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 Hire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account Executive, Sales</td>
<td>1, 4, 6, 13-15, 19, 25, 27, 30-31</td>
<td>6</td>
</tr>
<tr>
<td>Photographer</td>
<td>1, 3-6, 8-10, 12-31</td>
<td>14</td>
</tr>
<tr>
<td>MMJ</td>
<td>1-2, 4, 6, 11, 13-15, 19, 25, 27, 30</td>
<td>19</td>
</tr>
<tr>
<td>Admin Assistant - Community Outreach Coor</td>
<td>1, 4, 6-7, 13-15, 19, 25, 27, 30</td>
<td>7</td>
</tr>
<tr>
<td>Weekend Meteorologist/Morning Show MMJ</td>
<td>1, 4, 6, 13-15, 19, 25, 27, 30-31</td>
<td>6</td>
</tr>
<tr>
<td>Weekend Meteorologist/Morning Show MMJ</td>
<td>1, 4, 6, 13-15, 19, 25, 27, 30-31</td>
<td>19</td>
</tr>
<tr>
<td>Automotive Specialist Account Executive</td>
<td>1, 4, 6-7, 13-15, 19, 25, 27, 30</td>
<td>7</td>
</tr>
<tr>
<td>News Anchor - Weekend</td>
<td>1, 4, 6-7, 15, 19</td>
<td>7</td>
</tr>
<tr>
<td>News Anchor - Weekend</td>
<td>1, 4, 6-7, 15, 19</td>
<td>19</td>
</tr>
<tr>
<td>Integrated Digital Specialist</td>
<td>1, 4, 6, 13-15, 19, 25, 27, 30</td>
<td>14</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         | AMARILLO COLLEGE  
P.O. Box 447  
Amarillo, Texas 79178  
Phone: 806-371-5147  
URL: http://www.collegecentral.com/amarillocollege  
Lisa Bentley  
Manual Posting | Y | 2 |
| 2         | CareerBuilder.com | N | 1 |
| 3         | Dallas Black Chamber of Commerce  
2838 MLK Jr. Blvd.  
Dallas, Texas 75215  
Phone: 214-421-5200  
Fax: 1-214-421-5510  
Reginal Gates | N | 0 |
| 4         | Hispanic Chamber of Commerce  
5725 W Amarillo Blvd  
Amarillo, Texas 79124  
URL: http://www.amarillohcc.com  
Ruby Moreno  
Manual Posting | Y | 0 |
| 5         | Incarnate Word College  
4301 Broadway, Box 292  
San Antonio, Texas 78209  
Phone: 210-829-3931  
Fax: 210-829-6094  
EEO Officer | N | 0 |
| 6         | Indeed  
6433 Champion Grandview Way  
Austin, Texas  
URL: http://www.Indeed.com  
Indeed Inc  
Manual Posting | N | 7 |
| 7         | Internal Promotion | N | 3 |
| 8         | Japanese American Citizens League  
1765 Sutter Street  
San Francisco, California 94115  
Phone: (415) 921-5225  
Fax: 415-931-4671 | 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>
| 9         | Jarvis Christian College  
P.O. Box 1470  
Hawkins, Texas 75765  
Phone : 903-769-5794  
Fax : 903-769-1282  
Comelita Williams | N | 0 |
| 10        | Lamar University  
P.O. Box 10012  
Beaumont, Texas 77710  
Phone : 409-880-8879  
Fax : 409-880-8881  
Quincy Martin | N | 0 |
| 11        | Linked In | N | 1 |
| 12        | MLK Jr. Community Center  
2922 MLK Blvd.  
Dallas, Texas 75215  
Phone : (214) 670-8355  
Fax : (214) 670-8501  
Keith Hampden | N | 0 |
| 13        | MONSTER.COM  
133 Boston Post Road  
Weston, Massachusetts 2493  
Phone : 978-461-8000  
Url : http://www.monster.com  
Online Job Board  
Manual Posting | N | 0 |
| 14        | My High Plains  
1015 South Fillmore  
Amarillo, Texas 79101  
Phone : 806-383-3321  
Url : http://www.myhighplains.com  
Presley Watkins  
Manual Posting | N | 3 |
| 15        | NAACP  
P.O. Box 2433  
Amarillo, Texas 79105  
Phone : 806-367-7818  
Career Listings  
Manual Posting | N | 1 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>16</td>
<td>National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone: (301) 474-6222 Fax: (301) 474-3114 EEO Officer</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>17</td>
<td>National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone: 202-588-9888 Email: <a href="mailto:bsalkin@lsgja.org">bsalkin@lsgja.org</a> Brian Salkin</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>18</td>
<td>National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone: 410-358-8900 Fax: 410-486-9255 Kweisi Mfume</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>19</td>
<td>Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone: 972-764-6715 Terri Bush Manual Posting</td>
<td>N</td>
<td>4</td>
</tr>
<tr>
<td>20</td>
<td>St. Mary's University of San Antonio One Camino Santa Maria San Antonio, Texas 78228 Phone: 210-436-3102 Fax: 210-431-2231 Roger Young</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>21</td>
<td>Texas A&amp;M University-Commerce P.O. Box 3011 Commerce, Texas 75429 Phone: 903-886-5014 Fax: 903-886-5010 Keith McFarland</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>22</td>
<td>Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone: 512-322-9944 Url: <a href="http://www.tab.org">www.tab.org</a> Email: <a href="mailto:jobs@tab.org">jobs@tab.org</a> Anna Romero</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
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<thead>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
