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>Multimedia Account Executive</td>
<td>1-15</td>
<td>10</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1-15</td>
<td>13</td>
</tr>
<tr>
<td>News Photographer/MMJ</td>
<td>1-15</td>
<td>14</td>
</tr>
<tr>
<td>Weekend Anchor/Reporter</td>
<td>1-15</td>
<td>13</td>
</tr>
<tr>
<td>Weekend Meteorologist/Reporter</td>
<td>1-15</td>
<td>10</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-15</td>
<td>10</td>
</tr>
<tr>
<td>Reporter</td>
<td>1-15</td>
<td>10</td>
</tr>
<tr>
<td>Reporter</td>
<td>1-15</td>
<td>10</td>
</tr>
<tr>
<td>MMJ/Photographer</td>
<td>1-15</td>
<td>13</td>
</tr>
<tr>
<td>MMJ/Photographer</td>
<td>1-15</td>
<td>10</td>
</tr>
<tr>
<td>Account Executive III, Sales</td>
<td>1-15</td>
<td>10</td>
</tr>
<tr>
<td>Account Executive III, Sales</td>
<td>1-15</td>
<td>13</td>
</tr>
<tr>
<td>Morning Co-Anchor</td>
<td>1-15</td>
<td>10</td>
</tr>
<tr>
<td>Digital Reporter</td>
<td>1-15</td>
<td>2</td>
</tr>
<tr>
<td>News Photographer/MMJ</td>
<td>1-15</td>
<td>13</td>
</tr>
<tr>
<td>Newscast Director</td>
<td>1-15</td>
<td>13</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRS")

<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         | Air Force Recruiting Office  
35020 W. Willow Nolls  
Peoria, Illinois 61614  
Email: franklin.ewing@us.af.mil  
Franklin Ewing | N                                                | 0                                                      |
| 2         | Bradley University  
Smith Career Center 1501 W. Bradley Ave  
Peoria, Illinois 61625  
Email: jberry@bradley.edu  
Jean Berry | N                                                | 3                                                      |
| 3         | Broadcast Employment Services  
P.O Box 4116  
Oceanside, California 92052  
Phone: 800-374-0119  
UL: www.tvjobs.com  
Email: jobs@tvjobs.com  
Mark Holloway | N                                                | 0                                                      |
| 4         | Goodwill Industries of Central Illinois  
2319 E. War Memorial Dr.  
Peoria, Illinois 61614  
Phone: 309-682-1113  
Email: contact@goodwillpeo.org  
Johanna Wagner | N                                                | 0                                                      |
| 5         | Illinois Broadcasters Association  
200 Missouri Ave  
Cartersville, Illinois 62918  
Phone: 217-793-2636  
UL: http://www.ilba.org  
Email: iba@ilba.org  
Job Bank | N                                                | 0                                                      |
| 6         | Illinois News Broadcasters Association  
#1 University Circle  
Macomb, Illinois 61455  
UL: http://www.inba.net  
Email: BoRoWMAQ@aol.com  
Bob Roberts | N                                                | 0                                                      |
| 7         | Illinois State University  
2525 Career Center  
Bloomington, Illinois 61790  
Phone: 309-438-7780  
Email: rcarro3@ilstu.edu  
Bob Carroll | N                                                | 1                                                      |
## II. MASTER RECRUITMENT SOURCE LIST ("MRS")

<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         | Lincoln College  
300 Keokuk St.  
Lincoln, Illinois 62656  
Phone: 217-735-7288  
Email: jmalone@lincolncollege.edu  
John Malone | N | 0 |
| 9         | NAACP  
101 MacArthur Highway  
Peoria, Illinois 61605  
Email: marcus.washington@me.com  
Marcus Washington | N | 0 |
| 10        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N | 18 |
| 11        | Southern Illinois University Edwardsville  
0281 Student Success Center Box 1620  
Edwardsville, Illinois 62025  
Email: csmolar@siue.edu  
Carrie Smolar | N | 0 |
| 12        | Western Illinois University  
Memoria Hall 1251 University Circle  
Macomb, Illinois 61455  
Url: http://www.wiu.edu/employment/  
Email: careers@wiu.edu  
Career Services | N | 0 |
| 13        | WMBD-TV  
3131 N. University St.  
Peoria, Illinois 61604  
Phone: 309-686-9401  
Url: http://www.ciproud.com  
Sandra De Sutter  
Manual Posting | N | 10 |
| 14        | www.ciproud.com  
3131 N. University St.  
Peoria, Illinois 61604  
Phone: 309-686-9401  
Url: http://www.ciproud.com  
Sandra De Sutter  
Manual Posting | N | 5 |
# 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>
| 15        | 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:** 37
## 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>9/23/2020</td>
<td>Participation in Job banks, internet programs and other programs designed to promote outreach</td>
<td>The Station regularly disseminates job vacancy notices to various job banks such as NAACP, Illinois Broadcasters Association, and Military Organizations which have a broad-based membership, including participation of women and minorities.</td>
<td>2</td>
<td>News Director HR</td>
</tr>
<tr>
<td>10/6/2020</td>
<td>Participation in Job Fairs</td>
<td>The station participated in the Fall Western Illinois University Virtual Career Fair. The personnel were able to meet with students over Handshake to discuss vacancies and job requirements for both the station and Corporate.</td>
<td>6</td>
<td>Creative Services Producer</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>Chief Engineer</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Local Sales Manager</td>
</tr>
<tr>
<td>2/16/2021</td>
<td>Participation in Job Fairs</td>
<td>The station participated in the Spring Southern Illinois University Virtual Career Fair. The personnel were able to meet with students over Handshake to discuss vacancies and job requirements for both the station and Corporate.</td>
<td>4</td>
<td>News Director Creative Services Director</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Chief Engineer</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Local Sales Manager</td>
</tr>
<tr>
<td>2/19/2021</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 Illinois State University during the 2021 Spring Semester.</td>
<td>2</td>
<td>News Director Assistant News Director</td>
</tr>
<tr>
<td>3/9/2021</td>
<td>Participation in Job Fairs</td>
<td>The station participated in the Spring Western Illinois University Virtual Career Fair. The personnel were able to meet with students over Handshake to discuss vacancies and job requirements for both the station and Corporate.</td>
<td>4</td>
<td>News Director Creative Services Director</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Chief Engineer</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Local Sales Manager</td>
</tr>
<tr>
<td>4/1/2021</td>
<td>Participation in Job Fairs</td>
<td>The station participated in the Spring Illinois University Virtual Career Fair. The personnel were able to meet with students over Handshake to discuss vacancies and job requirements for both the station and Corporate.</td>
<td>4</td>
<td>News Director Creative Services Director</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Chief Engineer</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Local Sales Manager</td>
</tr>
</tbody>
</table>