

WFLA-TV, WTTA-TV, WSNN-LD
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 Producer	2-6, 8-13, 15-16	4
Account Executive	2-3, 5-6, 8-16	5
Account Executive	2-3, 5-6, 8-16	13
Newscast Director	2-3, 6, 8-13, 15-16	13
Newscast Director	2-3, 6, 8-13, 15-16	13
News Photographer	2, 4-6, 8-16	13
News Photographer	2, 4-6, 8-16	13
Multimedia Journalist / Reporter	2, 5-6, 8-13, 15-16	13
Multimedia Journalist / Reporter	2, 5-6, 8-13, 15-16	13
Assignments Editor	2, 4, 6, 8-16	4
Tampa Hoy News Producer	2, 5-6, 8-16	13
Senior Producer	2, 4-6, 8-16	13
News Editor	2, 4-6, 8-16	13
Local Sales Manager	2, 5-6, 8-16	13
Traffic Liaison	2, 4, 6, 8-16	4
Digital Executive Producer	2, 5-6, 8-16	13
Daily Entertainment / Lifestyle Program Producer	2, 4-6, 8-16	4
Account Executive	2, 6-16	13
Account Executive	2, 6-16	13
Account Executive	2, 6-16	13
Digital Content Producer	2, 4-6, 8-16	13
Digital Content Producer	2, 4-6, 8-16	13
Digital Content Producer	2, 4-6, 8-16	5
Account Executive	2, 5-6, 8-16	13
Promotion Events Manager	2, 6, 8-16	13

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I. VACANCY LIST

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Editor	1-2, 4-6, 8-16	13
Account Executive	2, 5-6, 8-16	5
Entertainment / Lifestyle Program Producer	2, 5-6, 8-16	5
News Producer	1-2, 5-6, 8-16	13
Multimedia Journalist / Reporter	2, 4-6, 8-16	13
Multimedia Journalist / Reporter	2, 4-6, 8-16	13
Account Executive	2, 5-6, 8-16	5
Operations Technician	2, 4-6, 8-16	4
Account Executive	2, 5-6, 8-16	5

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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	CareerBuilder.com	N	2
2	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
3	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 6901 Phone : 203-328-2691 Career Board Manual Posting	N	0
4	Indeed.com	N	21
5	Linked In	N	61
6	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
7	Monster	N	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	N	0
12	New House School of Public Communications 215 University Pace 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	91
14	Tampa Bay Job Links 1211 N Westshore Blvd Suite 300 Tampa), Florida 33607 Phone : 813-344-0200 Url : tbjl.org Email : tbjl@gcjfcs.org Nikki Trent	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
15	Valdosta State University 1500 North Patterson Street Powell West 2nd Floor Valdosta, Georgia 31698 Phone : 229-333-3877 Url : http://www.valdosta.edu Email : emprrelations@valdosta.edu Darius Anthony	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:			176

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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	10/1/2022	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.	7	all hiring managers
2	10/1/2022	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, programming, sales, sports and weather.</p> <p>The SEU hosted (7) interns from Southeastern University, University of South Florida, University of Tampa, during the Spring Semester of 2023, (11) interns from University of South Florida, University of Tampa, University of Kentucky, Penn State University, Illinois State University, and Florida State University during the Summer Semester of 2023 and (7) interns from Hillsborough Community College, University of South Florida, University of Tampa and Illinois State University for the Fall Semester 2023.</p>	2	News Director Programming Director
3	9/20/2023	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 All Hiring Managers