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>Multi-Media Account Executive</td>
<td>1-14, 16-17, 19-35, 37-40</td>
<td>23</td>
</tr>
<tr>
<td>AM News Anchor</td>
<td>1-14, 16-17, 19-35, 37-40</td>
<td>23</td>
</tr>
<tr>
<td>Multi-Media Account Executive</td>
<td>1-14, 16-17, 19-35, 37-40</td>
<td>23</td>
</tr>
<tr>
<td>Weekend Meteorologist/Weekday MMJ</td>
<td>1-14, 16-17, 19-35, 37-40</td>
<td>23</td>
</tr>
<tr>
<td>Integrated Digital Specialist</td>
<td>1-14, 16-17, 19-35, 37-40</td>
<td>11</td>
</tr>
<tr>
<td>Sports Anchor</td>
<td>1-17, 19-35, 37-40</td>
<td>15</td>
</tr>
<tr>
<td>Digital Account Executive</td>
<td>1-14, 16-40</td>
<td>11</td>
</tr>
<tr>
<td>Morning Meteorologist</td>
<td>2-10, 13-14, 17, 19, 21-23, 25-26, 28, 32, 35, 40</td>
<td>23</td>
</tr>
<tr>
<td>Local Sales Manager</td>
<td>2-10, 13-15, 17, 19, 21-23, 25-26, 28, 32, 35, 40</td>
<td>15</td>
</tr>
<tr>
<td>News Photographer</td>
<td>2-10, 13-14, 17, 19, 21-23, 25-26, 28, 32, 35, 40</td>
<td>23</td>
</tr>
<tr>
<td>Producer / Anchor</td>
<td>2-10, 13-15, 17, 19, 21-23, 25-26, 28, 32, 35, 40</td>
<td>23</td>
</tr>
<tr>
<td>Newscast Producer</td>
<td>2-10, 13-14, 17, 19, 21-23, 25-26, 28, 32, 35, 40</td>
<td>23</td>
</tr>
<tr>
<td>Meteorologist/Photojournalist</td>
<td>2-10, 13-14, 17, 19, 21-23, 25-26, 28, 32, 35, 40</td>
<td>23</td>
</tr>
<tr>
<td>Production Assistant Part Time</td>
<td>2-10, 13-14, 17, 19, 21-23, 25-26, 28, 32, 35, 40</td>
<td>23</td>
</tr>
<tr>
<td>News Photographer</td>
<td>1-14, 16-40</td>
<td>23</td>
</tr>
<tr>
<td>Assignment Editor</td>
<td>1-14, 16-29, 31-40</td>
<td>23</td>
</tr>
<tr>
<td>Production Assistant</td>
<td>1-14, 16-40</td>
<td>11</td>
</tr>
<tr>
<td>Digital Account Executive</td>
<td>1-14, 16-29, 31-40</td>
<td>11</td>
</tr>
<tr>
<td>Multi-Media Journalist</td>
<td>1-14, 16-29, 31-40</td>
<td>23</td>
</tr>
<tr>
<td>Morning News Producer</td>
<td>2-10, 13-14, 17, 19, 21-23, 26, 28, 32, 35, 40</td>
<td>23</td>
</tr>
<tr>
<td>Multi-Media Account Executive</td>
<td>1-14, 16-40</td>
<td>23</td>
</tr>
<tr>
<td>Multi-Media Account Executive</td>
<td>1-14, 16-40</td>
<td>23</td>
</tr>
<tr>
<td>Multi-Media Account Executive</td>
<td>2-10, 13-14, 17, 19, 21-23, 25-26, 28-29, 32, 35, 40</td>
<td>23</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

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>Meteorologist/Photojournalist</td>
<td>2-10, 13-14, 19, 21-23, 25-26, 28-29, 32, 35, 40</td>
<td>23</td>
</tr>
<tr>
<td>News Photographer</td>
<td>2-10, 13-14, 19, 21-23, 25-26, 28-29, 32, 35, 40</td>
<td>23</td>
</tr>
<tr>
<td>Multi-Media Account Executive</td>
<td>2-11, 13-14, 19, 21-23, 25-26, 28-29, 32, 35, 40</td>
<td>23</td>
</tr>
<tr>
<td>Digital Sales Manager</td>
<td>2-10, 13-14, 19, 21-23, 25-26, 28-29, 32, 35, 40</td>
<td>23</td>
</tr>
<tr>
<td>Multi-Media Account Executive</td>
<td>2-11, 13-14, 19, 21-23, 25-26, 28-29, 32, 35, 40</td>
<td>11</td>
</tr>
<tr>
<td>News Producer</td>
<td>2-10, 13-14, 19, 21-23, 25-26, 28-29, 35, 40</td>
<td>23</td>
</tr>
<tr>
<td>Digital Producer</td>
<td>2-11, 13-14, 19, 21-23, 25-26, 28-29, 35, 40</td>
<td>11</td>
</tr>
</tbody>
</table>
# II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

<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 U Career Planning  
2000 W University Lucina Hall 200  
Muncie, Indiana 47306  
Phone: 765-285-2436  
Url: http://cms.bsu.edu/about/administrativeoffice/career  
Kristy Fix  
Manual Posting | N | 0 |
| 2         | Beloit College, Career Services  
700 College Road  
Beloit, Wisconsin 53511  
Phone: 608-363-2718  
Url: http://www.beloit.edu  
Email: lapc@beloit.edu  
Fax: 1-608-363-2718  
Angela Davis | N | 0 |
| 3         | Chicago Headline Club  
540 N. Dearborn St  
Chicago, Illinois 60610  
Phone: 872-267-2242  
