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>Digital MMJ</td>
<td>1, 3-7, 9-11, 13-18, 21, 23-25</td>
<td>18</td>
</tr>
<tr>
<td>Weekend Anchor/Reporter</td>
<td>1, 3-7, 9-14, 16-19, 21, 23-25</td>
<td>12</td>
</tr>
<tr>
<td>Digital Producer</td>
<td>1, 3-11, 13-18, 21, 23-25</td>
<td>5</td>
</tr>
<tr>
<td>Daily Lifestyle Producer/Host</td>
<td>1, 3-11, 13-18, 21, 23-25</td>
<td>18</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3-7, 9-10, 13-14, 16-18, 21, 23-25</td>
<td>5</td>
</tr>
<tr>
<td>Multimedia Journalist Reporter</td>
<td>1-10, 13-18, 21, 23-25</td>
<td>18</td>
</tr>
<tr>
<td>Master Control Operator</td>
<td>1, 3-5, 7, 9-11, 13-18, 21, 23-25</td>
<td>5</td>
</tr>
<tr>
<td>News Producer (Overnight)</td>
<td>1, 3-5, 7-11, 13-18, 21, 23-25</td>
<td>18</td>
</tr>
<tr>
<td>News Producer</td>
<td>1, 3-5, 7-11, 13-14, 16-18, 21, 23-25</td>
<td>18</td>
</tr>
<tr>
<td>Production Assistant</td>
<td>1, 3-5, 7-11, 13-18, 20-21, 23-25</td>
<td>20</td>
</tr>
<tr>
<td>News Producer</td>
<td>1, 3-4, 7, 9-14, 16-18, 21, 23-25</td>
<td>12</td>
</tr>
<tr>
<td>Multimedia Journalist Reporter</td>
<td>1-4, 7, 9-11, 13-18, 21-25</td>
<td>18</td>
</tr>
<tr>
<td>Meteorologist</td>
<td>1, 3-5, 7, 9-11, 13-14, 16-18, 21, 23-25</td>
<td>5</td>
</tr>
<tr>
<td>News Producer (Overnight)</td>
<td>1-4, 7, 9-11, 13-18, 21, 23-25</td>
<td>18</td>
</tr>
<tr>
<td>Multimedia Journalist Reporter</td>
<td>1, 3-4, 7-11, 13-18, 21, 23-25</td>
<td>18</td>
</tr>
<tr>
<td>Creative Services Producer</td>
<td>1, 3-5, 7, 9-10, 13-14, 16-18, 21, 23-25</td>
<td>18</td>
</tr>
<tr>
<td>Production Assistant</td>
<td>1, 3-5, 7, 9-11, 13-14, 16-18, 21, 23-25</td>
<td>5</td>
</tr>
<tr>
<td>Master Control Operator</td>
<td>1, 3-5, 7, 9-10, 13-14, 16-18, 21, 23-25</td>
<td>5</td>
</tr>
<tr>
<td>News Producer (Overnight)</td>
<td>1, 3-4, 7, 9-14, 16-18, 21, 23-25</td>
<td>12</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         | Ball State University  
Dept. of Telecommunications BC 201  
Muncie, Indiana 47306  
Phone: 765-285-4002  
Url: http://www.bsu.edu  
Email: tpollard@bsu.edu  
Fax: 1-765-285-9278  
Tim Pollard | N | 0 |
| 2         | CareerBuilder.com | N | 3 |
| 3         | DePauw University  
408 S. Locust Street P.O. Box 37  
Greencastle, Indiana 46135  
Phone: 765-658-4622  
Url: http://www.depauw.edu  
Email: emahoney@depauw.edu  
Ashley Beeson | N | 0 |
| 4         | Eastern Illinois University  
600 Lincoln Avenue  
Charleston, Illinois 61920  
Phone: 217-581-7356  
Url: http://www.eiu.edu  
Email: kagoodwin@eiu.edu  
Kelly Goodwin | N | 0 |
| 5         | Employee Referral | N | 17 |
| 6         | 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 |
| 7         | Illinois State University  
Fell Hall 025C South University Street  
Normal, Illinois 61761  
Phone: 309-438-7409  
Url: https://illinoisstate.edu  
Email: lmtrend@ilstu.edu  
Laura Trendle Polus | N | 0 |
| 8         | Indeed.com | N | 19 |
## 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>
| 9         | Indiana Broadcasters Association  
P.O. Box 902  
Carmel, Indiana 46032  
Phone: 317-701-0084  
Url: http://www.indianabroadcasters.org  
Email: dave@indianabroadcasters.org  
Dave Arland | N                                               | 0                                             |
| 10        | 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: teresa.dwyer@indstate.edu  
Teresa Dwyer | N                                               | 0                                             |
| 11        | 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                                             |
| 12        | Internal Promotion                                                             | N                                               | 3                                             |
