

ANNUAL EEO PUBLIC FILE REPORT

WMBB

October 1, 2015 through September 30, 2016

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WMBB

The information contained in this Report covers the time period beginning October 1, 2015 to and including September 30, 2016 (the “Applicable Period”). The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from October 1, 2015 through September 30, 2016

Station(s) Comprising the Station Employment Unit: WMBB

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Commercial Producer	11-02-15	P	4	A-CC
2	Account Executive	11-30-15	I	3	A-CC
3	Integrated Digital Specialist	01-11-16	I	3	A-CC
4	News Producer	01-20-16	A	3	A-CC
5	Account Executive	02-22-16	Y	5	A-CC
6	News Director	02-24-16	I	4	A-CC
7	Multi-Media Journalist	03-07-16	P	2	A-CC
8	News Producer	06-20-16	P	3	A-CC
9	Account Executive	06-27-16	I	2	A-CC
10	Multi-Media Journalist	08-22-16	P	4	A-CC
11	News Producer	09-06-16	P	4	A-CC

Total Number of Persons Interviewed During Applicable Period: 37

Appendix 2 to Annual EEO Public File Report

Covering the Period from October 1, 2015 through September 30, 2016

Station(s) Comprising the Station Employment Unit: WMBB

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	FAMU/Division of Journalism	Valerie White Francine Huff Kenneth Jones	Valerie.White@famuedu Francine.Huff@famuedu Kenneth.Jones@famuedu u Tallahassee, FL	850-499-3650 850-412-6587 850-561-2779		1
B	Gulf Coast State College	Dr. Arifa Garman	5230 W. Highway 98 Panama City, FL 32401			
C	FSU/Panama City Campus	Lisa Jemison ljemison@pc.fsu.edu	4750 Collegiate Drive Panama City, FL 32405	850-522-2203 Fax 850-747-5434		
D	FSU/Dept. of Communication	Jeff Garis jgaris@admin.fsu.edu	356 Diffenbaugh Tallahassee, FL 32306			
E	CareerSource Gulf Coast	Deeyon Kalil kalild@careersourcegco.com	625 Highway 231 Panama City, FL 32405	850-872-4340 X 112		
F	Troy State University	Brenda McDuffie	Wallace Hall 101 Troy, AL 36082	334-670-3289 Fax 334-670-		

				3707		
G	Tyndall AFB	Bernice E. Milton Bernice.milton@tyndall.af.mil	721 Suwanee Rd., Bldg. 745 Tyndall AFB, FL 32403	850-283-4204 Fax 850-283-4220		
H	Ohio Center for Broadcasting	Gary James gary@beonair.com	9000 Sweet Valley Dr. Valley View, OH 44125	216-447-9117	Y	
I	WMBB Employees	Internal and Former	613 Harrison Avenue Panama City, FL 32401			18
J	WMBB On-Air Ad					1
K	WMBB Website	www.mypanhandle.com				
L	Career Development & Resource Center	Annette Adams Annette.adams@navy.mil	Naval Support Activity 101 Vernon Avenue Panama City Beach, FL 32407			
M	Scripps College of Communication	www.ohio.edu/careers	Ohio Univesity	740-593-9994		
N	Hillsboro Community College	www.collgecentral.com Alisha Keaton akeaton@hccfl.edu	2112 N. 15 th St., PST 134 Tampa, FL 33605	813-259-6096		
O	Florida Association of Broadcasters	www.fab.org	Tallahassee, FL			
P	Nexstar Broadcasting Online	www.nexstar.tv				10
Q	Medaline	www.medialine.com				
R	TVJobs.com	www.tvjobs.com				2
S	Alabama State University	A David Okeowo, Ph.D.	Dept. of Communications P. O. Box 271 Montgomery, AL 36101	334-229-4493 Fax 334-229-4976		
T	The Leadership Institute	Denise Chaykun dchakyn@limail.us	1101 N. Highland St. Arlington, VA 22201	800-827-LEAD Fax 703-247-2001		

U	FSU	Dr. Andy Opel	Dept. of Communications University Center, Bldg. C Suite 3100 Tallahassee, FL 32306	850-644-9771 Fax 850-644-3273		
V	Goodwill Career Development Ctrs.	Janet Joyner	3207 E. 4 th St. Panama City, FL 32401	850-522-3900 Fax 850-522-3905		
W	National Assoc. of Hispanic Journalist	Kevin Olivas kolivas@nahj.org	1000 National Press Bldg. 529 14 th St., N.W. Washington, DC 20045	202-662-7145 Fax 202-662-7144		
X	Friend				N	1
Y	Walk-In				N	1
Z	Mail-In				N	1
AA	Other (Source Not Listed)				N	1
BB	Other (www.indeed.com)				N	1
CC	Brandon Smith	bsmith10@gulfcoast.edu	Gulf Coast State College			

Appendix 3 to Annual EEO Public File Report

Covering the Period from October 1, 2015 through September 30, 2016

Station(s) Comprising the Station Employment Unit: WMBB

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WMBB

	Recruitment Initiative	Description
1	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	During the reporting year, the station hosted one intern from the University of West Florida (Craig Larson 01/01/16-04/30/16), one intern from Samford University (Hannah Diamond 05/26/16-07/15/16), and one from New York University (Cairlin McNeilage 05/26/16-07/31/16).
2	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	On 02-05-16 the station’s Promotions Manager, General Manager and Digital Sales Manager attended the Haney Technical Job Fair and spoke with potential candidates for employment, and also gave referrals to Nexstar Broadcasting Website for job openings within the company.
3	Co-sponsoring a job fair with an organization in the business and professional community whose membership includes substantial participation of women and minorities	On 04-13-16 the station co-sponsored the CareerSource Gulf Coast Career Expo. Also, station managers participated by attending and speaking with 23 potential candidates discussing what careers available within our company and referring them to our corporate website.