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>Traffic Coordinator</td>
<td>1-9, 11-12, 15-31</td>
<td>1</td>
</tr>
<tr>
<td>Managing Editor, Digital News</td>
<td>1-9, 11-12, 15-31</td>
<td>17</td>
</tr>
<tr>
<td>Master Control Operator</td>
<td>1-9, 11-12, 15-31</td>
<td>17</td>
</tr>
<tr>
<td>Traffic Coordinator</td>
<td>1-12, 15-31</td>
<td>1</td>
</tr>
<tr>
<td>Lifestyle Show Producer</td>
<td>1-9, 11-12, 14-31</td>
<td>14</td>
</tr>
<tr>
<td>Traffic Coordinator</td>
<td>1-12, 15-31</td>
<td>10</td>
</tr>
<tr>
<td>Traffic Coordinator</td>
<td>1-9, 11-12, 15-31</td>
<td>1</td>
</tr>
<tr>
<td>Traffic Coordinator</td>
<td>1-9, 11-12, 15-31</td>
<td>1</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-9, 11-12, 14-31</td>
<td>17</td>
</tr>
<tr>
<td>Traffic Coordinator</td>
<td>1-9, 11-12, 15-31</td>
<td>1</td>
</tr>
<tr>
<td>Master Control Operator</td>
<td>1-9, 11-12, 15-31</td>
<td>17</td>
</tr>
<tr>
<td>Traffic Coordinator</td>
<td>1-9, 11-12, 15-31</td>
<td>1</td>
</tr>
<tr>
<td>Digital Content Producer</td>
<td>1-9, 11-12, 15-31</td>
<td>17</td>
</tr>
<tr>
<td>Multimedia Journalist Reporter</td>
<td>1-12, 15-31</td>
<td>17</td>
</tr>
<tr>
<td>News Producer</td>
<td>1-12, 15-31</td>
<td>10</td>
</tr>
<tr>
<td>News Producer</td>
<td>1-9, 11-12, 15-31</td>
<td>17</td>
</tr>
<tr>
<td>News Producer</td>
<td>1-9, 11-12, 15-31</td>
<td>17</td>
</tr>
<tr>
<td>IT Engineer</td>
<td>1-9, 11-31</td>
<td>13</td>
</tr>
<tr>
<td>AM Digital Content Producer</td>
<td>1-9, 11-12, 15-31</td>
<td>1</td>
</tr>
<tr>
<td>Maintenance Engineer</td>
<td>1-9, 11-12, 14-31</td>
<td>14</td>
</tr>
<tr>
<td>Photographer/Editor</td>
<td>1-12, 14-31</td>
<td>10</td>
</tr>
<tr>
<td>Executive Producer</td>
<td>1-9, 11-12, 15-31</td>
<td>17</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-9, 11-12, 15-31</td>
<td>17</td>
</tr>
<tr>
<td>News Photographer</td>
<td>1-13, 15-31</td>
<td>13</td>
</tr>
<tr>
<td>News Photographer/Editor</td>
<td>1-9, 11-12, 15-31</td>
<td>1</td>
</tr>
<tr>
<td>Newscast Director Manager</td>
<td>1-9, 11-13, 15-31</td>
<td>13</td>
</tr>
<tr>
<td>News Photographer</td>
<td>1-13, 15-31</td>
<td>13</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 Hrree</th>
</tr>
</thead>
<tbody>
<tr>
<td>AM Newscast Director</td>
<td>1-13, 15-31</td>
<td>13</td>
</tr>
<tr>
<td>AM Meteorologist</td>
<td>1-9, 11-13, 15-31</td>
<td>13</td>
</tr>
<tr>
<td>Promotions Producer</td>
<td>1-9, 11-31</td>
<td>13</td>
</tr>
<tr>
<td>Multimedia Journalist Southern Utah Bureau</td>
<td>1-9, 11-13, 15-31</td>
<td>13</td>
</tr>
<tr>
<td>Meteorologist</td>
<td>1-9, 11-12, 15-31</td>
<td>17</td>
</tr>
<tr>
<td>Sr. Maintenance Engineer</td>
<td>1-9, 11-13, 15-31</td>
<td>13</td>
</tr>
<tr>
<td>Digital Editor and Distribution Producer</td>
<td>1-9, 11-12, 15-31</td>
<td>17</td>
</tr>
<tr>
<td>News Photographer</td>
<td>1-9, 11-31</td>
<td>13</td>
</tr>
<tr>
<td>Digital Reporter</td>
<td>1-9, 11-12, 15-31</td>
<td>1</td>
</tr>
<tr>
<td>Multimedia Journalist</td>
<td>1-9, 11-12, 15-31</td>
<td>17</td>
</tr>
<tr>
<td>Multimedia Journalist Reporter</td>
<td>1-9, 11-12, 15-31</td>
<td>1</td>
</tr>
<tr>
<td>Assignment Editor</td>
<td>1-9, 11-13, 15-31</td>
<td>13</td>
</tr>
<tr>
<td>Maintenance Engineer</td>
<td>1-9, 11-12, 14-31</td>
<td>1</td>
</tr>
<tr>
<td>Studio Camera Op/Newscast Director</td>
<td>1-9, 11-12, 14-31</td>
<td>25</td>
</tr>
<tr>
<td>Audio Operator</td>
<td>1-9, 11-13, 15-31</td>
<td>13</td>
</tr>
<tr>
<td>Lifestyle Show Producer</td>
<td>1-9, 11-12, 14-31</td>
<td>17</td>
</tr>
<tr>
<td>Audio/Camera Operator</td>
<td>1-9, 11-13, 15-31</td>
<td>13</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 | abc4.com  
2175 W 1700 South  
Salt Lake City, Utah 84104  
Phone: 801-975-4491  
Ida Anderson  
Manual Posting | N | 29 |
| 2 | American Sportscaster Assoc.  
225 Broadway Ste 2030  
New York, New York 10007  
Phone: 212-227-8080  
Url: http://www.americansportscastersonline.com/  
Email: lschwa8918@aol.com  
Pat Turturro | N | 0 |
| 3 | Brigham Young University  
2400 WSC  
Provo, Utah 84602  
Phone: 801-975-4491  