| 13        | Ivy Tech Community College  
8000 S. Education Dr.  
Terre Haute, Indiana 47802  
Phone: 812-298-2282  
Url: http://www.ivytech.edu/hireivy  
Email: jfrey@ivytech.edu  
Jaime Frey | N                                               | 0                                             |
| 14        | Lake Land College  
5001 Lake Land Blvd.  
Mattoon, Illinois 61938  
Phone: 217-234-5288  
Url: http://www.lakelandcollege.edu  
Email: mreynolds401@lakelandcollege.edu  
Makenzie Reynolds | N                                               | 0                                             |
| 15        | Linked In                                                                       | N                                               | 17                                            |
## 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>
<tbody>
<tr>
<td>16</td>
<td>MediaLine</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
|           | 1209 Wood Valley Road
Augusta, Georgia 30909
Phone: 706-364-7564
Url: http://www.medialine.com
Email: medialine@medialine.com
Rich Everitt |
| 17        | mywabashvalley.com
PO Box 9268
Terre Haute, Indiana 47808
Phone: 812-696-1301
Url: http://www.mywabashvalley.com
Email: psluder@wtwo.com
Patty Sluder |
| 18        | Nexstar Media Group, Inc.
545 E. John Carpenter Freeway Suite 700
Irving, Texas 75062
Phone: 972-764-6715
Terri Bush
Manual Posting |
| 19        | Nexstar's Facebook Page |
| 20        | Re-hire |
| 21        | 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 |
| 22        | State/Local Employment Agency |
| 23        | TV Jobs
PO Box 4116
Oceanside, California 92052
Phone: 800-374-0119
Url: http://www.tvjobs.com
Email: admin@tvjobs.com
Mark Holloway |
|           | N                                             | 0                                                      |
|           | N                                             | 1                                                      |
|           | N                                             | 0                                                      |
|           | N                                             | 1                                                      |
|           | N                                             | 0                                                      |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSCL")

<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>
| 24        | 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 |
| 25        | 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:** 75
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>9/16/2020</td>
<td>Participation in Job Fairs</td>
<td>The Station participated in the Virtual Indiana State University Career Fair. The Station personnel spoke with potential job applicants.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>10/17/2020</td>
<td>Participation in Job Fairs</td>
<td>The Station participated in the IBA Fall Virtual Career / Internship Fair. The Station personnel spoke with students and discussed vacancies at the Station and in the broadcasting industry.</td>
<td>2</td>
<td>VP/General Manager/News Director</td>
</tr>
<tr>
<td>2/2/2021</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated as a speaker at Indiana University Media School. She spoke about career decisions and job requirements.</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>2/4/2021</td>
<td>Participation in scholarship programs</td>
<td>The Station participates in an established scholarship program that assists students interested in pursuing a career in broadcasting. During the current reporting term, there were 10 recipients from (2) Indiana University, (3) Ball State University, (2) University of Indianapolis, Vincennes University, Goshen College and Indiana University-Purdue University Indianapolis.</td>
<td>1</td>
<td>VP/General Manager</td>
</tr>
<tr>
<td>2/17/2021</td>
<td>Participation in Job Fairs</td>
<td>The Station participated in the Virtual Indiana State University Career Fair. The Station personnel spoke with potential job applicants.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>2/25/2021</td>
<td>Participation in Job Fairs</td>
<td>The Station participated in the IBA Virtual Career Fair. The Station personnel spoke with potential job applicants.</td>
<td>1</td>
<td>VP/General Manager</td>
</tr>
</tbody>
</table>