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See Section II, the "Master Recruitment Source List" ("MRLS") for recruitment source data

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<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master Control Operator</td>
<td>1-14, 16-18, 20, 23-25, 27-30, 32-36, 38-47</td>
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</tr>
<tr>
<td>Digital Content Producer</td>
<td>1, 3-17, 20, 23-25, 27-30, 32-36, 38-47</td>
<td>15</td>
</tr>
<tr>
<td>Traffic Coordinator</td>
<td>1-17, 20, 23-25, 27-30, 32-36, 38-47</td>
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</tr>
<tr>
<td>Traffic Coordinator</td>
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<tr>
<td>Traffic Coordinator</td>
<td>1-14, 16-17, 20, 23-25, 27-30, 32-36, 38-47</td>
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<tr>
<td>Traffic Coordinator</td>
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<tr>
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<td>1-17, 20, 23-25, 27-30, 32-36, 38-47</td>
<td>15</td>
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</tr>
<tr>
<td>News Photographer/Editor</td>
<td>1, 3-9, 11-14, 16, 20, 23-25, 27-30, 32-36, 38-47</td>
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<tr>
<td>Promotions Producer</td>
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<tr>
<td>Master Control Operator</td>
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<tr>
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<td>1, 3-17, 20, 23-25, 27-30, 32-36, 38-47</td>
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<tr>
<td>Multimedia Journalist Reporter</td>
<td>1, 3-17, 20, 23-25, 27-30, 32-36, 38-47</td>
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<tr>
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<td>15</td>
</tr>
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<tr>
<td>Traffic Coordinator</td>
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<tr>
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<tr>
<td>News Photographer/Editor</td>
<td>1, 3-17, 20, 22-25, 27-30, 32-36, 38-47</td>
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<tr>
<td>Traffic Coordinator</td>
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<tr>
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<tr>
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<td>1, 3-17, 20, 22-25, 27-30, 32-36, 38-47</td>
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<tr>
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<tr>
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<tr>
<td>Newscast Director</td>
<td>1, 3-17, 20, 23-25, 27-30, 32-36, 38-47</td>
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<tr>
<td>Digital Content Producer</td>
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<tr>
<td>Assignment Editor</td>
<td>1, 3-17, 20, 23-25, 27-30, 32-36, 38-47</td>
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<tr>
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<tr>
<td>Account Executive</td>
<td>1, 3-14, 16-17, 20, 22-25, 27-30, 32-36, 38-47</td>
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<tr>
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<tr>
<td>National Sales Assistant</td>
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<tr>
<td>Master Control Operator</td>
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<tr>
<td>Integrated Digital Specialist</td>
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<tr>
<td>News Producer</td>
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<tr>
<td>Multimedia Journalist Reporter</td>
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<tr>
<td>Master Control Operator</td>
<td>1, 3-18, 20, 23-25, 27-30, 32-36, 38-47</td>
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<tr>
<td>Promotions Producer</td>
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<tr>
<td>Studio Camera Op/Newscast Director</td>
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<tr>
<td>AM METEOROLOGIST</td>
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<tr>
<td>Digital Media Support Coordinator</td>
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<tr>
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<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         | abc4.com
2175 W 1700 South
Salt Lake City, Utah 84104
Phone: 801-975-4491
Ida Anderson
Manual Posting | N                      | 5                                                |
| 2         | Advertisement-TV                                    | N                      | 14                                               |
| 3         | American Sportscaster Assoc.
225 Broadway Ste 2030
New York, New York 10007
Phone: 212-227-8080
Url: http://www.americansportscasteronline.com/
Email: lschwa8918@aol.com
Pat Turturro | N                      | 0                                                |
| 4         | Brigham Young University
2400 WSC
Provo, Utah 84602
Phone: 801-975-4491
Url: https://app.joinhandshake.com
Handshake Online
Manual Posting | N                      | 0                                                |
| 5         | Broadview University
1902 West 7800 South
West Jordan, Utah 84088
Phone: 801-542-7236
Url: http://broadviewuniversity.edu/
Email: cdeweerd@broadviewuniversity.edu
Crystal DeWeerd | N                      | 0                                                |
| 6         | BYU Alumni Career Services
2400 WSC
Provo, Utah 84602
Phone: 801-422-6933
Url: https://home.byu.edu/home/
Email: cougarcareers@byu.edu
Scott Greenhaigh | N                      | 0                                                |
| 7         | BYU Idaho
230 Kimball Attn: Intern & Career Specialist
Rexburg, Idaho 83460
Phone: 8019754491
Url: https://app.joinhandshake.com
Handshake Online
Manual Posting | N                      | 0                                                |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSI")

<table>
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<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         | Calvary Baptists Church  