Email: president@headlineclub.org  
Ben Meyerson | N | 0 |
| 4         | Chicago South Side NAACP  
10540 South Western Ave  
Chicago, Illinois 60643  
Phone: 773-729-9830  
Url: http://www.illinoisnaacp.org/chicagosouthside/  
Email: info@naacp css.org  
Fax: 1-773-429-9834  
Rosa Joshua | N | 0 |
| 5         | Columbia College  
623 S Wabash #307  
Chicago, Illinois 60605  
Phone: 312-369-7280  
Url: http://students.colum.edu/career-center/articles/  
Email: vrobins@colum.edu  
Valerie Robbins | N | 0 |
| 6         | Devry University Career Services  
3300 N Campbell Ave  
Chicago, Illinois 60618  
Phone: 773-697-2045  
Email: dfortier@devry.edu  
Danielle Fortier | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

<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         | Eastern Illinois University  
600 Lincoln Ave  
Charleston, Illinois 61920  
Phone: 217-581-2412  
Url: http://www.eiu.edu/careers  
Email: ilkhuig@eiu.edu  
Lisa Hugg | N                                      | 0                                    |
| 8         | Highland College Career Services  
2998 W. Pearl City Rd  
Freeport, Illinois 61032  
Phone: 815-235-6121  
Url: http://www.highland.edu/students/careerservices.as  
Email: careerservices@highland.edu  
Theresa Kepner | N                                      | 0                                    |
| 9         | Illinois Broadcasting Association  
200 Missouri Avenue  
Carterville, Illinois 62918  
Phone: 618-985-5555  
Email: ibia@ilba.org  
Debra Gray | N                                      | 0                                    |
| 10        | Illinois Media School  
455 Eisenhower Lane So Ste 200  
Lombard, Illinois 60148  
Phone: 603-916-1764  
Url: https://beonair.com/careers  
Email: fmuller@beonair.com  
Fax: 1-216-930-4339  
Francesca Muller | N                                      | 0                                    |
| 11        | Indeed.com/www.indeed.com  
177 Broad St 6th Floor  
Stanford, Connecticut 6901  
Phone: 800-406-8190  
John Drosos  
Manual Posting | N                                      | 22                                    |
| 12        | Indiana State Univ Career Services  
500 Chestnut St  
Terre Haute, Indiana 47809  
Phone: 812-237-3838  
Kaleigh All  
Manual Posting | N                                      | 0                                    |
## 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>
| 13        | Knox College Career Center  
2 East South Street Box K 232  
Galesburg, Illinois 61401  
Phone: 309-341-7494  
Email: careers@knox.edu  
Terrie Saline | N                                                 | 0                                                   |
| 14        | La Voz Latin  
730 N Church St  
Rockford, Illinois 61107  
Phone: 815-965-5935  
Email: kroush@lavozlatina-rkfd.org  
Kim Roush | N                                                 | 0                                                   |
| 15        | Linked in                                                                           | N                                                 | 3                                                   |
| 16        | Loyola Career Placement  
1032 N Sheridan Rd  
Chicago, Illinois 60660  
Phone: 773-508-7716  
Michael Limon  
Manual Posting | N                                                 | 0                                                   |
| 17        | Madison Media Institute  
2702 Agriculture Dr  
Madison, Wisconsin 53718  
Phone: 608-663-2000  
Email: nbrost@mediainstitute.edu  
Fax: 1-608-442-0141  
Nate Brost | N                                                 | 0                                                   |
| 18        | McHenry County College  
8900 US Hwy 14  
Crystal Lake, Illinois 60012-2761  
