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>Multimedia Journalist</td>
<td>3-5, 8-10, 14, 16, 19-21, 26, 28-30, 32-38, 40-41, 45-47, 49, 51</td>
<td>46</td>
</tr>
<tr>
<td>Multimedia Journalist</td>
<td>3-5, 8-10, 14, 16, 19-21, 26, 28-30, 32-38, 40-41, 45-47, 49, 51</td>
<td>8</td>
</tr>
<tr>
<td>Sales Account Executive II Bryan/College Station</td>
<td>3-5, 8-11, 14-16, 18-22, 24, 26, 28-40, 42, 44-45, 47-49, 51</td>
<td>16</td>
</tr>
<tr>
<td>Sales Account Executive II Bryan/College Station</td>
<td>3-5, 8-11, 14-16, 18-22, 24, 26, 28-40, 42, 44-45, 47-49, 51</td>
<td>16</td>
</tr>
<tr>
<td>Web Producer_News</td>
<td>1, 3-6, 8-14, 17-20, 22-28, 32-43, 45, 47-51</td>
<td>23</td>
</tr>
<tr>
<td>Sales Account Executive III</td>
<td>1-6, 8-14, 16-20, 24-29, 32-43, 45, 47-51</td>
<td>2</td>
</tr>
<tr>
<td>Sales Account Executive III</td>
<td>1-6, 8-14, 16-20, 24-29, 32-43, 45, 47-51</td>
<td>16</td>
</tr>
<tr>
<td>Sales Account Executive III</td>
<td>1-6, 8-14, 16-20, 24-29, 32-43, 45, 47-51</td>
<td>24</td>
</tr>
<tr>
<td>Sales Account Executive III</td>
<td>1-6, 8-14, 16-20, 24-29, 32-43, 45, 47-51</td>
<td>16</td>
</tr>
<tr>
<td>Sales Account Executive III</td>
<td>1-6, 8-14, 16-20, 24-29, 32-43, 45, 47-51</td>
<td>18</td>
</tr>
<tr>
<td>Creative Services Assistant</td>
<td>1, 3-10, 12-14, 17-20, 23-28, 32-43, 45, 47-51</td>
<td>23</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSI")

<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         | Abilene Christian University  
ACU Box 27914  
Abilene, Texas 79699  
Phone: 325-674-6540  
Human Resources  
Manual Posting | N | 0 |
| 2         | Advertisement-TV | N | 1 |
| 3         | American Broadcasting School  
712 N Watson Rd, Ste 200 Career Svc/Job Placement  
Arlington, Texas 76011  
Phone: 817-695-2474  
Url: http://www.radioschool.com/  
Email: michelle@radioschool.com  
Job Listing | N | 0 |
| 4         | American Business Women's Assn  
PO Box 4757  
Overland Park, Kansas 66204-0757  
Phone: 800-228-0007  
Url: http://careers.abwa.org/  
Cynthia Bell  
Manual Posting | N | 0 |
| 5         | Assoc of Women in Communications  
1717 E Republic Rd Ste A  
Springfield, Missouri 65804  
Phone: 417-886-8606  
Url: http://awe.careerwebsite.com  
Email: chair@womcom.org  
Fax: 1-417-886-3685  
Job Listing | N | 0 |
| 6         | Austin Area Urban League, Inc  
8011-A Cameron Road Ste A-100  
Austin, Texas 78754  
Phone: 512-478-7176  
Url: http://aaul.org/  
Email: communications@aaul.org  
Fax: 1-512-478-1239  
William Teddy McDaniel | N | 0 |
II. MASTER RECRUITMENT SOURCE LIST ("MRS-L")

<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         | Austin Hispanic Chamber of Commerce  
2800 S. IH-35, Suite 260  
Austin, Texas 78704  
Phone: 512-476-7502  
Url: www.gahcc.org  
Email: pmackin@gahcc.org  
Fax: 1-512-476-6417  
Luis Rodriguez                                                                 | N                                                                 | 0                                                         |
| 8         | Baylor University Dept of Journalism  
Career Services One Bear Pl # 97353  
Waco, Texas 76798-7353  
Phone: 254-710-7204  
Url: http://www.baylor.edu/journalism/  
Kevin Tankersley  
Manual Posting                                                                 | Y                                                                 | 1                                                         |
| 9         | Baylor University Dt of Career and Professional Dev.  
