

**WFLA-TV, WTTA-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2019 - September 30, 2020**

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" ("MRSLS") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Graphic Designer	2, 4-7, 9-10, 14-16, 19, 21, 24, 27-30, 32-33, 37-39, 41-45	32
On Air Talk Show Host	2, 4-7, 9-10, 12-16, 19, 24, 27-30, 32-33, 36-38, 41-44	32
Sports Anchor	2, 4-7, 9-10, 13-16, 19, 24, 27-30, 32-33, 36-39, 41-44	32
Promotion Events Manager	2, 4-7, 9-12, 14-17, 19, 24, 28-30, 32-33, 36-38, 41-44	17
Traffic Assistant	2, 4-7, 9, 12, 14-16, 18-19, 24, 27-28, 30, 32-33, 36-38, 40-45	18
Anchor/Reporter	2, 4-7, 9, 14-16, 19, 25-28, 30-33, 36, 38, 41-45	32
Reporter MMJ	2, 4-7, 9, 14-16, 19, 25-28, 30-33, 36, 38, 41-45	32
Broadcast Engineer	2, 4-7, 9, 14-16, 19, 25-28, 30-33, 36, 38, 41-45	16
Account Executive	2, 4-7, 9, 14-16, 22, 25-28, 30-33, 36, 38, 41-45	16
News Producer	2, 4-7, 9, 14-16, 20, 25-28, 30-33, 36, 38, 41-45	20
Assignment Editor	2, 4-7, 9, 14-17, 23, 27-28, 30-33, 35-36, 38, 41-45	35
Anchor/Reporter	2, 4-7, 9, 14-16, 18, 22-23, 27-28, 30-33, 36, 38, 41-45	22
Anchor/Reporter	2, 4-7, 9, 13-16, 23, 27-28, 30-33, 36, 38, 41-45	32
Integrated Digital Specialist	2, 4-7, 9, 14-16, 23, 27-28, 30-33, 35-36, 38, 41-45	44

Recruiting sources were removed from the 2018-2019 master recruitment list October 2019: 1)602 Communications,2)Alabama A& M Universtij,3)Alabama State University,4)Bethune-Cookman University,6)Broadcast Education Association,10)CareerSource Tampa Bay,11)Center for Asian American Meida,16)Eckerd College,19)Erwin Technical Center,10)Everest University-Tampa,21)Florida A& M University,22)Florida A& M University26)HCC Ybor Campus Career Center35)Journalismjobs.com,38)Media General Website,39)MediaBistro.com,40)MediaRecruiter.com,42)NAACP Bradenton,50) New School of Radio & Television,53)One Hundred Black Men,54)Pinellas Technical College57)SmartRecruiters.com,58)Society of Broadcast Engineers,59)South Asian Journalists Association,60)Southwest Florida College,62)Stillman College,63)Talladega College,66)The Meganer,67) Tampa Tribune,68)TVJOBS.com,70)United States Pan Asian American Chamber of Commerce.

Miami Media School was added as source on 10/9/2019

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Creative Services Director III	2, 4-7, 9, 13-16, 18, 23, 27-28, 30-36, 38, 41-45	18
News Producer	2, 4-7, 9, 13-16, 23, 27-28, 30-33, 35- 36, 38, 41-45	35
Account Executive	2, 4-7, 9, 13-16, 22-23, 27-28, 30-33, 36, 38, 41-45	22
Promotions Producer	2, 4-7, 9, 13-16, 18, 23, 27-28, 30-33, 36, 38, 41-45	18
IT System Manager	2, 4-7, 9, 13-16, 23, 27-28, 30-33, 36, 38, 41-45	16
Sarasota Bureau Photojournalist	2, 4-7, 9, 14-16, 18, 23, 27-28, 30-33, 36, 38, 41-45	32
AM News Anchor III	2, 4-7, 9, 14-16, 23, 27-28, 30-33, 35- 36, 38, 41-45	35
Commercial Production Manager	2, 4-7, 9, 14-16, 18, 23, 27-28, 30-33, 36, 38, 41-45	18
Assignment Editor	2, 4-9, 14-16, 18, 22-23, 27-28, 30-33, 36, 38, 41-45	22
News Producer	2, 4-7, 9, 14-16, 23, 27-28, 30-33, 36, 38, 41-45	32
News Editor	2, 4-7, 9, 13-16, 18, 23, 27-28, 30-33, 36, 38, 41-42, 44-45	32
Account Executive	2, 4-7, 9, 13-16, 23, 27-28, 30-33, 36, 38, 41-45	32
Associate Producer	2, 4-7, 9, 14-16, 18, 23, 27-28, 30-33, 36, 38, 41-45	32
Digital Producer	2, 4-9, 13-16, 22-23, 27-28, 30-33, 36, 38, 41-45	16