1090 South State  
Salt Lake City, Utah 84111  
Phone : 801-355-1025  
Url : http://www.calvaryslc.com  
Email : office@calvaryslc.com  
Sylvia Morris | N | 0 |
| 9         | Careerpage.org  
2333 Wisconsin St NE  
Albuquerque, New Mexico 87110  
Phone : 800-622-2414  
Url : http://www.careerpage.org  
Jobs Listing  
Manual Posting | N | 1 |
| 10        | Centerville LDS Employment Resource Center  
94 E Pages Lane Ste B  
Centerville, Utah 84014  
Phone : 801-298-4700  
Email : WEL-EC-Centerville@churchofjesuschrist.org  
Danny Brock | N | 0 |
| 11        | Centro Cívico Mexicano  
155 South 600 West  
Salt Lake City, Utah 84101  
Phone : 801-359-9316  
Url : http://www.nowplayingutah.com/organization/centro  
Email : arsenio1219@yahoo.com  
Arsenio G Gonzalez | N | 0 |
| 12        | collectivetalent.com  
5134 Sandy Beach Ave.  
Sarasota, Florida 34242  
Phone : 813-494-4555  
Url : http://collectivetalent.com/  
Email : bille@michaelsmedia.com  
Michael Bille | N | 0 |
| 13        | Department of Workforce Service  
140 E 300 S Employment Services  
Salt Lake City, Utah 84111  
Phone : 801-526-0997  
Url : https://jobs.utah.gov/  
Email : postajob@utah.gov  
Career Center | N | 0 |
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| 14        | Dixie State University  
225 South 700 East  
St George, Utah 84770  
Phone : 8019754491  
Url : https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N | 0 |
| 15        | Employee Referral  
| | N | 30 |
| 16        | Goddard School Career Center/Weber State University  
3801 University Circle  
Ogden, Utah 84408  
Phone : 801-626-9714  
Url : http://www.goddardschool.com/educators/careers  
Email : pwheeler@weber.edu  
Patricia Wheeler | N | 0 |
| 17        | Gov Office of Economic Develop  
60 East South Temple 3rd Floor  
Salt lake City, Utah 84111  
Phone : 801-538-8722  
Url : http://business.utah.gov/  
Email : tonyyoung@utah.gov  
Tony Young | N | 0 |
| 18        | Indeed.com  
6433 Champion Grandview Way  
Austin, Texas 78750  
Phone : 800-462-5842  
Url : http://www.indeed.com  
Jobs Listing  
Manual Posting | N | 14 |
| 19        | Indeed.com | N | 4 |
| 20        | Indian Training Education Center  
120 West 1300 South  
Salt Lake City, Utah 84115  
Phone : 801-973-6484  
Url : http://www.indiantrainingcenter.com/  
Fax : 1-801-973-0877  
Janie Ridd | N | 0 |
| 21        | Internal Promotion | N | 4 |
| 22        | Job/Bulletin Board | N | 26 |
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<tr>
<td>23</td>
<td>KWCU Weber State College 2188 University Circle Ogden, Utah 84408 Phone : 801-626-7424 Url : <a href="http://www.weber.edu/communication/kwcr.html">http://www.weber.edu/communication/kwcr.html</a> Email : <a href="mailto:kwcr.gm@gmail.com">kwcr.gm@gmail.com</a> Alex Larrabee</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>24</td>
<td>LDS Business College 95 N 300 West Salt Lake City, Utah 84101 Phone : 801-240-7240 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Handshake Online Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>25</td>
<td>Learning, Development &amp; Diversity 1760 West 2100 South Salt Lake City, Utah 84199 Phone : 801-974-2922 Url : <a href="http://about.usps.com/careers/welcome.htm">http://about.usps.com/careers/welcome.htm</a> Email : <a href="mailto:pania.heimuli@gmail.com">pania.heimuli@gmail.com</a> Pania Heimuili</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>26</td>
<td>LinkedIn</td>
<td>N</td>
<td>3</td>
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<tr>
<td>27</td>
<td>MedialineTalent Box 51909 Pacific Grove, California 93950 Phone : 800-237-0873 Url : <a href="http://MedialineTalent.com">http://MedialineTalent.com</a> Email : <a href="mailto:jobs@medialinetalent.com">jobs@medialinetalent.com</a> Mark Shilstone</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>29</td>
<td>Ogden Weber Community Action Partnership 3159 Grant Ave Ogden, Utah 84401 Phone : 801-399-9281 Url : <a href="http://www.owcap.org/">http://www.owcap.org/</a> Email : <a href="mailto:jnolazco@owcap.org">jnolazco@owcap.org</a> Juan Nolazco</td>
<td>N</td>
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</table>
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</tr>
</thead>
</table>
| 30        | People Helping People  
205 North 400 West  
Salt Lake City, Utah 84403  
Phone : 801-583-5300  
Email : ksimmmons@phputah.org  
Kathryn Christiansen | N | 0 |
| 31        | PrincePerelson  
2180 South 1300 East Suite 350  
Salt Lake City, Utah 84106  
Phone : 8013650387  
Email : sheena@perelson.com  
Fax : 1-801-532-7676  
Sheena LeMaster | N | 8 |
| 32        | Salt Lake City Human Resource Division  
P.O. Box 145464  
Salt Lake City, Utah 84114  
Phone : 801-535-7669  
Email : nancy.torres@slcgov.com  
Nancy Torres | N | 0 |
| 33        | Salt Lake Community College  
4600 South Redwood Road  
Salt Lake City, Utah 84123  
Phone : 8019754491  
Jobs Listing  
Manual Posting | N | 0 |
| 34        | Snow College  
150 College Ave E  
Ephraim, Utah 84627  
Phone : 801.975.4491  
Url : https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N | 0 |
| 35        | Society of Broadcast Engineers  
9102 North Meridian St Suite 150  
Indianapolis, Indiana 46260  
Phone : 317-846-9000  
Url : http://www.sbe.org/  
Email : kjones@sbe.org  
Scott Jones | N | 0 |
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<td>N</td>
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<tr>
<td></td>
<td>351 W University Blvd</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Cedar City, Utah 84720</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Phone : 8019754491</td>
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<tr>
<td></td>
<td>Manual Posting</td>
