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>Lifestyle Show Producer/MMJ</td>
<td>2-6, 8-9, 14, 16-22</td>
<td>4</td>
</tr>
<tr>
<td>Digital MMJ</td>
<td>1-3, 5-6, 8-10, 13-14, 16-22</td>
<td>18</td>
</tr>
<tr>
<td>Digital MMJ/Photographer</td>
<td>1-3, 5-6, 8-11, 13-14, 16-22</td>
<td>11</td>
</tr>
<tr>
<td>Weekend Anchor/Reporter</td>
<td>1-6, 8-10, 13-14, 16-22</td>
<td>4</td>
</tr>
<tr>
<td>Production Assistant</td>
<td>1-6, 8-10, 12-14, 16-22</td>
<td>12</td>
</tr>
<tr>
<td>Reporter, MMJ</td>
<td>1-3, 5-6, 8-10, 13-14, 16-22</td>
<td>18</td>
</tr>
<tr>
<td>Digital Producer</td>
<td>1-3, 5-6, 8-11, 13-14, 16-22</td>
<td>11</td>
</tr>
<tr>
<td>News Producer</td>
<td>1-3, 5-6, 8-10, 12-13, 16-22</td>
<td>12</td>
</tr>
<tr>
<td>News Anchor/Reporter</td>
<td>1-3, 5-6, 8-10, 13, 16-22</td>
<td>18</td>
</tr>
<tr>
<td>News Producer (Overnight)</td>
<td>2-6, 8-10, 13, 15-22</td>
<td>4</td>
</tr>
<tr>
<td>Production Assistant</td>
<td>2-3, 5-10, 13, 15-22</td>
<td>18</td>
</tr>
<tr>
<td>Master Control Operator</td>
<td>1-6, 8-10, 13-14, 16-22</td>
<td>4</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-3, 5-6, 8-11, 13-22</td>
<td>11</td>
</tr>
<tr>
<td>Assignment Manager</td>
<td>1-6, 8-11, 13-14, 16-22</td>
<td>11</td>
</tr>
<tr>
<td>Digital Executive Producer</td>
<td>1-6, 8-10, 13, 16-22</td>
<td>4</td>
</tr>
<tr>
<td>Reporter, MMJ</td>
<td>1-3, 5-6, 14, 16-22</td>
<td>18</td>
</tr>
<tr>
<td>Production Assistant</td>
<td>1-3, 5-6, 8-11, 13-14, 16-22</td>
<td>11</td>
</tr>
<tr>
<td>Master Control Operator</td>
<td>1-3, 5-6, 8-11, 13-14, 16-22</td>
<td>11</td>
</tr>
</tbody>
</table>

Nexstar did not actively distribute job vacancy notices to Indeed.com and LinkedIn. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting corresponding with Nexstar.
## 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: 765-285-7901  
Url: http://www.bsu.edu  
Email: sjsmith@bsu.edu  
Suzy Smith | N | 0 |
| 2         | 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 |
| 3         | 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 |
| 4         | Employee Referral | N | 9 |
| 5         | Handshake  
WTWO 10849 N. US Highway 41  
Farmersburg, Indiana 47850  
Phone: 812-696-1301  
Url: www.joinhandshake.com  
Patty Sluder  
Manual Posting | N | 0 |
| 6         | Illinois State University  
Fell Hall 025C South University Street  
Normal, Illinois 61761  
Phone: 309-438-7409  
Url: https://illinoistate.edu  
Email: lmrend@ilstu.edu  
Laura Trendle Polus | N | 0 |
| 7         | Indeed.com | N | 3 |
## 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>
| 8         | 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 |
| 9         | 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 |
| 10        | 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 |
| 11        | Internal Promotion | N | 6 |
| 12        | Intracompany Transfer | N | 2 |
| 13        | Ivy Tech Community College  
1700 East Industrial Drive.  
Terre Haute, Indiana 47802  
Phone: 812-298-2263  
Url: http://www.ivytech.edu/CCEC/  
Email: mlarsen@ivytech.edu  
Monica Larsen | N | 0 |
| 14        | Lake Land College  
5001 Lake Land Blvd.  
Mattoon, Illinois 61938  
Phone: 217-234-5335  
Url: http://www.lakelandcollege.edu  
Email: gpowers@lakelandcollege.edu  
Greg Powers | N | 0 |
| 15        | Linked In | N | 3 |
### 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         | MediaLine  
1209 Wood Valley Road  
Augusta, Georgia 30909  
Phone: 706-364-7564  
Url: http://www.medialine.com  
Email: medialine@medialine.com  
Rich Everitt | N               | 0                                    |
| 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 | N               | 9                                    |
| 18         | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N               | 22                                   |
| 19         | St. Mary-of-the-Woods College Placement Services  
140 Lefer Hall  
St. Mary-of-the-Woods, Indiana 47876  
Phone: 812-535-5215  
Url: http://www.smwc.edu  
Email: Martha.Reed@smwc.edu  
Martha Reed | 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               | 1                                    |
| 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 ("MRSRL")

