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>News Photographer</td>
<td>1-2, 4-9, 12, 15-16, 18-19, 21-25, 28-31, 33-37</td>
<td>6</td>
</tr>
<tr>
<td>Production Assistant</td>
<td>1-3, 5, 8, 13-15, 28, 34-35</td>
<td>13</td>
</tr>
<tr>
<td>AE</td>
<td>1-3, 5-6, 8-9, 12, 14, 16-18, 21-26, 28, 30-38</td>
<td>6</td>
</tr>
<tr>
<td>Creative Services Producer</td>
<td>1-2, 5, 8, 12-16, 22, 25-26, 28, 30-31, 34-38</td>
<td>13</td>
</tr>
<tr>
<td>News Producer</td>
<td>2, 6, 15, 28</td>
<td>28</td>
</tr>
<tr>
<td>News Producer</td>
<td>2, 5-6, 28, 30-32, 34</td>
<td>6</td>
</tr>
<tr>
<td>Creative Services News Promo Producer</td>
<td>1-2, 5-6, 8, 11, 14-16, 22, 28, 30-31, 34-35, 38</td>
<td>22</td>
</tr>
<tr>
<td>Graphic Artist</td>
<td>1-3, 5, 8-12, 14, 16, 21-26, 28, 30-38</td>
<td>11</td>
</tr>
<tr>
<td>Sports Anchor/Reporter</td>
<td>1-3, 5-6, 8-9, 12, 14-16, 21-26, 28, 30-38</td>
<td>28</td>
</tr>
<tr>
<td>AE</td>
<td>1-2, 6, 8, 16, 18, 22, 34-35, 37</td>
<td>6</td>
</tr>
<tr>
<td>Web Producer</td>
<td>1-2, 6, 8, 11, 14, 20, 34-35, 37</td>
<td>6</td>
</tr>
<tr>
<td>Creative Services Producer</td>
<td>13, 15, 34</td>
<td>13</td>
</tr>
<tr>
<td>News Photographer</td>
<td>1-2, 8, 13, 15, 22, 28, 30-31, 34-35, 37</td>
<td>13</td>
</tr>
<tr>
<td>Digital Marketing Sales</td>
<td>1-2, 8, 11, 15, 18, 22, 27-28, 30-31, 34-35, 37</td>
<td>27</td>
</tr>
<tr>
<td>AE</td>
<td>1-3, 5-6, 8-9, 12, 14, 16, 18, 21-26, 28, 30-38</td>
<td>18</td>
</tr>
<tr>
<td>Assignment Manager</td>
<td>6, 11, 22</td>
<td>6</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-3, 5-6, 8-9, 12, 14, 16, 18, 21-26, 28, 30-38</td>
<td>6</td>
</tr>
<tr>
<td>Multi Media Journalist</td>
<td>1-3, 5-6, 8-9, 11-12, 14, 16, 21-26, 28, 30-38</td>
<td>11</td>
</tr>
<tr>
<td>Multi-Media Journalist</td>
<td>1-3, 5-6, 8-9, 11-12, 14, 16, 21-26, 28, 30-38</td>
<td>6</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         | American Advertising Federation  
            300 E Walnut St  
            Evansville, Indiana 47713  
            Phone: 812-423-3843  
            Url: http://aafevv.com  
            Sharon Shumate  
            Manual Posting | N | 0 |
| 2         | Broadcast Compliance Services  
            1700 Rockville Pike  
            Rockville, Massachusetts 20852  
            Phone: 866-227-4336  
            Url: http://bcs.com  
            Robin Cooper  
            Manual Posting | N | 0 |
| 3         | CK Newsome Center/Evansville Job Fair  
            100 Walnut St #1  
            Evansville, Indiana 47713  
            Phone: 812-435-6141  
            Url: http://cknewsomecenter.com  
            Erin Lucas  
            Manual Posting | N | 0 |
| 4         | Daviess County Impact-Red Door  
            2212 East National Highway  
            Washington, Indiana 47501  
            Phone: 812-254-4471  
            Email: mhunter@frs.org  
            Mark Hunter | N | 0 |
| 5         | Deltek HR Smart  
            4970 Landmark PL  
            Dallas, Texas 75254  
            Phone: 972-373-8800  
            Url: http://nexstar.com  
            John Jones  
            Manual Posting | N | 3 |
| 6         | Employee Referral | N | 20 |
| 7         | Harrisburg Employment Services  
            320 E Raymond St  
            Harrisburg, Illinois 62946  
            Phone: 618-253-7161  
            Url: http://dhs.com  
            Email: lori.cox@sic.edu  
            Lori Cox | 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>
| 8         | Henderson Community College  
2660 S Green River St  
Henderson, Kentucky 42420  
Phone: 270-831-9737  
Url: http://hec.com  
Mary Hemlepp  
Manual Posting | N | 0 |
| 9         | Henderson Employment Training  
212 North Water St  
Henderson, Kentucky 42420  
Phone: 270-826-2746  
Url: http://het.com  
Connie Galloway  
Manual Posting | N | 0 |
| 10        | Indeed.com  
6433 Champion Grand view Way #1  
Austin, Texas 78750  
Phone: 800-475-4361  
Url: https://employers.indeed.com  
Debbie Johnson  
Manual Posting | N | 0 |
| 11        | Indeed.com | N | 14 |
| 12        | Indiana Broadcasting Association  
Po Box 902  
Carmel, Indiana 46082  
Phone: 317-770-0970  
Url: http://iba.com  
C Klemet  
Manual Posting | N | 0 |
| 13        | Internal Promotion | N | 4 |
| 14        | Ivy Tech/Hire Ivy  
3501 N 1st Ave  
Evansville, Indiana 47710  
Phone: 812-429-1422  
Url: http://ivytech.com  
Monica Fleeger  
