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 Hirer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account Executive</td>
<td>1-5, 7-8, 11-19</td>
<td>14</td>
</tr>
<tr>
<td>Creative Services Producer</td>
<td>1-8, 11-19</td>
<td>14</td>
</tr>
<tr>
<td>Weekend News Anchor/Reporter</td>
<td>1-5, 7-9, 11-19</td>
<td>9</td>
</tr>
<tr>
<td>Multimedia Journalist</td>
<td>1-5, 7-8, 11-19</td>
<td>14</td>
</tr>
<tr>
<td>Production Assistant - FT</td>
<td>1-8, 11-19</td>
<td>7</td>
</tr>
<tr>
<td>Production Assistant</td>
<td>1-8, 11-19</td>
<td>3</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-5, 7-8, 11-19</td>
<td>14</td>
</tr>
<tr>
<td>News Director</td>
<td>1-5, 7-8, 10-12, 14-19</td>
<td>10</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-5, 7-8, 11-12, 14-19</td>
<td>14</td>
</tr>
<tr>
<td>Morning Anchor</td>
<td>1-5, 7-9, 11-12, 14-19</td>
<td>9</td>
</tr>
<tr>
<td>Production Assistant - FT</td>
<td>1-5, 7-8, 11-12, 14-19</td>
<td>14</td>
</tr>
<tr>
<td>News Producer (Overnight)</td>
<td>1-5, 7-8, 11-12, 14-19</td>
<td>15</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 or 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 | 5 |
| 4         | Handshake  
             WTWO 10849 N. US Highway 41  
             Farmersburg, Indiana 47850  
             Phone: 812-696-1301  
             Url: www.joinhandshake.com  
             Patty Sluder  
             Manual Posting | N | 0 |
| 5         | Illinois State University  
             Fell Hall 025C South University Street  
             Normal, Illinois 61761  
             Phone: 309-438-7409  
             Url: https://illinoisstate.edu  
             Email: rcarro3@ilstu.edu  
             Bob Carroll | N | 0 |
| 6         | Indeed.com | N | 7 |
## 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>
| 7         | 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  | 2 |
| 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: teresa.dwyer@indstate.edu  
Teresa Dwyer | N  | 0 |
| 9         | Internal Promotion  | N  | 2 |
| 10        | Intracompany Transfer | N  | 1 |
| 11        | Ivy Tech Community College  
1700 East Industrial Drive.  
Terre Haute, Indiana 47802  
Phone: 812-298-2337  
Url: http://www.ivytech.edu/CCEC/  
Email: ashuck14@ivytech.edu  
Alia Shuck | N  | 0 |
| 12        | 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 |
| 13        | Linked In | N  | 14 |
| 14        | 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  | 16 |
# II. MASTER RECRUITMENT SOURCE LIST ("MRSLL")

<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>
| 15        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N                                                                 | 6                                                   |
| 16        | 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                                                   |
| 17        | 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                                                   |
| 18        | 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                                                   |
| 19        | www.mediagignow.com  
550 W. Jackson Blvd Suite 200  
Chicago, Illinois 60661  
Phone: 336-553-0620  
Url: http://www.mediagignow.com  
Email: customerservice@mediagignow.com  
MediaGigNow.com | N                                                                 | 0                                                   |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 53
### 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>4/13/2023</td>
<td>Participation in Job Fairs</td>
<td>The Station participated in the Ulndy Communication Career Fair. The Station personnel spoke with potential job applicants.</td>
<td>1</td>
<td>VP/General Manager</td>
</tr>
<tr>
<td>5/10/2023</td>
<td>Participation in Job Fairs</td>
<td>The Station participated at the Linton-Stockton High School Career Cruise. Station personnel was able to meet with students and discuss vacancies at the Station and in the broadcasting industry.</td>
<td>1</td>
<td>VP/General Manager</td>
</tr>
<tr>
<td>5/22/2023</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>The Station 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 Station hosted one (1) intern, from St. Mary-of-the-Woods College during the 2023 Summer Semester; and one (1) intern from Indiana University during the 2023 Summer Semester.</td>
<td>2</td>
<td>VP/General Manager News Director</td>
</tr>
<tr>
<td>9/20/2023</td>
<td>Participation in Job Fairs</td>
<td>The Station participated in the Indiana State University Career Fair. The Station personnel spoke with potential job applicants.</td>
<td>2</td>
<td>VP/General Manager General Sales Manager</td>
</tr>
<tr>
<td>10/2/2023</td>
<td>Participation in Job Fairs</td>
<td>The Station participated in the Indiana Broadcasters Association Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.</td>
<td>2</td>
<td>VP/General Manager Operations Manager</td>
</tr>
<tr>
<td>1/4/2024</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 (5) Indiana University, (2) University of Indianapolis, (1) Butler University and (2) Ball State University.</td>
<td>1</td>
<td>VP/General Manager</td>
</tr>
</tbody>
</table>
# 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</td>
<td>Participation in Job Fairs</td>
<td>The Station participated at the Indiana State University Job &amp; Internship Career Fair. Station personnel was able to meet with students and discuss vacancies at the Station and in the broadcasting industry.</td>
<td>1</td>
<td>Operations Manager</td>
</tr>
</tbody>
</table>
| 9    | Provision of training to management            | 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. | 6 | VP/General Manager  
Business Administrator  
Operations Manager  
General Sales Manager |
| 10   | Participation in Job Fairs                     | The Station participated in the Indiana Broadcaster's Spring Career Fair. The Station personnel spoke with potential job applicants. | 1 | VP/General Manager |