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>Associate Producer</td>
<td>2-3, 5, 8, 11, 13, 15, 17-18, 20-29, 31-32, 35-42</td>
<td>38</td>
</tr>
<tr>
<td>Director/Master Control Operator – Regular Full Ti</td>
<td>2-3, 5, 8, 10-11, 13-15, 17-37, 39-42</td>
<td>15</td>
</tr>
<tr>
<td>Photojournalist</td>
<td>2-5, 8-11, 13-14, 17-37, 39-42</td>
<td>17</td>
</tr>
<tr>
<td>Photojournalist</td>
<td>2-3, 5, 8-11, 13-14, 17-18, 20-29, 31-35, 37, 39-42</td>
<td>17</td>
</tr>
<tr>
<td>Video Editor</td>
<td>2-5, 8-11, 13, 17-37, 39-42</td>
<td>9</td>
</tr>
<tr>
<td>WEEKEND NEWS PRODUCER – Regular Full Time</td>
<td>2-3, 5-6, 8-11, 13-14, 17-37, 39-42</td>
<td>6</td>
</tr>
<tr>
<td>News Producer</td>
<td>2-3, 5, 8-11, 13-14, 17-37, 39-42</td>
<td>14</td>
</tr>
<tr>
<td>Multimedia Journalist – Regular Full Time</td>
<td>2-5, 8-11, 13, 15, 17-29, 31-37, 39-42</td>
<td>17</td>
</tr>
<tr>
<td>Sales Account Executive</td>
<td>1-3, 5, 8, 10-11, 13-14, 18, 20-29, 31-35, 37, 39-42</td>
<td>14</td>
</tr>
<tr>
<td>STUDIO OPERATOR – Full Time</td>
<td>2-3, 5, 8-11, 13-14, 16, 18, 20-29, 31-35, 37, 39-42</td>
<td>16</td>
</tr>
<tr>
<td>Sports MMJ/Anchor</td>
<td>2-3, 5, 8, 10-11, 13-14, 17-18, 20-29, 31-35, 37, 39-42</td>
<td>14</td>
</tr>
<tr>
<td>Photojournalist</td>
<td>2-3, 5-6, 8, 10-11, 13, 16-18, 20-29, 31-35, 37, 39-42</td>
<td>16</td>
</tr>
<tr>
<td>Sales Account Executive</td>
<td>1-3, 5, 7-8, 10-11, 13-15, 18, 20-29, 31-37, 39-42</td>
<td>15</td>
</tr>
<tr>
<td>News Producer</td>
<td>2-3, 5-6, 8, 11, 13-15, 17-18, 20-29, 31-32, 35-37, 39-42</td>
<td>14</td>
</tr>
<tr>
<td>Video Editor</td>
<td>2-3, 5, 8-11, 13-14, 17-18, 20-29, 31-37, 39-42</td>
<td>9</td>
</tr>
<tr>
<td>Photojournalist</td>
<td>2-3, 5, 8, 10-11, 13-14, 18, 20-29, 31-37, 39-42</td>
<td>14</td>
</tr>
</tbody>
</table>

Due to security email issue recruiting agencies 7 & 36 did not receive all job notifications.
Three recruiting agencies requested removal from our list - #19/Metrolina Native American Association on 9/28/2020; #30/Organization of Chinese Americans on 9/2/2020; #38/UNCG on 4/24/2015.
Recruiting agency #1/602 Communications only considers Sales positions.