Manual Posting | N | 1 |
| 15        | Job/Bulletin Board | N | 18 |
## 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>
| 16        | Kentucky Wesleyan College  
3000 Frederica St  
Owensboro, Kentucky 42301  
Phone: 270-852-3302  
Url: http://kwc.com  
U Cambron  
Manual Posting | Y | 0 |
| 17        | LinkedIn  
2029 Stierlin Ct  
Mountain View, California 94043  
Phone: 650-687-3600  
Url: http://linkedin.com  
Marsha Jackson  
Manual Posting | N | 1 |
| 18        | Media Recruiter  
9457 S University  
Highlands Ranch, California 94043  
Phone: 303-400-5150  
Url: http://mediarecruiter.com  
Art Scott  
Manual Posting | N | 7 |
| 19        | MyMediaJobs  
Po Box 65967  
West Des Moines, Iowa 50265  
Phone: 515-224-3904  
Url: www.mymediajobs.com  
Teresa Hein  
Manual Posting | N | 0 |
| 20        | Nat. Assoc.of Black Journalists  
Po Box902  
Carmel, Indiana 46082  
Phone: 317-770-0970  
Url: http://iba.com  
C Klemet  
Manual Posting | N | 0 |
| 21        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N | 4 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSOL")

<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>
| 23        | Oakland City University  
138 Lucretia St  
Oakland City, Indiana 47660  
Phone: 812-479-6808  
Url: http://bcs.com  
Robert Gulick  
Manual Posting | N | 0 |
| 24        | On air station announcements  
800 Marywood Dr  
Henderson, Kentucky 42420  
Phone: 800-879-8542  
Url: www.http/tristatehomepage.com  
Pamela Simpson  
Manual Posting | N | 0 |
| 25        | Owensboro Junior College of Business  
3361 Buckland Sq  
Owensboro, Kentucky 42301  
Phone: 270-926-4040  
Url: http://bcs.com  
U Traas  
Manual Posting | N | 0 |
| 26        | Southern Illinois University  
1100 Lincoln Drive  
Carbondale, Illinois 62901  
Phone: 618-453-4308  
Url: http://sic.edu  
Lori Cox  
Manual Posting | N | 0 |
| 27        | Station's Facebook Page | N | 1 |
| 28        | TV Jobs  
3342 Hollowtree Dr  
Oceanside, California 92058  
Phone: 760-754-8177  
Url: http://tvjobs.com  
Mark Holloway  
Manual Posting | N | 2 |
| 29        | University of Alabama  
Po Box 870152  
Tuscaloosa, Alabama 35487  
Phone: 205-348-2697  
Email: community.affairs@ua.edu  
Chandra Clark | 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>
| 30        | University of Evansville/Symplicity.com  
1800 Lincoln Ave  
Evansville, Indiana 47722  
Phone: 812-488-1083  
Donna Schmitt  
Manual Posting | N                                                                | 0                                                   |
| 31        | University of Southern Indiana  
8600 University Dr  
Evansville, Indiana 47712  
Phone: 812-465-1624  
Url: http://usi.com  
Tammy Oliver  
Manual Posting | N                                                                | 0                                                   |
| 32        | Valparaiso University/HandShake  
1700 Chapel Dr  
Valparaiso, Indiana 46383  
Phone: 219-464-5005  
Url: http://career.center@valpo.edu  
Tom Cath  
Manual Posting | N                                                                | 0                                                   |
| 33        | Vincennes University  
1002 N 1st St  
Vincennes, Indiana 47591  
Phone: 812-888-4280  
Url: www.vinu.edu/blazercareerlink  
Career Specialist  
Manual Posting | N                                                                | 0                                                   |
| 34        | WEHT Bulletin Board  
800 Marywood Dr  
Henderson, Kentucky 42420  
Phone: 8008798542  
Pamela Simpson  
Manual Posting | N                                                                | 0                                                   |
| 35        | WEHT website  
800 Marywood Dr  
Henderson, Kentucky 42420  
Phone: 800-879-8542  
Url: Tristatehomepage.com  
Pamela Simpson  
Manual Posting | 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>
| 36        | Western Kentucky University  
1906 College Heights  
Bowling Green, Kentucky 42101  
Phone: 270-745-3095  
Url: http://wku.com  
U Browning  
Manual Posting | N | 0 |
| 37        | Work One Evansville  
700 N Weinbach Ave  
Evansville, Indiana 47711  
Phone: 812-549-7123  
Url: http://bcs.com  
Erin Lucas  
Manual Posting | N | 0 |
| 38        | 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:** 75
## 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>4/5/2018</td>
<td>Participation in Job Fairs</td>
