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 Hire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Digital Account Executive</td>
<td>1, 3, 5, 7-14, 16-17, 19, 21-23, 25-28, 30, 35, 37-42, 44, 49-51, 54-55, 57-58, 60-63, 65-69</td>
<td>21</td>
</tr>
<tr>
<td>Anchor/Reporter</td>
<td>1-2, 5, 7-14, 16-17, 19, 22-23, 25-28, 35, 37, 39, 41-42, 44, 47, 49, 52, 55, 58, 60-61, 63, 65, 69</td>
<td>52</td>
</tr>
<tr>
<td>Producer</td>
<td>1-2, 5, 7-14, 17, 22-26, 28, 35, 37, 41-42, 44, 60-61, 63, 69</td>
<td>28</td>
</tr>
<tr>
<td>Director</td>
<td>1-14, 17-20, 22-23, 25-26, 28, 30, 35, 37, 39-42, 44, 49-51, 53, 55, 57-58, 60-61, 63-69</td>
<td>61</td>
</tr>
<tr>
<td>Digital Sales Specialist</td>
<td>1-2, 5, 8-14, 17, 22-26, 28, 35, 38, 41-42, 44, 60-61, 63, 65, 69</td>
<td>38</td>
</tr>
<tr>
<td>Editor</td>
<td>1-2, 5, 8-14, 17, 22-23, 25-26, 28, 35, 37-38, 41-42, 44, 60-61, 63, 65, 69</td>
<td>61</td>
</tr>
<tr>
<td>Producer</td>
<td>1-2, 5, 8-14, 17, 23, 25-26, 28, 31, 35, 37, 41-42, 44, 60-61, 63, 65, 69</td>
<td>31</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>1-2, 5, 8-14, 17, 22-23, 25-26, 28, 31, 35, 37-38, 41-42, 44, 60-61, 63, 65, 69</td>
<td>31</td>
</tr>
<tr>
<td>Edit Coordinator</td>
<td>2, 5, 8-15, 17, 21-23, 25-26, 28-29, 32, 35, 37, 41-42, 44, 46, 60-61, 63, 65, 69</td>
<td>32</td>
</tr>
</tbody>
</table>
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

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<tr>
<td>Edit Coordinator</td>
<td>2, 5, 8-15, 17, 21-23, 25-26, 28-29, 32, 35, 37, 41-42, 44, 46, 60-61, 63, 65, 69</td>
<td>21</td>
</tr>
<tr>
<td>Anchor/Reporter</td>
<td>8-9, 11-14, 17, 21-22, 25-26, 29, 32, 41, 44, 46, 63, 69</td>
<td>32</td>
</tr>
<tr>
<td>Producer</td>
<td>8-9, 11-14, 17, 21-22, 25-26, 38, 41, 44, 46, 63, 69</td>
<td>21</td>
</tr>
<tr>
<td>Video Journalist</td>
<td>8-9, 11-14, 17, 22, 25-26, 29, 38, 41, 44, 46, 49, 63, 69</td>
<td>38</td>
</tr>
<tr>
<td>Video Journalist</td>
<td>5, 8-9, 11-14, 17, 21-22, 25-26, 29, 38, 41, 44, 46, 48-49, 63, 69</td>
<td>21</td>
</tr>
<tr>
<td>Digital Content Producer</td>
<td>3, 5, 8-9, 11-14, 17, 21-22, 25-26, 28, 32, 38, 41, 44, 46, 49, 63, 69</td>
<td>32</td>
</tr>
<tr>
<td>Digital Content Producer</td>
<td>3, 5, 8-9, 11-14, 17, 21-22, 25-26, 29, 32, 38, 41, 44, 46, 49, 63, 69</td>
<td>32</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?</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | Asian American Journalists Association  
1182 Market St suite 320  
San Francisco, California 94102  
Phone : 415 346-2051  
Email : justins@aaja.org  
Albert Lee          | N                                      | 0                                |
| 2         | Bakersfield College Job Placement  
1801 Panorama Drive  
Bakersfield, California 93305  
Phone : 661-395-4061  
Email : rugutier@bakersfieldcollege.edu  
Rudy Gutierrez | N                                      | 0                                |
| 3         | Black Journalists Association of Southern California  
PO Box 75129  
Los Angeles, California 90075  
Email : info@nabjcareers.org  
Career Center | N                                      | 0                                |
| 4         | CA Broadcasters Association  
915 L Street #1150  
Sacramento, California 95814  
Url : http://www.yourcba.com  
Job Postings  
Manual Posting | N                                      | 0                                |
| 5         | CA Chicano News Media Association  
3800 S Figueroa St  
Los Angeles, California 90037  
Phone : 213 437-4408  
Fax : 1-424-238-0271  
Silvia Wells | N                                      | 0                                |
| 6         | Calif. State University Fresno  
School of Mass Communications and Journalism 2225 E.  
