305-685-7152 Email : miamidadecommunications@gmail.com Stephenia Willis	N	0
9	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	National Association of Black Journalists 1100 Knight Hall College Park, Maryland 20742 Phone : 301-405-2573 Email : ksomerville@nabj.org Kaylan Somerville	N	0
11	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
12	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
13	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	146
14	Tampa Bay Job Links 1211 N Westshore Blvd Suite 300 Tampa), Florida 33607 Phone : 813-344-0200 Url : tbjl.org Email : sheila.solomonrudd@gcjfcs.org Sheila Solomon	Y	0
15	University of Tampa 401 W. Kennedy Blvd. Tampa, Florida 33606 Phone : 813-258-7210 Email : hireout@ut.edu Mark Colvenbach	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
16	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	N	0
17	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	N	0
18	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:			303

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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 Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, programming, sales, sports and weather.</p> <p>The Station hosted (10) interns from Florida State University, Harding University, Georgia Institute of Technology, Hillsborough Community College, University of Florida, University of Central Florida, University of South Florida, UNC Chapel Hill, and University of Tampa during the Spring Semester of 2022 and (4) interns from the University of Miami, University of South Florida and the University of Tampa during the Fall Semester of 2022.</p>	4	Programming Director Director of Sales News Director Chief Meteorologist
2	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The SEU coordinates with the National Hispanic Media Coalition, a non-profit organization concerned about the well-being of Hispanic families and job opportunities for Hispanic Women, in an effort to post all job vacancies including all upper level category openings.	1	
3	3/7/2022	Participation in Job Fairs	The Station participated at the Full Sail University Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Executive Producer
4	9/13/2022	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.	8	General Manager Hiring Managers