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<td>37</td>
<td>Station's Facebook Page</td>
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<td>1</td>
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<td>Phone : 801-418-6636</td>
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<td>Email : <a href="mailto:david.sambrano@stevenshenager.edu">david.sambrano@stevenshenager.edu</a></td>
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<tr>
<td></td>
<td>David Sambrano</td>
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<td></td>
<td>Mark Holloway</td>
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<td>Salt Lake City, Utah 84112</td>
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<td>Email : <a href="mailto:corypearson@utah.gov">corypearson@utah.gov</a></td>
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## 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>
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</thead>
</table>
| 43        | Utah State University-Eastern  
451 East 400 North  
Price, Utah 84501  
Phone: 435-613-5284  
U #: https://usueastern.edu/  
Email: susan.polster@usu.edu  
Susan Polster | N | 0 |
| 44        | Utah Valley University  
800 West University Pkwy  
Orem, Utah 84058  
Phone: 8019754491  
U #: http://app.joinhandshake.com  
Handshake Online  
Manual Posting | N | 0 |
| 45        | Weber State University  
2188 University Circle  
Ogden, Utah 84408  
Phone: 8019754491  
U #: https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N | 0 |
| 46        | Westminster College  
1840 S 1300 East  
Salt Lake City, Utah 84105  
Phone: 8019754491  
U #: https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N | 0 |
| 47        | www.mediagignow.com  
300 South Riverside Plaza Suite 800  
Chicago, Illinois 60606  
Phone: 336-553-0620  
U #: http://www.mediagignow.com  
Email: customerservice@mediagignow.com  
MediaGigNow.com | N | 0 |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 135
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th></th>
<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>
</table>
| 1 | 6/1/2019 | Establishment of an intern program designed to assist members of the community                               | The SEU has an established internship program that allows students to gain practical experience in all areas of our operations, including news, productions, sports and weather.                                                                                     | 3                           | Executive Producer
                                 |                                                                                  | The SEU hosted two (2) interns, from the University of Utah, two (2) interns, from Brigham Young University, one (1) from Utah Valley University, one (1) from Texas Christian University, and one (1) from Northwestern University during the 2019 Summer Semester; one (1) intern from Brigham Young University, one (1) from Weber University, one (1) from Utah Valley University, one (1) from Viewmont High School, and one (1) from Woods Cross High School during the 2019 Fall Semester; and two (2) from Weber University during the 2020 Spring Semester. |                            | Meteorologist Managing Editor         |
| 2 | 9/26/2019 | Participation in events sponsored by community groups                                                      | Station personnel attended the Fall Single Mothers Seminar/Employer Open House & Resource Fair, which was held in Salt Lake City, Utah. During that event, the SEU had a booth where potential employees were able to discuss broadcasting jobs in general and at the Stations and provided guidance on how and where to apply for jobs at Nexstar. | 2                           | Director Creative Services Office Manager |
| 3 | 11/21/2019 | Participation in events sponsored by community groups                                                      | Station personnel attended the Meet, Greet & Resource Showcase for People Helping People, which was held in Salt Lake City, Utah. During that event, the SEU had a booth where potential employees were able to discuss broadcasting jobs in general and at the Stations and provided guidance on how and where to apply for jobs at Nexstar. | 1                           | Director Creative Services            |
| 4 | 2/4/2020  | Participation in events or programs sponsored by educational institutions                                | SEU personnel participated as a speaker before Utah Valley University first-generation college students. He spoke about careers in Journalism.                                                                                                                                    | 1                           | News Reporter                         |
## 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>5/10/2020</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated as a speaker at the Utah Valley University's Communication Department Executive Lecture Series. She spoke about career decisions and job requirements.</td>
<td>1</td>
<td>GTU Host/Report Director Creative Services</td>
</tr>
<tr>
<td>5/12/2020</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>The SEU participated in the first virtual statewide event, Utah Statewide Alumni Career Fair, SEU personnel were able to log into Careereco Virtual Events and interact with candidates.</td>
<td>3</td>
<td>Office Manager General Sales Manager SLC Traffic Hub Manager</td>
</tr>
<tr>
<td>5/19/2020</td>
<td>Provision of training to management</td>
<td>The SEU 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>12</td>
<td>Office Manager General Manager News Director General Sales Manager</td>
</tr>
</tbody>
</table>