San Ramon Ave.  
Fresno, California 93740  
Phone : 559-287-5078  
Don Priest | N                                      | 0                                |
| 7         | Calif. State University-East Bay, Dept of Communications  
25800 Carlos Bee Blvd.  
Hayward, California 94542  
Phone : 510-885-3292  
Email : dsawka@csueastbay.edu  
Dana Sawka | N                                      | 0                                |
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<table>
<thead>
<tr>
<th>RS Number</th>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
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</tr>
</thead>
</table>
| 8         | California Broadcasters Assoc.  
915 "L" Street Suite #1150  
Sacramento, California 95814  
Phone : 916-444-2237  
Ur : http://www.yourcba.com  
Joe Berry  
Manual Posting | N | 0 |
| 9         | California Chicano News Media Assn  
3800 Figueroa St  
Los Angeles, California 90037  
Phone : 213 743-4960  
Email : ccnmainfo@ccnma.org  
Julio Moran | N | 0 |
| 10        | California Indian Manpower Consortium  
4153 Northgate Blvd.  
Sacramento, California 95832  
Phone : 916-920-0285  
Fax : 1-916-564-2345  
Taralyn I | N | 0 |
| 11        | California State University Northridge  
11811 Nordhoff St  
Northridge, California 91330  
Phone : 818 677-3135  
Email : ann.morey@csun.edu  
Ann Morey | N | 0 |
| 12        | California State University of Fullerton  
800 N. State College Blvd  
Fullerton, California 92831  
Email : careercenter@fullerton.edu  
Job Postings | N | 0 |
| 13        | California State University of Long Beach  
1250 Bellflower Blvd  
Long Beach, California 90840  
Email : jfl@careers.csulb.edu  
Job Postings | N | 0 |
| 14        | California State University of Northridge  
18111 Nordhoff St  
Northridge, California 91330  
Phone : 818 677-3135  
Email : linda.s.bowen@csun.edu  
Linda Bowen | N | 0 |
| 15        | CareerBuilder.com | N | 1 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<tr>
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</tr>
</thead>
</table>
| 16        | Center for Employment Training  
            6853 65th Street  
            Sacramento, California 95828  
            Phone : 916-393-7401  
            Justo Gaitan | N | 0 |
| 17        | Chapman University  
            One University Drive  
            Orange, California 92866  
            Phone : 714 997-6942  
            Email : careers@lmu.edu  
            Aaron Perez | N | 0 |
| 18        | Chinese Community Services Center  
            915 T Street  
            Sacramento, California 95831  
            Phone : 916-442-1089  
            Kevin Thai | N | 0 |
| 19        | Department of Employment & Social Service  
            25 N. Cottonwood  
            Woodland, California 95695  
            Phone : 530-661-2900  
            Employment Center | N | 0 |
| 20        | Electronic Media Magazine  
            6500 Wilshire Blvd. Suite 2300  
            Los Angeles, California 90048  
            Phone : 323-370-2415  
            Email : echasko@crain.com  
            Eric Chasko | N | 0 |
| 21        | Employee Referral | N | 15 |
| 22        | Entertainmentcareers.net  
            2118 Wilshire Blvd #401  
            Santa Monica, California 90403  
            Url : http://www.entertainmentcareers.net  
            Job Postings  
            Manual Posting | N | 0 |
| 23        | Fresno County Economic Opportunity Commission  
            1900 Mariposa Mall #303  
            Fresno, California 93727  
            Phone : 559-263-1116  
            Email : frank.francio@fresnoeoc.org  
            Frank Franco | N | 0 |
| 24        | Glassdoor.com | N | 2 |
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<table>
<thead>
<tr>
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</tr>
</thead>
</table>
| 25        | Graeme Newell  
1011 Lyndhurst Falls Lane  
Knightdale, North Carolina 27545  
Url : http://www.602communications.com  
Email : slizik@602communications.com  
Sandy Lizik | N | 0 |
| 26        | Imagen Foundation  
18034 Ventura Blvd #261  
Encino, California 91316  
Phone : 626 376-9751  
Email : jobs@imagen.org  
Helen Hernandez | N | 0 |
| 27        | In Alliance  
6950 21st Avenue  
Sacramento, California 95820  
Phone : 916-381-1300  
Url : www.inallianceinc.com  
Email : info@inallianceinc.com  
Fax : 1-916-381-9026  
Job Developer | N | 0 |
| 28        | Indeed  
7501 N. Capital of Texas Hwy Bldg B  
Austin, Texas 78731  
Phone : 203-564-2418  
Url : http://www.indeed.com  
Online Posting | N | 15 |
| 29        | Indeed.com | N | 9 |
| 30        | Institute For Career Development  