Phone: 815.455.3700  
URL: https://www.mchenry.edu/hireascot/  
Donna Biesche  
Manual Posting | N                                                 | 0                                                   |
| 19        | Milwaukee Area Tech College Student Employment Services  
700 West State St  
Milwaukee, Wisconsin 53233  
Phone: 414-297-8177  
Email: jobshop@matc.edu  
Fax: 1-414-297-6612  
Michelle Lamarre | N                                                 | 0                                                   |
## II. MASTER RECRUITMENT SOURCE LIST ("MRLS")

<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>
| 20        | mystateline.com  
1917 N. Meridian Rd Rockford  
Rockford, Illinois 61101  
Phone: 815-968-6985  
Url: http://www.mystateline.com  
Bonnie Cook  
Manual Posting | N | 0 |
| 21        | National Assoc of Black College Broadcasters  
PO Box 3191  
Atlanta, Georgia  
Phone: 404-523-6136  
Email: lojelks@aol.com  
Lo Jelks | N | 0 |
| 22        | National Latino Education Institute  
2011 W Pershing Rd  
Chicago, Illinois 60609  
Phone: 773-247-0707  
Email: education@nlei.org  
Fax: 1-773-247-4975  
Elivia Estrada | N | 0 |
| 23        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N | 59 |
| 24        | NIU Career Services  
220 Campus Life Building  
DeKalb, Illinois 60155  
Phone: 815-753-1642  
Jan Wylde  
Manual Posting | N | 1 |
| 25        | North Central College  
30 North Brainard St  
Naperville, Illinois 60540  
Phone: 800-411-1861  
Url: https://www.northcentralcollege.edu/  
Email: career@noctrl.edu  
Haydee Nunez | N | 0 |
### II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

<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>
| 26        | Northeastern Illinois University  
5500 N St. Louis  
Chicago, Illinois 60625  
Phone: 773-442-4680  
Email: ocs@neiu.edu  
Elaine Blair | N | 0 |
| 27        | Northwestern University/Medill  
1845 Sheridan Road  
Evanston, Illinois 60208  
Phone: 847-467-1882  
John Donahue  
Manual Posting | N | 0 |
| 28        | Ohio Media School  
9885 Rock Side Road #160  
Valley View, Ohio 44125  
Phone: 216-242-4342  
Email: jhardy@beonair.com  
Jannine Hardy | N | 0 |
| 29        | Rock Valley College  
3301 N Mulford Rd  
Rockford, Illinois 61107  
Phone: 815-921-4146  
Email: c.smaha@rockvalleycollege.edu  
Cindy Smaha | N | 0 |
| 30        | Rockford Career College  
1130 S. Alpine Road  
Rockford, Illinois 61108  
Phone: 815-965-8616  
Ann Stites  
Manual Posting | N | 0 |
| 31        | Southern Illinois University Career Services  
Mail Code 4703  
Carbondale, Illinois 62901  
Phone: 618-453-2391  
Career Services  
Manual Posting | N | 0 |
| 32        | Specs School of Broadcasting  
19900 West Nine Mile  
Southfield, Michigan 48075  
Phone: 248-327-4777  
Email: bcarey@specshoward.edu  
Fax: 1-248-746-9777  
Brent Carey | N | 0 |
# II. MASTER RECRUITMENT SOURCE LIST ("MRSR")

<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>33</td>
<td>TV Jobs.com</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>P.O Box 4116</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Oceanside, California 92052</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 800-374-0119</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mark Holloway Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>34</td>
<td>U.I.U.C Journalism Placement Office</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>119 Gregory Hall</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Urbana, Illinois 61801</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 217-333-1508</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Lynn Holley Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>35</td>