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>Photojournalist</td>
<td>2-3, 5, 8, 10-11, 13, 15, 17-18, 20-29, 31-37, 39-42</td>
<td>17</td>
</tr>
<tr>
<td>6 PM NEWS PRODUCER</td>
<td>2-3, 5, 8-11, 13-15, 18, 20-29, 31-37, 39-42</td>
<td>9</td>
</tr>
<tr>
<td>Analyst, Research</td>
<td>2-5, 8-11, 13, 15, 18, 20-29, 31-37, 39-42</td>
<td>9</td>
</tr>
<tr>
<td>Weekend Assignment Editor</td>
<td>2-3, 5, 8-11, 13-14, 17-18, 20-29, 31-37, 39-42</td>
<td>14</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>2-3, 5-6, 8, 10-11, 13-14, 18, 20-29, 31-37, 39-42</td>
<td>14</td>
</tr>
<tr>
<td>Morning News Reporter</td>
<td>2-5, 7-8, 10-11, 13, 15, 17-18, 20-29, 31-37, 39-42</td>
<td>15</td>
</tr>
<tr>
<td>Sales Account Executive</td>
<td>2-3, 5, 8-11, 17-18, 20-29, 31-35, 37, 39-42</td>
<td>17</td>
</tr>
<tr>
<td>Photojournalist</td>
<td>2-5, 8-15, 17-18, 20-29, 31-37, 39-42</td>
<td>9</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         | 602 Communications  
6839 Charter Hills Rd.  
Charlotte, North Carolina 28277  
Phone: 704-543-1426  
Url: http://www.602communications.com  
Email: slizik@602communications.com  
Graeme Newell | N | 0 |
| 2         | A Joyous Transition Family Resource Center  
2702 Darden Rd Unit B  
Greensboro, North Carolina 27407  
Phone: 336 987 5847  
Email: ajoyoustransitionfamilyresource@yahoo.com  
April Thompson | Y | 0 |
| 3         | Adams Broadcast Consulting  
18900 Carriger Road  
Sonoma, California 95476  
Phone: 925-457-6400  
Url: http://www.adamsconsulting.tv  
Email: dana@adamsconsulting.tv  
Dana Adams | N | 0 |
| 4         | American Women in Radio & Television  
8405 Greensboro Dr., Suite 800  
McLean, Virginia 22102  
Phone: 703-506-3290  
Url: http://www.awrt.org  
Fax: 1-703-506-3266  
Melissa Lowe | N | 0 |
| 5         | Bennett College  
900 East Washington Street  
Greensboro, North Carolina 27401  
Phone: 336-517-2201  
Url: http://www.bennett.edu  
Email: yjohnson@bennett.edu  
Yolande Johnson | N | 0 |
| 6         | CareerBuilder.com | N | 4 |
| 7         | DB & Associates  
P.O. Box 353  
Neffs, Pennsylvania 18065  
Phone: 610-767-6183  
Url: http://www.dbandassociates.net  
Email: dbandassociates@msn.com  
David Brunner | N | 0 |
# 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>8</td>
<td>Elon University Career Center, Campus Box 2020, Elon, North Carolina 27244, Phone: 336-278-6538, Url: <a href="http://www.elon.edu">http://www.elon.edu</a>, Email: <a href="mailto:rkosusko@elon.edu">rkosusko@elon.edu</a>, Rhonda Kosusko</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>9</td>
<td>Employee Referral</td>
<td>N</td>
<td>14</td>
</tr>
<tr>
<td>10</td>
<td>Forsyth Technical Community College, 2100 Silas Creek Parkway, Winston-Salem, North Carolina 27103, Phone: 336-734-7416, Url: <a href="http://www.forsyth.cc.nc.us">http://www.forsyth.cc.nc.us</a>, Email: <a href="mailto:careerservices@forsythtech.edu">careerservices@forsythtech.edu</a>, Jessica Long</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>11</td>
<td>Guilford Technical Community College, P.O. Box 309, Jamestown, North Carolina 27282, Phone: 336-334-4822, Url: <a href="http://www.gtcc.edu">http://www.gtcc.edu</a>, Email: <a href="mailto:careers@gtcc.edu">careers@gtcc.edu</a>, Shirley Hunter</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>12</td>
<td>Guilford Works, 2301 W Meadowview Rd, Greensboro, North Carolina 27407, Phone: 336-373-3174, Url: <a href="http://www.guilfordworks.org">www.guilfordworks.org</a>, Email: <a href="mailto:chris.rivera@greensboro-nc.gov">chris.rivera@greensboro-nc.gov</a>, Fax: 1-336-373-8629, Chris Rivera</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>13</td>
<td>High Point University, 833 Montlieu Avenue, High Point, North Carolina 27262, Phone: 336-841-9851, Url: <a href="http://www.highpoint.edu">http://www.highpoint.edu</a>, Email: <a href="mailto:mparker3@highpoint.edu">mparker3@highpoint.edu</a>, Megan Parker</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>14</td>
<td>Indeed, 7501 N. Capital of Texas Hwy Bldg B, Austin, Texas 78731, Phone: 203-564-2418, Url: <a href="http://www.indeed.com">http://www.indeed.com</a>, Online Posting</td>
