

WFLA-TV, WSNN-LD, WTTA-TV
EEO PUBLIC FILE REPORT
October 1, 2023 - September 30, 2024

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
Bilingual News Anchor/Reporter	2-14	11
Account Executive	2-14	11
Account Executive	2-14	11
Account Executive	2-14	4
Account Executive	2-14	11
Digital Content Producer	2, 4-14	11
News Producer	2-14	3
Newscast Director	2-14	3
Newscast Director	2-14	3
Newscast Director	2-14	3
Newscast Director	2-14	3
Account Executive	2-14	3
Account Executive	2-14	11
Sales Assistant	2-3, 5-14	3
Multimedia Journalist / Reporter	1-2, 4-14	11
Multimedia Journalist / Reporter	1-2, 4-14	4
Account Executive	2-14	11
Director of Sales	2, 4-14	11
News Producer	2-14	11
News Producer	2-14	11
Entertainment / Lifestyle Program Producer	2, 6-14	11
Sports Anchor	1-2, 4-14	4
News Photographer	2-14	11
News Photographer	2-14	4
Creative Services Producer	2-14	3

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Engineering Assistant / IT Assistant	2-14	3
Motion Graphics Designer	2-14	4
Operations Technician	2-14	11
Operations Technician	2-14	11
Digital Sales Marketing & Operations Manager	2, 5-14	11
Multimedia Journalist / Reporter	1-14	3
Meteorologist	2-14	4
Creative Services Producer	2, 4-14	11
News Producer	2-14	11
Tallahassee News Reporter	2, 4-14	11
Multimedia Journalist / Reporter	2, 4-14	4
Sports Anchor / Reporter	2-14	3
Account Executive	2, 4-14	4
Account Executive	2, 4-14	11
Anchor / Reporter	2-14	4
News Editor	1-3, 5-14	11
Weekend News Anchor / Reporter	1-2, 4-14	4
News Producer	2-14	4
Multimedia Journalist / Reporter	2-3, 5-14	11
Hispanic Lifestyle Photographer/Editor	2-14	11
Digital Content Producer	2, 4-14	4
News Photographer	2, 4-14	4
Digital Executive Producer	2, 6-14	11
Account Executive	2, 4-14	4
Digital Sales Assistant	2-11, 13-14	4

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Sales Assistant	2-11, 13-14	3

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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	5
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	N	42
4	Linked In	N	105
5	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
6	NAACP Miami-Dade P.O. Box 54315 Opa Locka, Florida 33054 Phone : 305-685-7152 Email : miamidadecommunications@gmail.com Stephenia Willis	N	0
7	National Association of Black Journalists P.O. Box 172092 Tampa, Florida 33672 Phone : 813-419-2490 Email : tampabayabj@gmail.com Ken Knight	N	0
8	National Association of Black Journalists 1100 Knight Hall College Park, Maryland 20742 Phone : 301-405-2573 Email : ksomerville@nabj.org Kaylan Somerville	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
9	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
10	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
11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 214-765-4208 Lindsey Knapp Manual Posting	N	98
12	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
13	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
14	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			250

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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	10/1/2023	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	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, programming, sales, sports and weather.</p> <p>The SEU hosted (9) interns from University of South Florida, University of Tampa, and Hillsborough Community College during the Spring Semester 2024, (8) interns from University of South Florida, Florida University, University of Tampa and Florida State University during the Summer Semester 2024 and (7) interns from the University of South Florida, Hillsborough Community College, and the University of Tampa for the Fall Semester 2024.</p>	2	News Director Programming Director
3	9/18/2024	Provision of training to management	The Station 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 BA Hiring Managers