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</tr>
</thead>
</table>
| 23        | Texas State University  
601 University Dr.  
San Marcos, Texas 78666  
Phone: 512-245-2645  
Fax: 512-245-3993  
Lisa Vallejo | N | 0 |
| 24        | Texas Tech University  
P. O. Box 45006  
Lubbock, Texas 79409  
Phone: 806-742-2210  
Fax: 806-742-2474  
David Kraus | N | 0 |
| 25        | Texas Workforce Amarillo  
1206 SW 7th Ave  
Amarillo, Texas 79105  
Phone: 806-345-1341  
Url: https://www.wspanhandle.com/  
Phillip Flores  
Manual Posting | N | 0 |
| 26        | The Hispanic Chamber of Commerce  
823 Congress Ave., Ste. 1330  
Austin, Texas 78701  
Phone: 512-476-7502  
Fax: 512-476-6417  
Claudia Olivares | N | 0 |
| 27        | Tjjobs.com  
P.O. Box 4116  
Oceanside, California 92052  
Url: http://www.tjjobs.com  
Job Postings  
Manual Posting | N | 0 |
| 28        | University of Texas-El Paso  
500 W. University, W. Union Bldg, #103  
El Paso, Texas 79902  
Phone: 915-747-5640  
Fax: 915-747-5730  
Brian Carter | N | 0 |
| 29        | Urban League of Austin  
1825 E. 38 1/2 Street  
Austin, Texas 78722  
Phone: 512-478-7176  
Fax: 512-478-1239  
Herman Lessard | N | 0 |
# II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
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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>
<tbody>
<tr>
<td>30</td>
<td>WTAMU</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>WT Box 60728</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Canyon, Texas 79016</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 806-651-2397</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>URL: <a href="http://www.wtamu.edu/career">http://www.wtamu.edu/career</a>)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kim Muller</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>31</td>
<td><a href="http://www.mediagignow.com">www.mediagignow.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>300 South Riverside Plaza Suite 800</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Chicago, Illinois 60606</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 336-553-0620</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>URL: <a href="http://www.mediagignow.com">http://www.mediagignow.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MediaGigNow.com</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 22
## 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>5/14/2019</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 eight (8) interns, from Amarillo Independent School District’s and Canyon Independent School District’s during the 2019 Spring Semester and six (6) interns from, WTAMU during the 2019 Spring and Fall Semester.</td>
<td>4</td>
<td>Anchor Operations Manager Sports Director Director of Sales</td>
</tr>
<tr>
<td>9/14/2019</td>
<td>Participation in Job Fairs</td>
<td>The Station participated at the West Texas A&amp;M University (“WTAMU”) Job Fair. The Station personnel were able to meet students and discuss vacancies at the station and in the broadcast industry.</td>
<td>2</td>
<td>Executive Assistant Production Manager</td>
</tr>
<tr>
<td>10/21/2019</td>
<td>Hosting of Job Fair</td>
<td>The Station participated at the WTAMU Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.</td>
<td>3</td>
<td>Executive Assistant Director of Sales Community Outreach</td>
</tr>
<tr>
<td>2/13/2020</td>
<td>Co Sponsoring Job Fair</td>
<td>The Station co-sponsored with WTAMU in Career Fair as a Gold sponsor. The Station provided administrative and advertising resources. The Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry. There were 3 Gold Sponsors and over 75 Employers at the event.</td>
<td>3</td>
<td>Production Manager Operations Manager HR-POC</td>
</tr>
<tr>
<td>2/23/2020</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated at a Severe Weather Workshop hosted by The National Weather Service, which included a discussion about career decisions and job requirements.</td>
<td>3</td>
<td>Chief Meteorologist Meteorologist</td>
</tr>
</tbody>
</table>