<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        | 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>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>4/1/2021</td>
<td>Listing of each upper-level category opening in a job bank or newsletter</td>
<td>The Station regularly disseminates job vacancy notices, including upper-level positions, to the Indiana Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.</td>
<td>2</td>
<td>VP/General Manager Business Administrator</td>
</tr>
<tr>
<td>7/20/2021</td>
<td>Participation in Job Fairs</td>
<td>The Station participated in the Community Cares Career Fair at Ivy Tech Community College. Station personnel met with potential job applicants.</td>
<td>3</td>
<td>VP/General Manager Operations Manager Chief Engineer</td>
</tr>
<tr>
<td>9/15/2021</td>
<td>Participation in Job Fairs</td>
<td>The Station participated in the Indiana University Fall Career Fair. Station personnel met with potential job applicants.</td>
<td>1</td>
<td>Operations Manager</td>
</tr>
<tr>
<td>10/26/2021</td>
<td>Participation in Job Fairs</td>
<td>The Station participated in the Indiana Broadcasters Fall Career Fair. The Station personnel spoke with potential job applicants.</td>
<td>1</td>
<td>VP/General Manager</td>
</tr>
<tr>
<td>11/16/2021</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated in the Indiana University Media Broadcast Reel Workshop allowing 15 students to receive feedback on their presentation. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>11/30/2021</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 for a Career in Broadcasting.</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>2/15/2022</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.</td>
<td>1</td>
<td>VP/General Manager</td>
</tr>
</tbody>
</table>

During the current reporting term, there were 10 recipients from (4) University of Indianapolis, (2) Goshen College, Indiana Wesleyan University, Huntington University, Ball State University and Indiana University.
### 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>8/2/2022</td>
<td>Participation in Job Fairs</td>
<td>The Station participated at the Indiana State University Spring Career Fair. Station personnel was able to meet with students and discuss vacancies at the Station and within the broadcasting industry.</td>
<td>1</td>
<td>Operations Manager</td>
</tr>
<tr>
<td>9/2/2022</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated as a speaker before the Marshall High School ECCEL Academy. He spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.</td>
<td>1</td>
<td>VP/General Manager</td>
</tr>
<tr>
<td>10/3/2022</td>
<td>Provision of training to management</td>
<td>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.</td>
<td>2</td>
<td>VP/General Manager</td>
</tr>
<tr>
<td>11/3/2022</td>
<td>Participation in Job Fairs</td>
<td>Station personnel participated in the Paris High School Career Fair. She was able to meet with students and discuss vacancies at the Station and within the broadcasting industry.</td>
<td>1</td>
<td>Assignment Manager</td>
</tr>
<tr>
<td>12/3/2022</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated as a speaker at Daviess County High School. She spoke about career decisions and job requirements for a Career in Broadcasting.</td>
<td>1</td>
<td>Assignment Manager</td>
</tr>
</tbody>
</table>