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Creative Services Editor	2, 4-9, 11, 14-16, 18, 23, 27-28, 30-33, 36, 38, 41-45	32
Digital Producer	1-2, 4-7, 9, 14-17, 22-23, 27-28, 30-34, 36, 38, 41-45	34
Graphic Designer	2, 4-7, 9, 13-16, 22-23, 27-28, 30-33, 36, 38, 41-45	16
Promotion Events Manager	2, 4-7, 9, 14-16, 18, 22-23, 27-28, 30- 33, 36, 38, 41-42, 44-45	22
On Air Talk Show Host	2, 4-7, 9, 14-17, 22-23, 27-28, 30-33, 35-36, 38, 41-42, 44-45	35
Account Executive	2, 4-7, 9, 14-16, 22-23, 27-28, 30-33, 36, 38, 41-42, 44-45	16
Account Executive	2-7, 9, 13-16, 22-23, 27-28, 30-33, 36, 38, 41-45	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	Advertisement-Print	N	1
2	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-662-5400 Url : <a href="http://www.bishop.edu">http://www.bishop.edu</a> Email : <a href="mailto:jwomack@bishop.edu">jwomack@bishop.edu</a> Juliette Womack	Y	0
3	CareerBuilder.com	N	1
4	Corporation to Develop Communities of Tampa 1907 E. Hillsborough Ave. Tampa, Florida 33610 Phone : 813-231-4362 Email : <a href="mailto:freddy.barton@cdcoftampa.org">freddy.barton@cdcoftampa.org</a> Freddy Barton	Y	0
5	Ct. School of Broadcasting 3901 Coconut Palm Dr. Suite 105 Tampa, Florida 33619 Phone : 813-443-5307 Url : <a href="http://www.GoCsb.Com">www.GoCsb.Com</a> Email : <a href="mailto:SKing@GoCSB.com">SKing@GoCSB.com</a> Shayna King	Y	0
6	Dept. of Education Division of Vocational Rehab. 1313 N. Tampa Street Suite 801 Tampa, Florida 33602 Phone : 813-233-3635 Url : <a href="http://www.rehabworks.org">http://www.rehabworks.org</a> Email : <a href="mailto:VRBusinessRep@vr.fldoe.org">VRBusinessRep@vr.fldoe.org</a> Milton Moss	Y	0
7	East Carolina University 3016 Bate Building Greenville, North Carolina 27858 Phone : 252-737-1238 Url : <a href="http://www.ecu.edu">http://www.ecu.edu</a> Email : <a href="mailto:brownjo@ecu.edu">brownjo@ecu.edu</a> Lee Brown	Y	0
8	Employee Referral	N	3