Url: https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N | 0 |
| 4 | BYU Idaho  
230 Kimball Attn: Intern & Career Specialist  
Rexburg, Idaho 83460  
Phone: 8019754491  
Url: https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N | 0 |
| 5 | Careerpage.org  
2333 Wisconsin St NE  
Albuquerque, New Mexico 87110  
Phone: 800-622-2414  
Url: http://www.careerpage.org  
Jobs Listing  
Manual Posting | N | 0 |
| 6 | Centro Civico Mexicano  
155 South 600 West  
Salt Lake City, Utah 84101  
Phone: 801-359-9316  
Url: http://www.nowplayingutah.com/organization/centroEmail: arsenio1219@yahoo.com  
Arsenio GJonzalez | 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         | 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 |
| 8         | 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 |
| 9         | Dixie State University  
225 South 700 East  
St George, Utah 84770  
Phone: 8019754491  
Url: https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N | 0 |
| 10        | Employee Referral | N | 8 |
| 11        | Ensign College  
95 N 300 West  
Salt Lake City, Utah 84101  
Phone: 801-240-7240  
Url: https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N | 0 |
| 12        | Indian Training Education Center  
1455 West 2200 South #200  
West Valley City, Utah 84119  
Phone: 801-973-6484  
Url: http://www.indiantrainingcenter.com/  
Email: itecenter@qwestoffice.net  
MarJean Elder | N | 0 |
| 13        | Internal Promotion | N | 13 |
| 14        | Job/Bulletin Board | N | 12 |
### 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>
| 15        | Learning, Development & Diversity  
1760 West 2100 South  
Salt Lake City, Utah 84199  
Phone: 801-974-2922  
Url: http://about.usps.com/careers/welcome.htm  
Email: pania.heimuli@gmail.com  
Pania Heimuli | N                                                | 0                                                |
| 16        | MedialineTalent  
Box 51909  
Pacific Grove, California 93950  
Phone: 800-237-0873  
Url: http://MedialineTalent.com  
Email: jobs@medialinetalent.com  
Mark Shilstone | N                                                | 0                                                |
| 17        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N                                                | .73                                              |
| 18        | Ogden Weber Community Action Partnership  
3159 Grant Ave  
Ogden, Utah 84401  
Phone: 801-399-9281  
Url: http://www.owcap.org/  
Email: jnolazco@owcap.org  
Juan Nolazco | N                                                | 0                                                |
| 19        | People Helping People  
205 North 400 West  
Salt Lake City, Utah 84403  
Phone: 801-583-5300  
Email: ksimmons@phputah.org  
Kathryn Christiansen | N                                                | 0                                                |
| 20        | Salt Lake Community College  
4600 South Redwood Road  
Salt Lake City, Utah 84123  
Phone: 8019754491  
Jobs Listing  
Manual Posting | N                                                | 1                                                |
# 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>
| 21        | Snow College  
150 College Ave E  
Ephraim, Utah 84627  
Phone: 801.975.4491  
Url: https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N                                                             | 0                                              |
| 22        | 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                                              |
| 23        | Southern Utah University  
351 W University Blvd  
Cedar City, Utah 84720  
Phone: 8019754491  
Url: https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N                                                             | 0                                              |
| 24        | tvjobs.com  
PO Box 4116  
Oceanside, California 92052  
Phone: 800-374-0119  
Url: http://www.tvjobs.com/  
Email: admin@tvjobs.com  