1 Bear Place #97036  
Waco, Texas 76798  
Phone: 254-710-3771  
Url: http://www.baylor.edu  
Kevin Nall  
Manual Posting                                                                 | N                                                                 | 0                                                         |
| 10        | Blinn College  
Career Services PO Box 6030  
Bryan, Texas 77805  
Phone: 979-209-7251  
Url: http://www.blinn.edu  
Email: bryan.counseling@blinn.edu  
Elaine Abshire                                                                 | N                                                                 | 0                                                         |
| 11        | Brazos Valley Workforce  
3991 E 29th St PO Drwr 4128  
Bryan, Texas 77805  
Phone: 979-595-2800  
Url: http://bvjobs.org  
Fax: 1-979-595-2810  
Career Counselor                                                                 | N                                                                 | 0                                                         |
## II. MASTER RECRUITMENT SOURCE LIST ("MRS"L")

<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>12</td>
<td>Career Resources Center&lt;br&gt;Soldier For Life-Transition Assist Program 18010 TJ Mills Blvd&lt;br&gt;Fort Hood, Texas 76544&lt;br&gt;Phone : 254-288-2227&lt;br&gt;Url : <a href="https://recruitmilitary.com/army">https://recruitmilitary.com/army</a>&lt;br&gt;Email : <a href="mailto:paul.julio@tvce.texas.go">paul.julio@tvce.texas.go</a>&lt;br&gt;Paul Julio</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>13</td>
<td>Central Texas College&lt;br&gt;6200 W. Central Texas Expressway&lt;br&gt;Killeen, Texas 76549&lt;br&gt;Phone : 254-526-1106&lt;br&gt;Url : <a href="https://www.cted.edu">https://www.cted.edu</a>&lt;br&gt;Career Center&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>14</td>
<td>Central TX Hispanic Chamber of Commerce&lt;br&gt;915 LaSalle Ave&lt;br&gt;Waco, Texas 76706&lt;br&gt;Phone : 254-754-7111&lt;br&gt;Url : <a href="http://www.wacohispanicchamber.com">http://www.wacohispanicchamber.com</a>&lt;br&gt;Email : <a href="mailto:nelissa@wacohispanicchamber.com">nelissa@wacohispanicchamber.com</a>&lt;br&gt;Nelissa Davalos</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>15</td>
<td>Emma Bowen Foundation for Minority Interests in Media, Inc.&lt;br&gt;30 Rockefeller Plaza Campus 12&lt;br&gt;New York, New York 10112&lt;br&gt;Phone : 212-664-3486&lt;br&gt;Career Services&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>16</td>
<td>Employee Referral</td>
<td>N</td>
<td>8</td>
</tr>
<tr>
<td>17</td>
<td>Experience Works&lt;br&gt;900 Austin Ave Ste 303/304&lt;br&gt;Waco, Texas 76701&lt;br&gt;Phone : 254-400-2770&lt;br&gt;Url : <a href="http://www.experienceworks.org">http://www.experienceworks.org</a>&lt;br&gt;Email : <a href="mailto:jcobb@experienceworks.org">jcobb@experienceworks.org</a>&lt;br&gt;Fax : 1-254-400-2799&lt;br&gt;J Cobb</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRS LIST")

<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>
| 18        | Heart of Texas Workforce Commission  
1416 S New Road  
Waco, Texas 76711-1335  
Phone: 254-754-5421  
Url: http://www.twc.state.tx.us  
Email: Berenice.Gonzalez@hotworkforce.com  
Job Listing                                                                                           | N                                                | 2                                                     |
| 19        | Hispanic Assn of Colleges and Universities  
Career Services 8415 Datapoint Dr Ste 400  
San Antonio, Texas 78229  
Phone: 210-576-3200  
Url: http://www.hacu.net  
Email: hacu@hacu.net  
Fax: 1-210-692-0823  
Career Opportunity Listing                                                                 | N                                                | 0                                                     |
| 20        | ihirebroadcasting.com  
41 E All Saints St  
Frederick, Maryland 21701  
Phone: 877-497-8283  
Url: http://www.ihirebroadcasting.com  
Job Listing  
Manual Posting                                                | N                                                | 0                                                     |
| 21        | indeed.com  
7501 N Capital of Tx Hwy Bldg B  
Austin, Texas 78731  
Phone: 800-462-5842  
Url: http://www.indeed.com  
Job Listing  
Manual Posting                                               | N                                                | 0                                                     |
| 22        | Indeed.com                                                                                                                                         | N                                                | 2                                                     |