<td>The Station personnel participated in the C.K. Newsome Community Center Evansville Job Fair. Station personnel were able to meet with individuals and discuss vacancies at the Station and careers in the broadcasting industry.</td>
<td>4</td>
<td>Production Manager General Sales Manager Digital Media Manager Local Sales Manager</td>
</tr>
<tr>
<td>5/23/2018</td>
<td>Hosting of Job Fair</td>
<td>The Station hosted a Western Kentucky Job Fair at the Owensboro, KY Sports Center. The Station, among other things, promoted this event on the air and on the internet. Hiring managers were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.</td>
<td>4</td>
<td>Production Manager Digital Media Manager General Sales Manager Local Sales Manager</td>
</tr>
<tr>
<td>9/19/2018</td>
<td>Participation in Job Fairs</td>
<td>The Station personnel participated in the Career and Internship Fair at the University of Southern Indiana (USI). Station personnel were able to meet with students and discuss vacancies (and internship opportunities) at the Station and careers in the broadcasting industry.</td>
<td>4</td>
<td>Production Manager Local Sales Manager Local Sales Manager Digital Sales Manager</td>
</tr>
<tr>
<td>9/26/2018</td>
<td>Hosting of Job Fair</td>
<td>The Station hosted a Career Fair at the Evansville National Guard Armory. The Station, among other things, promoted this event on the air and on the internet. Hiring managers were able to meet with individuals from the community and discuss vacancies at the Station and in the Broadcasting industry.</td>
<td>4</td>
<td>Production Manager General Sales Manager Local Sales Manager Digital Sales Manager</td>
</tr>
<tr>
<td>10/16/2018</td>
<td>Participation in Job Fairs</td>
<td>The Station personnel participated in the Vincennes University Job Fair. Station personnel were able to meet with students and discuss vacancies at the Station and careers in the broadcasting industry.</td>
<td>1</td>
<td>Production Manager</td>
</tr>
<tr>
<td>12/12/2018</td>
<td>Hosting of Job Fair</td>
<td>The Station hosted a Career Fair at the Ramada Inn. The Station, among other things, promoted this event on the air and on the internet. Hiring managers were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.</td>
<td>4</td>
<td>Production Manager Local Sales Manager Digital Sales Manager AE</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>
</table>
| 1/23/2019 | Participation in Job Fairs                     | The Station participated in the IVY TECH Job Fair. Station personnel were able to meet potential applicants and discuss vacancies at the Station and in broadcasting industry. | 4               | Production Manager  
Local Sales Manager  
Digital Sales Manager |
| 2/12/2019 | Participation in Job Fairs                     | The Station participated in the University of Evansville Career Job Fair. Station personnel were able to meet potential applicants and discuss vacancies at the Station and in broadcasting industry. | 4               | Production Manager  
Local Sales Manager  
General Sales Manager  
Digital Sales Manager |
| 2/20/2019 | Participation in Job Fairs                     | The Station participated in the USI Career Job Fair. Station personnel were able to meet potential applicants and discuss vacancies at the Station and in the broadcasting industry. | 4               | Production Manager  
Local Sales Manager  
Digital Sales Manager  
General Sales Manager |
| 3/20/2019 | Hosting of Job Fair                            | The Station hosted a Career Fair at the Veterans Memorial Coliseum. Hiring managers were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry. | 4               | Production Manager  
Local Sales Manager  
Digital Sales Manager  
GSM |
| 3/21/2019 | Participation in scholarship programs          | Station participates in an established scholarship program that assists students interested in pursuing a career in broadcasting. During the current reporting term, there was 10 recipients. | 1               |                                                    |
| 3/28/2019 | Participation in Job Fairs                     | The Station participated at the Vincennes University Job Fair. Station personnel were able to meet students and discuss vacancies at the Station and in the broadcasting industry. | 1               | Production Manager |