1080 N.7th Street  
San Jose, California 95112-4425  
Phone : 408-998-5787 X218  
Gina Pichinino | N | 0 |
| 31        | Internal Posting (Current Employee) | N | 2 |
| 32        | Internal Promotion | N | 4 |
| 33        | Internal Transfer/Promotion | N | 1 |
| 34        | Intracompany Transfer | N | 1 |
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</table>
| 35        | Japanese Cultural/Community Center  
1840 Sutter Street  
San Francisco, California 94115  
Phone: 415-567-5505  
Email: mfl Fletcher@jccnc.org  
Marjorie Fletcher | N                                               | 0                                                    |
| 36        | Kern County Hispanic Chamber of Commerce  
1401 19th Street Suite 110  
Bakersfield, California 93301  
Phone: 661-633-5495  
Lou Gomez | N                                               | 0                                                    |
| 37        | La Familia Counseling Center  
5523 34th Street  
Sacramento, California 95820  
Phone: 916-227-2584  
Email: jrpeters@delpaso.seta.net  
Fax: 1-916-452-7628  
Jennifer Peterson | N                                               | 0                                                    |
| 38        | Linked In  
Email: medialine@medialine.com  
Rich Shilstone | N                                               | 20                                                   |
| 39        | Loyola Marymount University  
One LMU Drive Suite 1300  
Los Angeles, California 90045  
Phone: 310 338-2871  
Email: sean.cain@lmu.edu  
Maureen Beck | N                                               | 0                                                    |
| 40        | Marynard Institute of Journalism  
409 13th Street 9th Floor  
Oakland, California 94612  
Phone: 510-891-9202  
Amanda Elliot | N                                               | 0                                                    |
| 41        | Medialine  
1209 Wood Valley Road  
Augusta, Georgia 30909  
Phone: 706-364-7564  
Email: medialine@medialine.com  
Rich Shilstone | N                                               | 0                                                    |
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</tr>
</thead>
</table>
| 42        | Mexican American Opportunity Foundation  
2001 28th Street  
Bakersfield, California 93301  
Phone: 661-861-2800  
Email: mlaris@co.kern.ca.us  
Fax: 1-661-336-6861  
Mauro Laris | N | 0 |
| 43        | Micro Computer Education Center  
2002 N. Gateway Blvd.  
Fresno, California 93727  
Phone: 559-456-0623  
Rick Trevino | N | 0 |
| 44        | National Association of Black College Broadcasters  
PO Box 3191  
Atlanta, Georgia 30326  
Phone: 404-523-6136  
Email: lojelks@aol.com  
Lo Jelks | N | 0 |
| 45        | National Training Institute  
1035 W. Robinhood Drive Suite 102  
Stockton, California 95207  
Phone: 209-472-0900  
Job Coordinator | N | 0 |
| 46        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N | 9 |
| 47        | Other Source | N | 2 |
| 48        | Professional/Industry Trade Organization | N | 3 |
| 49        | San Diego WorkForce Partnership  
3910 University Avenue Suite 400  
San Diego, California 92105  
Phone: 619-228-2900  
Url: http://www.workforce.org  
Email: business@workforce.org  
Job Postings | N | 0 |
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
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</tr>
</thead>
</table>
| 50        | San Francisco Chamber of Commerce  
235 Montgomery 12th Floor  
San Francisco, California 94104  
Phone: 415-433-3565  
Janet Beach | N | 0 |
| 51        | San Francisco Vocational Services  
814 Mission Street #600  
San Francisco, California 94103-3018  
Phone: 415-512-9500  
Susan Pender | N | 0 |
| 52        | Staffing Agency Referral | N | 1 |
| 53        | State of Calif. Employment Development Department  
24100 Amador Street 3rd Floor  
Hayward, California 94544  
Phone: 510-670-5728  
Oscar Amador | N | 0 |
| 54        | State of Calif. Employment Development Department  
801 Turk Street  
San Francisco, California 94544  
Phone: 415-749-7551  
Email: sfjobs@edd.ca.gov  
Thomas Swinnerton | N | 0 |
1205 W. 18th Street  
Merced, California 95340  
Phone: 209-726-5426  
Jim Eber | N | 0 |
| 56        | Station Website | N | 1 |
| 57        | The Art Institute of CA (school closed)  
7650 Mission Valley Road  
San Diego, California 92108  
Phone: 916 830-6979  
Url: http://www.artinstitutes.com  
Email: mmeeks@aii.edu  
Carmen Meeks | N | 0 |
| 58        | The Art Institute of CA (school closed)  
2850 Gateway Oaks Drive Suite 100  
Sacramento, California 95830  
Phone: 916 830-6347  