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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	Florida Southern College 111 Lake Hollingsworth Drive Lakeland, Florida 33801 Phone : 863-680-4390 Url : <a href="http://www.flsouthern.edu">http://www.flsouthern.edu</a> Email : <a href="mailto:careercenter@flsouthern.edu">careercenter@flsouthern.edu</a> Marge Colton	Y	0
10	Foundation for Minority Interests In Media 30 Ruckerfeller Plaza 1221 Ave of Americas 28th Fl New York, New York 10112 Phone : 212-664-3486 Email : <a href="mailto:sandra.rice@nbcuni.com">sandra.rice@nbcuni.com</a> Sandra Dorsey Rice	N	0
11	GlassDoor	N	2
12	Hillsborough Community College P.O. Box 30030 Tampa, Florida 33600 Phone : 813-253-7275 Email : <a href="mailto:lragdale@hccfl.edu">lragdale@hccfl.edu</a> Laurie Ragsdale	N	0
13	Hillsborough NAACP 308 E. MLK Jr. Blvd. Suite C Tampa, Florida 33603 Phone : 813-234-8683 Url : <a href="http://www.hillsboroughnaacp.org">http://www.hillsboroughnaacp.org</a> Email : <a href="mailto:empowerment@hillsboroughnaacp.org">empowerment@hillsboroughnaacp.org</a> Caroline Collins	Y	0
14	Hispanic Alliance for Career Enhancement 330 S. Wells Suite 1104 Chicago, Illinois 60606 Phone : 312-435-0498 Url : <a href="http://www.haceonline.org">http://www.haceonline.org</a> Email : <a href="mailto:Rgarcia@haceonline.org">Rgarcia@haceonline.org</a> Rosa Garcia  Prong 2 Ended Date: 9/16/2020	N	0
15	Hope Services Incorporated P.O. Box 7388 Wesley Chapel, Florida 33544 Phone : 813-629-9717 Email : <a href="mailto:cindybray@verizon.net">cindybray@verizon.net</a> Cindy Bray	Y	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
16	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 6901 Phone : 203-328-2691 Career Board Manual Posting	N	26
17	Indeed.com	N	13
18	Internal Promotion	N	14
19	International Academy of Design-Campus 5104 Eisenhower Blvd. Tampa, Florida 33634 Phone : 813-889-3406 Url : <a href="http://www.iadt.edu/tampa">http://www.iadt.edu/tampa</a> Email : <a href="mailto:media@careered.com">media@careered.com</a> Lee Silverstein	Y	0
20	Intracompany Transfer	N	1
21	Latino Employment Center 2000- 14th Street, NW Washington, District of Columbia 20009 Phone : 202-671-2825 Email : <a href="mailto:ingrid.gutierrez@dc.gov">ingrid.gutierrez@dc.gov</a> Ingrid Gutierrez	N	0
22	Linked In	N	20
23	Miami Media School 7955 NW 12th St #119 Doral, Florida 33126 Phone : 305-676-6494 Url : <a href="http://www.beonair.com">www.beonair.com</a> Email : <a href="mailto:allamazares@beonair.com">allamazares@beonair.com</a> Angel Llamazares	Y	0
24	Monster.com 622 3rd Avenue 39th Floor New York, New York 10017 Phone : 800-666-7837 Career Board Manual Posting	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
25	NAACP Miami-Dade P.O. Box 54315 Opa Locka, Florida 33054 Phone : 305-685-7152 Email : unit5116@naacp.org Stephenia Willis	N	0
26	NAACP Sarasota County P.O. Box 1024 Sarasota, Florida 33234 Phone : 941-355-2097 Email : unit5132@naacp.org Fax : 1-941-355-1987 Trevor Harvey	N	0
27	National Association of Black Journalists P.O. Box 172092 Tampa, Florida 33672 Phone : 813-419-2490 Email : tampabayabj@gmail.com Ken Knight	N	0
28	National Association of Black Journalists 1100 Knight Hall College Park, Maryland 20742 Phone : 301-405-2573 Email : ksomerville@nabj.org Kaylan Somerville	N	0
29	National Association of Hispanic Journalists 1193 National Press Bldg. Washington, District of Columbia 20045 Phone : 202-662-7145 Email : kolivas@nahj.org Kevin Olivas  Prong 2 Ended Date: 11/6/2019	N	0
30	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

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31	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
32	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	92
33	Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Phone : 216-447-9117 Email : delark@beonair.com Don Clark	Y	0
34	Professional/Industry Trade Organization	N	3
35	Re-hire	N	7
36	Schiller Internatinal University 8560 Ulmerton Road Largo, Florida 33771 Phone : 727-736-5082 Url : <a href="http://www.schiller.edu">http://www.schiller.edu</a> Email : GMoranski@schiller.edu Fax : 1-727-738-8405 Gloria Moranski	Y	0
37	SpotsnDots.com 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Jobs Listing Manual Posting	N	0
38	Tampa Bay Job Links 1211 N Westshore Blvd Suite 300 White (non-Hispanic), Florida 33607 Phone : 813-344-0200 Url : <a href="http://www.tampabay-job-links.org">http://www.tampabay-job-links.org</a> Email : job-links@tbjl.org Sheila Solomon	Y	0



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39	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
40	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
41	University of Tampa 401 W. Kennedy Blvd. Tampa, Florida 33606 Phone : 813-258-7210 Email : hireut@ut.edu Mark Colvenbach	N	0
42	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  Prong 2 Ended Date: 9/16/2020	N	0
43	USF Career Center 4202 E. Fowler Ave. SVC 2088 Tampa, Florida 33620 Phone : 813-974-2171 Url : <a href="http://www.usf.edu">http://www.usf.edu</a> Email : careerservices@usf.edu Fax : 1-813-974-5332 Career Services	Y	0
44	WFLA Website 200 S. Parker Street Tampa, Florida 33606 Phone : 813-228-8888 Jobs Listing Manual Posting	N	7

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
45	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>190</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/8/2019	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.	16	Assistant News Director Digital Director Executive Producer Local Sales Manager
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	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.  The SEU hosted five (7) interns, from the University of South Florida, Hillsborough Community College and Florida Southern College during the 2019 Fall Semester.	4	Special Projects Producer Asst News Director Exec Producer Daytime HR
3	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions, to the Hispanic Alliance for Career Enhancement, Hope Services, Inc. and Tampa Bay Job Link in an effort to post all job vacancies.	1	General Manager