<td>N</td>
<td>42</td>
</tr>
</tbody>
</table>
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<table>
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<tr>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 15        | Internal  
2005 Francis St  
High Point, North Carolina 27263  
Phone: 336-821-1205  
Susan Davis | N                                           | 21                                                      |
| 16        | Internal Promotion | N                                           | 2                                                      |
| 17        | LinkedIn  
2029 Stierlin Ct. #200  
Mountain View, California 94043  
career services | N                                           | 40                                                      |
| 18        | Media Line  
190 North State Street  
Pacific Grove, California 993950  
Phone: 800-237-8073  
Url: http://www.medialine.com  
Email: medialine@medialine.com  
Mark Shilstone | N                                           | 0                                                      |
| 19        | Metrolina Native American Association  
6161 McDaniel Lane  
Charlotte, North Carolina 28213  
Phone: 980-224-3862  
Url: http://www.metrolinanativeamericans.org  
Email: metrolinanatives@gmail.com  
Career Services | N                                           | 0                                                      |
| 20        | Mort Meisner Associates  
26711 Woodward Avenue, Suite 203  
Huntington Woods, Michigan 48070  
Phone: 248-545-2222  
Url: http://www.mortmeisnerassoc.com  
Email: mort@mortmeisner.com  
Mort Meisner | N                                           | 0                                                      |
| 21        | MYFOX8.com  
2005 Francis St.  
High Point, North Carolina 27263  
Phone: (336) 821-1205  
Url: http://www.myfox8.com  
Susan Davis  
Manual Posting | N                                           | 0                                                      |
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<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 22        | N.S. Bienstock, Inc.  
1740 Broadway, 24th floor  
New York, New York 10019  
Phone : 212-765-3040  
Url : http://www.nsbienstock.com  
Email : nsb@nsbienstock.com  
Adam Leibner | N | 0 |
| 23        | Napoli Mgmt Group  
8844 West Olympic Blvd. Suite 100  
Beverly Hills, California 90211  
Phone : 310-385-8222  
Url : http://www.tvtalent.com  
Email : nmg@tvtalent.com  
David Ahrends | N | 0 |
| 24        | National Association of Black College Broadcasters  
PO Box 3191  
Atlanta, Georgia 30326  
Phone : 404-523-6136  
Email : lojelks@aol.com  
Lo Jelks | N | 0 |
| 25        | National Association of Hispanic Journalists  
1000 National Press Bldg., 529 14th St., NW  
Washington, District of Columbia 20045  
Phone : 202-662-7145  
Url : http://www.nahj.org  
Email : nahj@nahj.org  
Litha Strickland | N | 0 |
| 26        | NC A&T State University  
1601 E. Market Street  
Greensboro, North Carolina 27411  
Phone : 336-334-7900  
Url : http://www.ncat.edu  
Email : whitley@ncat.edu  
Dr Shelia Whitley | N | 0 |
| 27        | NC Assoc. of Broadcasters  
P.O. Box 627  
Raleigh, North Carolina 27602  
Phone : 919-821-7300  
Url : http://www.ncbroadcast.com  
Email : gsummerville@ncbroadcast.com  
Gail Summerville | N | 0 |
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 28        | NC State University  
2100Pulen Hall, Box 7303  
Raleigh, North Carolina 27695  
Phone : 919-515-2396  
Url : http://www.ncsu.edu  
Email : bridget_yarborough@ncsu.edu  
Bridget Yarborough | N | 0 |
| 29        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone : 972-764-6715  
Terri Bush  
Manual Posting | N | 0 |
| 30        | Organization of Chinese Americans  
1322 18th Street NW  
Washington, District of Columbia 20036  
Phone : 202-223-5500  
Url : http://www.ocanational.org  
Email : oca@ocanational.org  
Career Services | N | 0 |
| 31        | Rick Gevers & Associates  
P.O. Box 577  
