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>IT Support Technician</td>
<td>1-13, 15, 17, 19-20, 23-28, 32-37, 39-43</td>
<td>10</td>
</tr>
<tr>
<td>Reporter - Investigative</td>
<td>1-13, 15-17, 19-20, 23-28, 30, 32-37, 39, 41-43</td>
<td>10</td>
</tr>
<tr>
<td>Executive Producer</td>
<td>1-9, 11-13, 15-17, 19-20, 23-25, 27-28, 30, 32-37, 39, 41-44</td>
<td>16</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-13, 15, 17, 19-21, 23-25, 27-28, 30, 32-37, 39, 41, 43-44</td>
<td>10</td>
</tr>
<tr>
<td>Promotions Producer</td>
<td>1-7, 9, 11-15, 17-20, 23-25, 27-28, 30, 32-37, 39, 41, 43</td>
<td>30</td>
</tr>
<tr>
<td>General Sales Manager</td>
<td>1, 3-7, 9, 11-13, 15-17, 19-21, 23-25, 27-28, 30, 32-39, 41, 43</td>
<td>16</td>
</tr>
<tr>
<td>Ignite Director</td>
<td>1, 3-7, 9, 11-13, 15, 17, 19-20, 23-25, 27-28, 30, 32-37, 39, 41, 43</td>
<td>30</td>
</tr>
<tr>
<td>Producer</td>
<td>1-13, 15, 17, 19-20, 23-25, 27-30, 32-37, 39, 41-43</td>
<td>30</td>
</tr>
<tr>
<td>Promotions Producer</td>
<td>1-7, 10, 12-15, 19-20, 23-25, 27-30, 32-37, 39, 41, 43</td>
<td>14</td>
</tr>
<tr>
<td>Engineer, Broadcast</td>
<td>1-7, 10, 12-15, 18-20, 23-25, 27-30, 32-37, 39, 41, 43</td>
<td>10</td>
</tr>
<tr>
<td>Assignment Editor</td>
<td>1-7, 9-15, 17, 19-20, 23-25, 27-37, 39, 41, 43</td>
<td>10</td>
</tr>
<tr>
<td>Multi Media Journalist</td>
<td>1-7, 9-13, 15-17, 19-20, 23-25, 27-30, 32-37, 39, 41, 43, 45</td>
<td>10</td>
</tr>
<tr>
<td>Chief Engineer</td>
<td>1-7, 9, 11-13, 15-17, 19-20, 22-25, 27-30, 32-37, 39, 41, 43, 45</td>
<td>16</td>
</tr>
<tr>
<td>National Sales Manager</td>
<td>1-7, 9-13, 15-17, 19-20, 23-25, 27-30, 32-37, 39, 41, 43-45</td>
<td>10</td>
</tr>
<tr>
<td>Graphic Designer</td>
<td>1-7, 9, 11-14, 17, 20, 23-25, 27-30, 32-37, 39, 41, 43, 45</td>
<td>14</td>
</tr>
<tr>
<td>Engineer, Broadcast</td>
<td>1-7, 9, 11, 13, 17, 20-21, 23, 25-30, 32-37, 39, 41, 43-45</td>
<td>26</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         | Bowling Green State University Career Center  