Mark Holloway | N                                                             | 0                                              |
| 25        | University of Utah  
201 South 1460 East Room 350  
Salt Lake City, Utah 84112  
Phone: 801-975-4491  
Url: https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N                                                             | 1                                              |
| 26        | Utah Dept. of Veterans Affairs  
550 Foothill Blvd. Suite 202  
Salt Lake City, Utah 84158  
Phone: 801-326-2372  
Url: https://veterans.utah.gov/  
Email: corypearson@utah.gov  
Corp Pearson | 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>
| 27        | Utah State University  
4305 Old Main Hill  
Logan, Utah 84322  
Phone: 8019754491  
Url: https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N | 0 |
| 28        | Utah Valley University  
800 West University Pkwy  
Orem, Utah 84058  
Phone: 8019754491  
Url: http://app.joinhandshake.com  
Handshake Online  
Manual Posting | N | 0 |
| 29        | Weber State University  
2188 University Circle  
Ogden, Utah 84408  
Phone: 8019754491  
Url: https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N | 0 |
| 30        | Westminster College  
1840 S 1300 East  
Salt Lake City, Utah 84105  
Phone: 8019754491  
Url: https://app.joinhandshake.com  
Handshake Online  
Manual Posting | N | 0 |
| 31        | www.medigignow.com  
300 South Riverside Plaza Suite 800  
Chicago, Illinois 60606  
Phone: 336-553-0620  
Url: http://www.medigignow.com  
Email: customerservice@medigignow.com  
MediaGigNow.com | N | 0 |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 137
### 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>9/22/2020</td>
<td>Participation in events sponsored by community groups</td>
<td>SEU personnel participated via Zoom in the National TRiO Alumni Association 2020 Virtual Conference Town Hall - &quot;How to Bridge the Gap between College to Career&quot;</td>
<td>1</td>
<td>Reporter</td>
</tr>
<tr>
<td>10/22/2020</td>
<td>Participation in Job Fairs</td>
<td>The SEU participated with People Helping People for a Virtual Job Fair. Station personnel were able to meet with single mothers and discuss vacancies at the Stations and in the broadcasting industry.</td>
<td>1</td>
<td>Director Creative Services Office Manager</td>
</tr>
<tr>
<td>1/27/2021</td>
<td>Participation in Job Fairs</td>
<td>The SEU participated at the Utah Valley University Spring 2021 Virtual Career &amp; Internship Fair. Station personnel were able to meet with students via Zoom and discuss vacancies at the Stations and in the broadcasting industry.</td>
<td>3</td>
<td>Office Manager Promotion Manager News Director</td>
</tr>
<tr>
<td>3/11/2021</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>SEU personnel participated as a speaker at the BYU Communications Speed Networking Event Four -10-minute presentation rotations. Introduce company, discuss types of internships/jobs that we currently have available or typically have. Talk about skills that we look for in employees/interns.</td>
<td>1</td>
<td>News Digital Director</td>
</tr>
<tr>
<td>3/26/2021</td>
<td>Participation in Job Fairs</td>
<td>The SEU participated at People Helping People in a Virtual Job Fair. Station personnel were able to meet with students via zoom and discuss vacancies at the Stations and in the broadcasting industry.</td>
<td>2</td>
<td>Office Manager Promotion Manager</td>
</tr>
<tr>
<td>4/13/2021</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>15</td>
<td>Office Manager VP/General Manager News Director Promotion Director</td>
</tr>
</tbody>
</table>
### 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>7/11/2021</td>
<td>Listing of each upper-level category opening in a job bank or newsletter</td>
<td>The SEU regularly disseminates job vacancy notices to the Department of Workforce Services, Indian Training Education Center, Learning, Development &amp; Diversity and People Helping People in an effort to post all upper-level category openings.</td>
<td>1</td>
<td>Business Administrator</td>
</tr>
</tbody>
</table>