Email: tmbrown@aii.edu  
Trisha Brown | N | 0 |
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</tr>
</thead>
</table>
| 59        | The Women's Foundation  
340 Pine Street Suite 302  
San Francisco, California 94104  
Phone : 415-837-1113  
Debi Black | N | 0 |
| 60        | Tribune - Intranet/Career  
435 N Michigan Ave  
Chicago, Illinois 60611  
Phone : 214-252-3485  
Url : http://www.tribunemediacareers.com  
Online Posting | N | 0 |
| 61        | TribuneMediaCareers.com  
435 N. Michigan Ave  
Chicago, Illinois 60611  
Url : http://www.tribunemediacareers.com  
Online Posting | N | 12 |
| 62        | Tvgigs.com (no longer working)  
2233 Wisconsin Avenue Suite 400  
Washington, District of Columbia 20007  
Phone : 202-965-1100  
Email : postagig@tvgigsonline.com  
Job Postings | N | 0 |
| 63        | Tvjobs  
PO Box 4116  
Oceanside, California 92052  
Phone : 800 374-0119  
Url : http://www.tvjobs.com  
Email : jobs@tvjobs.com  
Job Postings | N | 0 |
| 64        | TVJobs.com | N | 2 |
| 65        | University of Pacific  
3601 Pacific Avenue  
Stockton, California 95211  
Phone : 209-946-2361  
Email : jcarvana@pacific.edu  
Fax : 1-209-946-2760  
Career/Internship Programmer | N | 0 |
| 66        | Veterans Employment/Training Services  
71 Stevenson #705  
San Francisco, California 94105  
Phone : 415-975-4700  
Nelia | N | 0 |
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<tbody>
<tr>
<td>67</td>
<td>Women Escaping a Violent Environment</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>P.O. Box 161389 Sacramento, California 95816</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 916-448-2321 Email: <a href="mailto:weave@weaveinc.org">weave@weaveinc.org</a> Nicolette Bautista</td>
<td></td>
<td></td>
</tr>
<tr>
<td>68</td>
<td>Women's Civic Improvement Club</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>3555 3rd Avenue Sacramento, California 95817</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 916-457-8661 Email: <a href="mailto:wcicinc@sbcglobal.net">wcicinc@sbcglobal.net</a> Charles Coger</td>
<td></td>
<td></td>
</tr>
<tr>
<td>69</td>
<td><a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Phone: 336-553-0620 Url: <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email: <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

TOTAL INTERVIEWS OVER REPORTING PERIOD: 100
## 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>1</td>
<td>Event</td>
<td>The Station regularly disseminates job vacancy notices, including upper-level positions to the CA State Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.</td>
<td>1</td>
<td>General Manager</td>
</tr>
<tr>
<td>2</td>
<td>Participation in Job Fairs</td>
<td>The Station participated at the National Association of Black Journalist (NABJ). Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.</td>
<td>2</td>
<td>HR Manager Talent Acquisition Manager</td>
</tr>
<tr>
<td>3</td>
<td>Participation in events sponsored by community groups</td>
<td>Station personnel attended the Asian Pacific Islander PA Association Leadership Conference, which was held in San Diego, California. During that event, the Station was a panel member at the conference where the participants were able to discuss broadcasting jobs in general and at the Station and provided guidance on how and where to apply for jobs at Nexstar.</td>
<td>1</td>
<td>Reporter</td>
</tr>
<tr>
<td>4</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated as a speaker at Dixon Unified School District. He spoke about his job, career decisions and job requirements</td>
<td>1</td>
<td>Meteorologist</td>
</tr>
<tr>
<td>5</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated at the Alliance for Women in Media - Sacramento Student Media Day. He did a live-truck demonstration providing hands-on learning experience for students looking to pursue a career in media.</td>
<td>3</td>
<td>Engineer Photographer Promotions Manager</td>
</tr>
<tr>
<td>6</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>The Station participated in the SJUSD Foster Services Job Shadow Day and were able to meet with students and discuss vacancies at the Station and in the broadcasting Industry.</td>
<td>2</td>
<td>Promotions Manager Department Head</td>
</tr>
</tbody>
</table>
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<tr>
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<th>Participant Title</th>
</tr>
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<tbody>
<tr>
<td>7/8/2020</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>General Manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>All hiring managers</td>
</tr>
</tbody>
</table>