322 Conklin North  
Bowling Green, Ohio 43403  
Phone: 419-372-2356  
Url: http://www.bgsu.edu  
Jobs Listing  
Manual Posting | Y | 0 |
| 2         | Broadcast Employment Services  
PO Box 4116  
Oceanside, California 92052  
Phone: 8003740119  
Email: admin@tvjobs.com  
Mark Holloway | N | 0 |
| 3         | Cedarville University Career Services  
251 N. Main St.  
Cedarville, Ohio 45314  
Phone: 937-766-7878  
Url: https://cedarville-csm.symplicity.com/employers/  
Email: career@cedarville.edu  
Jennifer Flynn | N | 0 |
| 4         | Central Ohio Consortium  
2080 Citygate Drive  
Columbus, Ohio 43219  
Phone: 614-445-3750  
Url: cocjobline.org  
Jobs Listing  
Manual Posting | N | 0 |
| 5         | Central State University  
1400 Brush Row Rd.  
Wilberforce, Ohio 45384  
Phone: 800-388-2781  
Url: https://centralstate-csm.symplicity.com  
Jobs Listing  
Manual Posting | N | 0 |
| 6         | Cleveland State University  
2124 Chester Ave  
Cleveland, Ohio 44115  
Email: i.rozakis@csohio.edu  
Irene Rozakis | 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>
</table>
| 7         | Collective Talent  
1721 Richardson Place  
Tampa, Florida 33606  
Phone: 813-254-9695  
Url: http://collectivetalent.com/  
Email: bille@michaelsmedia.com  
Michael Bille | Y | 0 |
| 8         | Columbus NAACP  
233 S. High St. Suite 207  
Columbus, Ohio 43215  
Phone: 614-464-1108  
Url: http://www.naacp.org/columbus  
Email: branchoffice@columbusnaacp.org  
Tashia McMullin | N | 0 |
| 9         | Community Refugee & Immigration Services  
1925 E. Dublin-Granville Rd. Suite 102  
Columbus, Ohio 43229  
Phone: 614-841-4007  
Url: http://www.crisohio.org/  
Fax: 1-614-235-6127  
Angela Plummer | N | 0 |
| 10        | Employee Referral | | 12 |
| 11        | Functional Training Service  
909 Oakland Park Ave.  
Columbus, Ohio 43224  
Phone: 614-262-9669  
Fax: 1-614-262-6088  
Jennifer Bechtel | N | 0 |
| 12        | Goodwill Columbus  
1331 Edgehill Rd.  
Columbus, Ohio 43212  
Phone: 614-440-3652  
Url: http://www.goodwillcolumbus.org/  
Fax: 1-614-294-6895  
Lori Collins | N | 0 |
| 13        | Grove City College  
100 Campus Drive  
Grove City, Pennsylvania 16127  
Email: career@gcc.edu  
Linda Reash | N | 0 |
| 14        | Indeed.com | N | 9 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
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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        | Indiana University of PA  
201 Pratt Drive Suite 302  
Indiana, Pennsylvania 15705  
Phone: 7243572235  
Email: career-services@iup.edu  
Jan Shellenburger | N | 0 |
| 16        | Internal Promotion | N | 9 |
| 17        | International College of Broadcasting  
6 South Smithville Rd.  
Dayton, Ohio 45431  
Phone: 800-517-7284  
URL: http://www.icbcollege.com/  
Fax: 1-937-258-8714  
Kenny Pyles | N | 0 |
| 18        | Intacompany Transfer | N | 2 |
| 19        | ITT Technical Institute  
1030 North Meridian Road  
Youngstown, Ohio 44509  
Phone: 3307791236  
Email: bvarner@itt-tech.edu  
Brenda Varner | N | 0 |
| 20        | Kent State University  
4314 Mahoning Ave NW  
Warren, Ohio 44483  
Phone: 3306758847  
Nicolette Penlock  
Manual Posting | N | 0 |
| 21        | LinkedIn | N | 3 |
| 22        | LinkedIn  
2029 Stierlin Court  
Mountain View, California 94043  
Job Listing  
Manual Posting | N | 1 |
| 23        | Mahoning Valley United Way  
255 Watt Street  
Youngstown, Ohio 44505  
Phone: 3307468494  
Email: shannon@ymcunitedway.org  
Bob Hannon | N | 0 |
### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
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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>
| 24        | Media General  
333 E. Franklin St.  
Richmond, Virginia 23293  
Phone: 317-296-3109  
Url: http://www.medialogeneral/careers.com  
Email: careers@mediageneral.com  
Cheryl Robb | N               | 0                                          |
| 25        | MediaLine  
PO Box 51909  
Pacific Grove, California 93950  
Phone: 800-237-8073  
Url: http://www.medialine.com/jobs.htm  
Email: medialine@medialine.com  
Rick Everitt | N               | 0                                          |
| 26        | Monster        | N               | 3                                          |