Zionsville, Indiana 46077  
Phone : 317-769-7900  
Url : http://www.rickgevers.com  
Email : rick@rickgevers.com  
Rick Gevers | N | 0 |
| 32        | Society of Broadcast Engineers  
89445 Keystone Crossing, Suite 140  
Indianapolis, Indiana 46240  
Phone : 317-253-1640  
Url : http://www.sbe.org  
Email : kjones@sbe.org  
Scott Jones | N | 0 |
| 33        | Spots ‘n Dots  
1635 Old Highway 41 NW Suite 112-338  
Kennesaw, Georgia 30152  
Phone : 888-884-2630  
Url : www.spotsndots.com  
Email : ads@spotsndots.com  
Career Service | N | 0 |
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<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>
| 34        | The David Crane Agency  
124 Ammons Drive  
Raleigh, NC, North Carolina 27615  
Phone: 919-868-6088  
Url: http://www.dcatalent.com  
Email: steveski@dcatalent.com  
Steve Swienckowski | N | 0 |
| 35        | The Lorna Dave Agency  
P.O. Box 368  
Fogelsville, Pennsylvania 18051  
Phone: 610-248-1317  
Url: http://www.lornadave.com  
Email: john@lornadave.com  
John Derr | N | 0 |
| 36        | The NWT Group  
2325 Stone Bridge Drive  
Dallas, Texas 76006  
Phone: 817-987-3600  
Url: http://www.thenwtgroup.com  
Email: lindalevy@thenwtgroup.com  
Linda Levy | N | 0 |
| 37        | TV Jobs.Com  
P.O. Box 4116  
Oceanside, California 92052  
Url: http://www.tvjobs.com  
Email: admin@tvjobs.com  
Mark Holloway | N | 0 |
| 38        | UNCG  
P.O. Box 26170  
Greensboro, North Carolina 27402  
Phone: 336-334-5455  
Url: http://www.uncg.edu  
Email: careers@uncg.edu  
Tami Rich | N | 1 |
| 39        | Wake Forest University  
Box 7427  
Winston-Salem, North Carolina 27109  
Url: http://www.wfu.edu  
Email: hutchens@wfu.edu  
Dana Hutchens | N | 0 |
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 40         | Willinger Talent Agency, Inc.  
875 Avenue of the Americas, Suite 1909  
New York, New York 10001  
Phone: 212-695-1950  
Url: http://www.willingertalent.com  
Email: info@willingertalent.com  
Greg Willinger | N            | 0                                                  |
| 41         | Winston-Salem State University  
601 Martin Luther King Dr.  
Winston-Salem, North Carolina 27110  
Phone: 336-750-2320  
Url: http://www.wssu.edu  
Email: blountb@wssu.edu  
Dr. Brian Blount | N            | 0                                                  |
| 42         | 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:** 124
### 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>8/5/2020</td>
<td>Participation in Job Fairs</td>
<td>The Station participated in the National Association of Black Journalists Career Fair. Station personnel talked with potential job applicants.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>10/12/2020</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated as a speaker at the University of North Carolina Greensboro to the Media Management Class. He spoke about career decisions and job requirements.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>11/11/2020</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated as a speaker at High Point University Journalism class. He spoke about career decisions and job requirements.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>2/3/2021</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated as a speaker at the Appalachian State Career Development Center. He spoke about career decisions and job requirements.</td>
<td>1</td>
<td>Reporter</td>
</tr>
<tr>
<td>2/27/2021</td>
<td>Participation in events sponsored by community groups</td>
<td>Station personnel attended Radio Television Digital News Association of the Carolinas. He was able to meet with students and discuss vacancies at the station and in the broadcasting industry.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>5/3/2021</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>6</td>
<td>VP/GM</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>News Director</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Director of Technology</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>General Sales Manager</td>
</tr>
</tbody>
</table>