<td>University of WI Career Planning</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>5115 Vilas Hall</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Madison, Wisconsin 53706</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 608-263-4898</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email : <a href="mailto:info@journalism.wisc.edu">info@journalism.wisc.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Robert Schwoch</td>
<td></td>
<td></td>
</tr>
<tr>
<td>36</td>
<td>University of Wisconsin - Madison</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>821 University Avenue Department of Communication Arts</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Madison, Wisconsin 53706</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 608.262.0992</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url : <a href="https://commarts.wisc.edu/undergraduate/jobs">https://commarts.wisc.edu/undergraduate/jobs</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mary Rossa Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>37</td>
<td>University of Wisconsin Platteville</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1 University Plaza 0200 Ullsvik</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Platteville, Wyoming 53818</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 608-342-1183</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Claire Draganis Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>38</td>
<td>Western IL Career Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1 University Circle</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Macomb, Illinois 61455</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 309-298-2888</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url : <a href="http://www.wiu.edu/student_services/career_develop">http://www.wiu.edu/student_services/career_develop</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kate Curry Manual Posting</td>
<td></td>
<td></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>
| 39        | Wheaton College Career Services  
418 Chase St R209  
Wheaton, Illinois 60187  
Phone: 630-752-5048  
Lynne Morris  
Manual Posting | N | 0 |
| 40        | 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 INTERVIEWS OVER REPORTING PERIOD:** 85
# 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>9/26/2018</td>
<td>Participation in Job Fairs</td>
<td>Station personnel participated at the Rock Valley College/Rockford University Career /Internship Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.</td>
<td>1</td>
<td>Chief Engineer</td>
</tr>
<tr>
<td>11/23/2018</td>
<td>Participation in Job Fairs</td>
<td>The Station participated at the Rockford Boys &amp; Girls Club Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.</td>
<td>1</td>
<td>Chief Engineer</td>
</tr>
<tr>
<td>1/14/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated at Rock Valley College teaching Broadcast Performance.</td>
<td>1</td>
<td>News Anchor</td>
</tr>
<tr>
<td>3/18/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated as a speaker at Harlem High School. He spoke about career decisions and job requirements.</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>3/19/2019</td>
<td>Participation in Job Fairs</td>
<td>Station personnel participated at the Boone County Hiring Event by The Workforce Connection. Station personnel were able to meet with individuals and discuss vacancies at the Station and in the broadcasting industry.</td>
<td>1</td>
<td>Chief Engineer</td>
</tr>
<tr>
<td>5/16/2019</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 two (2) interns, from Rock Valley College, and Illinois State University, during the 2019 Summer Semester</td>
<td>2</td>
<td>News Director Creative Services Director</td>
</tr>
</tbody>
</table>