| 27        | National Association of Black Journalists  
8800 Lakewood Dr #117  
Windsor, California 95492  
Phone: 626-792-3846  
Url: http://nabjcareers.org/contact  
Email: info@nabjcareers.org  
Jobs Listing | Y               | 0                                          |
| 28        | Native American Indian Center  
67 E. Innis Ave PO Box 07705  
Columbus, Ohio 43207  
Phone: 614-443-6120  
Url: http://naicco1975.org/  
Email: necklacemerida@gmail.com  
Mark Welch | N               | 0                                          |
| 29        | New Directions Career Center  
199 E. Rich St.  
Columbus, Ohio 43215  
Phone: 614-849-0028  
Url: http://www.newdirectionscc.org/  
Email: robrien@newdirectionscc.org  
Amanda Fox | N               | 0                                          |
| 30        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N               | 14                                         |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>31</td>
<td>Nexstar's Facebook Page</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>32</td>
<td>Ohio Association of Broadcasters 88 E. Broad St. Suite 1180 Columbus, Ohio Phone: 614-228-4052 Url: <a href="https://oab.formstack.com/forms/untitled_form3">https://oab.formstack.com/forms/untitled_form3</a> Email: <a href="mailto:klavell@oab.org">klavell@oab.org</a> Katie Lovell</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>33</td>
<td>Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Valleyview, Ohio 44125 Phone: 2164479117 Email: <a href="mailto:hjartly@beonair.com">hjartly@beonair.com</a> Janice Hardy</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>34</td>
<td>Ohio Means Jobs Office of Workforce Development PO Box 1618 Columbus, Ohio Phone: 888-296-7541 Url: <a href="https://employers.omj.ohio.gov/account/login">https://employers.omj.ohio.gov/account/login</a> Jobs Listing Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>35</td>
<td>Ohio State University Job Board Longaberger Alumni House 2200 Olentangy River Road Columbus, Ohio 43210 Phone: 614-292-3314 Url: <a href="https://www.myinterface.com">https://www.myinterface.com</a> Jobs Listing Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>36</td>
<td>Ohio State University Career Services 1885 Neil Ave. Columbus, Ohio 43210 Phone: 614-688-4522 Url: <a href="http://careers.osu.edu/">http://careers.osu.edu/</a> Email: <a href="mailto:dineen.2@osu.edu">dineen.2@osu.edu</a> Randy Dineen</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>37</td>
<td>Otterbein University Center for Career Planning 1 South Grove St Westerville, Ohio 43081 Phone: 614-823-1456 Url: <a href="http://www.otterbein.edu">http://www.otterbein.edu</a> Email: <a href="mailto:career@otterbein.edu">career@otterbein.edu</a> Ryan Brechbill</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
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</tr>
</thead>
<tbody>
<tr>
<td>38</td>
<td>Professional/Industry Trade Organization</td>
<td>N</td>
<td>1</td>
</tr>
</tbody>
</table>
| 39        | Rick Gevers Newsletter  
355 E. Ohio St. #303  
Indianapolis, Indiana 46204  
Phone: 317-635-7912  
Url: http://www.rickgevers.com  
Email: rick@rickgevers.com  
Rick Gevers | Y                                                 | 0                                                       |
