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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anchor, AM News</td>
<td>1-2, 4-5, 7-11, 13, 15-23</td>
<td>10</td>
</tr>
<tr>
<td>Creative Services Director</td>
<td>1-5, 7-8, 10-11, 13, 15-17, 19-23</td>
<td>10</td>
</tr>
<tr>
<td>Multimedia Journalist</td>
<td>1-2, 4-8, 11, 13, 15-23</td>
<td>6</td>
</tr>
<tr>
<td>Multimedia Journalist</td>
<td>1-2, 4-8, 11-13, 15-23</td>
<td>12</td>
</tr>
<tr>
<td>Chief Photographer</td>
<td>1-2, 4-8, 10-11, 13, 15-18, 20-23</td>
<td>10</td>
</tr>
<tr>
<td>Creative Services Producer</td>
<td>1-2, 4-8, 10-11, 13, 15-17, 19-23</td>
<td>10</td>
</tr>
<tr>
<td>News Photojournalist/Editor</td>
<td>1-8, 11, 13-17, 19-23</td>
<td>14</td>
</tr>
<tr>
<td>Creative Services Producer</td>
<td>1-2, 4-8, 11, 13-17, 19-23</td>
<td>14</td>
</tr>
<tr>
<td>Multimedia Journalist</td>
<td>1-5, 7-8, 11, 13, 15-17, 20-21, 23</td>
<td>3</td>
</tr>
<tr>
<td>News Producer</td>
<td>1-2, 4-5, 7-11, 13, 15-17, 19-21, 23</td>
<td>10</td>
</tr>
<tr>
<td>Videographer</td>
<td>1-2, 4-5, 7-11, 13, 15-17, 19-21, 23</td>
<td>10</td>
</tr>
<tr>
<td>Janitor</td>
<td>3, 6-9, 11, 16-17, 23</td>
<td>3</td>
</tr>
<tr>
<td>News Producer (Overnight)</td>
<td>1-2, 4-5, 7-11, 13, 15-17, 19-21, 23</td>
<td>10</td>
</tr>
<tr>
<td>Production Assistant</td>
<td>2-3, 6-8, 13-18, 20-21</td>
<td>6</td>
</tr>
</tbody>
</table>
II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | DePauw University  
408 S. Locust Street P.O. Box 37  
Greencastle, Indiana 46135  
Phone: 765-658-4622  
Url: http://www.depauw.edu  
Email: emahongey@depauw.edu  
Erin Mahoney | N | 0 |
| 2         | Eastern Illinois University  
600 Lincoln Avenue  
Charleston, Illinois 61920  
Phone: 217-581-7356  
Url: http://www.eiu.edu  
Email: karunyon@eiu.edu  
Kelly Runyon | N | 1 |
| 3         | Employee Referral | N | 7 |
| 4         | Franklin College  
101 Branigin Blvd.  
Franklin, Indiana 46131  
Phone: 317-738-8000  
Url: http://www.franklincollege.edu  
Email: kbixler@franklincollege.edu  
Kirk Bixler | N | 0 |
| 5         | Illinois State University  
Fell Hall 025C South University Street  
Normal, Illinois 61761  
Phone: 309-438-7409  
Url: https://illinoisstate.edu  
Email: lrtrendl@ilstu.edu  
Laura Trendle Polus | N | 1 |
| 6         | Indeed.com | N | 12 |
| 7         | Indiana Broadcasters Association  
600 E. Carmel Drive  
Carmel, Indiana 46032  
Phone: 317-701-0084  
Url: http://www.indianabroadcasters.org  
Email: dave@indianabroadcasters.org  
Dave Arland | N | 0 |
II. MASTER RECRUITMENT SOURCE LIST ("MRSU")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 8         | Indiana State University Career Center  
567 N. 5th Street  
Terre Haute, Indiana 47809  
Phone: 812-237-2589  
Url: http://www.indstate.edu/career-center  
Email: mary.kelly@indstate.edu  
Mary Kelly | N                                | 0                                               |
| 9         | Indiana University Career Center  
625 N. Jordan Avenue  
Bloomington, Indiana 47405  
Phone: 812-855-5234  
Url: http://www.careers.college.indiana.edu  
Career Office  
Manual Posting | N                                | 0                                               |
| 10        | Internal Promotion | N                                | 7                                               |
| 11        | Ivy Tech Community College  
8000 S. Education Dr.  
Terre Haute, Indiana 47802  
Phone: 812-298-2282  
Url: http://www.ivytech.edu/hircivy  
Email: jfrey@ivytech.edu  
Jaime Frey | N                                | 0                                               |
| 12        | Job Fair | N                                | 1                                               |
| 13        | Lake Land College  
5001 Lake Land Blvd.  
Mattoon, Illinois 61938  
Phone: 217-234-5335  
Url: http://www.lakelandcollege.edu  
Email: gpowers@lakeland.cc.il.us  
Greg Powers | N                                | 0                                               |
| 14        | Linked In | N                                | 4                                               |
| 15        | MediaLine  
1209 Wood Valley Road  
Augusta, Georgia 30909  
Phone: 706-364-7564  
Url: http://www.medialine.com  
Email: medioline@medialine.com  
Rich Everitt | N                                | 1                                               |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 16        | mywabashvalley.com  
PO Box 9268  
Terre Haute, Indiana 47808  
Phone : 812-696-1301  
Url : http://www.mywabashvalley.com  
Email : psluder@wtwo.com  
Patty Sluder | N | 3 |
| 17        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone : 972-764-6715  
Terri Bush  
Manual Posting | N | 15 |
| 18        | Southern Illinois University  
1100 Lincoln Drive Room 1012  
Carbondale, Illinois 62901  
Phone : 618-453-5282  
Url : http://www.siu.edu  
Email : gregtodd@siu.edu  
Greg Todd | N | 0 |
| 19        | St. Mary-of-the-Woods College Placement Services  
140 Lefer Hall  
St. Mary-of-the-Woods, Indiana 47876  
Phone : 812-535-5151  
Url : http://www.smwc.edu  
Email : career@smwc.edu  
Susan Gresham | N | 0 |
| 20        | TV Jobs  
PO Box 4116  
Oceanside, California 92052  
Phone : 800-374-0119  
Url : http://www.tvjobs.com  
Email : admin@tvjobs.com  
Mark Holloway | N | 3 |
| 21        | Vincennes University Broadcasting Dept.  
1200 N. 2nd Street  
Vincennes, Indiana 47591  
Phone : 812-888-5344  
Url : http://www.vinu.edu  
Email : jballinger@vinu.edu  
Jill Ballinger | N | 0 |
II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 22        | Work One Western Indiana  
30 N. 8th Street  
Terre Haute, Indiana 47807  
Phone : 812-230-2023  
Url : http://careerconnect.com  
Email : l.burris@workforcenet.org  
Laury Burris | N | 0 |
| 23        | 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:** 55
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>4/1/2019</td>
<td>Listing of each upper-level category opening in a job bank or newsletter</td>
<td>2</td>
</tr>
<tr>
<td>9/18/2019</td>
<td>Participation in Job Fairs</td>
<td>4</td>
</tr>
<tr>
<td>10/23/2019</td>
<td>Participation in Job Fairs</td>
<td>1</td>
</tr>
<tr>
<td>2/11/2020</td>
<td>Participation in scholarship programs</td>
<td>1</td>
</tr>
<tr>
<td>2/19/2020</td>
<td>Participation in Job Fairs</td>
<td>1</td>
</tr>
<tr>
<td>3/28/2020</td>
<td>Participation in Job Fairs</td>
<td>1</td>
</tr>
</tbody>
</table>