| 40        | Specs Howard School of Broadcast Arts  
19900 W. Nine Mile Rd.  
Southfield, Michigan 48075  
Phone: 248-358-9000  
Url: http://collegecentral.com/specshoward/employer.cfm  
Email: kpeters@specshoward.edu  
Katie Peters | N                                                 | 0                                                       |
| 41        | Talent Dynamics  
600 Las Colinas Blvd. Suite 100  
Irving, Texas 75039  
Phone: 214-640-3139  
Url: http://www.talentdynamics.com/jobs.cfm  
Email: connell@talentdynamics.com  
Sandra Connell | N                                                 | 0                                                       |
| 42        | Turning Gears  
3622 Belmont Ave  
Youngstown, Ohio 44505  
Phone: 3307590566  
Email: thompson_maryann@sbcglobal.net  
Mary Ann Thompson | N                                                 | 0                                                       |
| 43        | TV Jobs  
PO Box 4116  
Oceanside, California 92052  
Phone: 800-374-0119  
Url: http://www.tvjobs.com  
Jobs Listing  
Manual Posting | N                                                 | 1                                                       |
| 44        | TVJobs.com                                  | N                                                 | 4                                                       |
II. MASTER RECRUITMENT SOURCE LIST ("MRS"L")

<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>
| 45        | www.mediagignow.com  
717 Green Valley Road Suite 200  
Greensboro, North Carolina 27408  
Phone : 336-553-0620  
Url : http://www.mediagignow.com  
Email : customerservice@mediagignow.com  
MediaGigNow.com | N | 0 |

**TOTAL INTERVIEW OVER REPORTING PERIOD:** 60
### 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>6/5/2017</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. Total of ten interns representing Ohio State University, Ohio University, Otterbein University, Kent State University, Penn State, Miami, and Denison University. us.</td>
<td>3</td>
<td>News Director&lt;br&gt;Operations Manager&lt;br&gt;Marketing Director</td>
</tr>
<tr>
<td>8/12/2017</td>
<td>Sponsorship of events in the community designed to increase public awareness</td>
<td>A Station Sponsored event, African American Male Wellness Walk. Station Personal was present and actively recruiting vacancies at the station.</td>
<td>5</td>
<td>Anchor&lt;br&gt;Anchor&lt;br&gt;Anchor Reporter</td>
</tr>
<tr>
<td>9/4/2017</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station Meteorologist did a Presentation to OSU Chemical Engineering Class regarding Climate Change. He also talked about his career in broadcasting.</td>
<td>1</td>
<td>Meteorologist</td>
</tr>
<tr>
<td>9/20/2017</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>A Meteorologist was a speaker at Olentangy Orange High School Career Day. Spoke to High School Students that are interested in getting involved in Broadcast communications in College.</td>
<td>1</td>
<td>Meteorologist</td>
</tr>
<tr>
<td>10/3/2017</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station Anchor was featured speaker about leadership and overcoming adversity at Ohio High School Athletic Association Leadership conference. He also talked about his broadcasting career.</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>10/24/2017</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>A station Anchor talked at Worthington Kilbourne High School for Career Day</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>1/31/2018</td>
<td>Provision of training to management</td>
<td>The Station participated in a EEO compliance training seminar.</td>
<td>1</td>
<td>HR Coord/Business Adm</td>
</tr>
<tr>
<td>2/17/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>A station Anchor talked at Ohio University- He was a panelist at Sports symposium. giving career advice to the sports broadcasting students, discussed career path and issues in sports media.</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>3/26/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>A Station Anchor Did a presentation to the Media Relations class on the inner workings of a local newsroom at Ohio Dominican University. also held a Q &amp; A session. regarding careers in broadcast.</td>
<td>1</td>
<td>Anchor</td>
</tr>
</tbody>
</table>
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>4/27/2018</td>
<td>A Station Anchor gave speech/Motivation talk to Independence High School about future. &quot;Oh the places you'll go&quot; speech at senior breakfast, advice and motivational talk to students. Talked about Broadcast Careers.</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>5/1/2018</td>
<td>The station participated in an EEO compliance seminar</td>
<td>1</td>
<td>HR Coord/Business Adm</td>
</tr>
<tr>
<td>5/8/2018</td>
<td>A Station Meteorologist was a speaker at the Dublin Scioto High School Professions Day Event. She spoke about careers in broadcast and how to follow their interest.</td>
<td>1</td>
<td>Meteorologist</td>
</tr>
<tr>
<td>5/14/2018</td>
<td>The station has an established scholarship program with Emma Bowman Foundation- We have 1 recipient of this program.</td>
<td>1</td>
<td>HR Coord/Business Adm</td>
</tr>
<tr>
<td>5/23/2018</td>
<td>A station Anchor talked at Ohio University- He was a panelist at Senior Saturday. Giving career advice to seniors, critique resumes, talked about current job and career path.</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>5/23/2018</td>
<td>A Station Meteorologist and WX Mobile did presentation at Tolles Career and Technical Center. Talked to Broadcast students regarding career's in broadcast.</td>
<td>1</td>
<td>Meteorologist</td>
</tr>
</tbody>
</table>