| 23        | Internal Promotion                                                                                                                                  | N                                                | 2                                                     |
| 24        | KWKT-TV  
8803 Woodway Dr  
Waco, Texas 76712  
Phone: 254-776-3844  
Url: http://www.fox44news.com  
Email: info@kwkt.com  
Fax: 1-254-776-8032  
Job Listing                                                        | N                                                | 3                                                     |
## 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>
| 25        | Lamar University  
P.O. Box 10012  
Beaumont, Texas 77710  
Phone : 409-880-8879  
Fax : 409-880-8881  
Quincy Martin | N | 0 |
| 26        | Linked In | N | 6 |
| 27        | Lulac  
1133 19th St NW Ste 1000  
Washington, District of Columbia 20036  
Phone : 202-833-6130  
Url : http://lulac.org  
Fax : 1-202-833-6135  
Job Listing | N | 0 |
| 28        | McLennan Community College  
Career Services 1400 College Dr  
Waco, Texas 76708  
Phone : 254-299-8614  
Url : http://www.mclennan.edu  
Email : careers@mclennan.edu  
Tina Lyles | N | 0 |
| 29        | monster.com  
133 Boston Post Rd  
Weston, Massachusetts 02493  
Phone : 978-461-8000  
Url : http://www.monster.com  
Job Listing  
Manual Posting | N | 1 |
| 30        | NAACP  
1156 15th Street NW Ste 915  
Washington, District of Columbia 20005  
Phone : 202-463-2940  
Url : http://www.naACP.org  
Job Listing  
Manual Posting | N | 0 |
| 31        | National Association of Black Sales Professionals  
P.O. Box 5303  
River Forest, Illinois 60305  
Phone : (708) 445-1010  
EEO Officer  
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>
| 32        | National Lesbian & Gay Journalist Assn  
2120 L Street NW Ste 850  
Washington, District of Columbia 20037  
Phone: 202-588-9888  
Url: http://www.nlgja.org/  
Email: info@nlgja.org  
Fax: 1-202-877-5633  
Job Listing                                                                                                   | Y                                                 | 0                                                     |
| 33        | Natl Assn of Broadcasters  
1771 N St. NW  
Washington, District of Columbia 20036  
Phone: 202-429-5498  
Url: http://www.broadcastcareerlink.com/  
Nate Mann  
Manual Posting                                                                                                  | N                                                 | 0                                                     |
| 34        | Natl Assn of Hispanic Journalists  
1050 Connecticut Ave NW Flr 10  
Washington, District of Columbia 20036  
Phone: 888-281-9066  
Url: http://www.nahjcareercenter.com  
Email: jobbank@nhj.org  
Fax: 1-202-662-7144  
Job Listing                                                                                                   | N                                                 | 0                                                     |
| 35        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting                                                                                                  | N                                                 | 1                                                     |
| 36        | Southwestern University  
Career Services PO Box 770  
Georgetown, Texas  
Phone: 512-863-1346  
Url: http://www.southwestern.edu  
Email: pirate2pro@southwestern.edu  
Daniel Orozco                                                                                                  | N                                                 | 0                                                     |
| 37        | TAMU Central TX College  
Career Services 1001 Leadership Pl  
Killeen, Texas 76549  
Phone: 254-526-1106  
Url: http://www.ctcd.edu  
Job Listing  
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>
| 38        | Texas A&M Career Cntr  
Assist Director of Interviewing 209 Koldus Bldg 1233 TAMU  
College Station, Texas 77843  
Phone: 979-845-5139  
Url: https://careerecenter.tamu.edu  
Katharyn Stober  
Manual Posting | N | 0 |
| 39        | Texas A&M University Corpus Christi  
Career Services – UC304 6300 Ocean Drive  
Corpus Christi, Texas 78412  
Phone: 361-825-2628  
Email: Kelly.Quintanilla@tamucc.edu  
Kelly Quintanilla | N | 0 |
| 40        | Texas Assn of Broadcasters  
502 E 11th St Ste 200  
Austin, Texas 78701  
Phone: 512-322-9944  
Url: http://www.tab.org  
Email: jobs@tab.org  
Anna Romero | N | 0 |
| 41        | Texas State Technical College  
Career Services 3801 Campus Dr  
Waco, Texas 76705  
Phone: 254-867-3009  
Url: http://www.tstc.edu  
Email: peter.collier@tstc.edu  
Kacy Darnell | N | 0 |
| 42        | Texas State University  
601 Univeristy Drive  
San Marcos, Texas 78666  
Phone: 5122452538  
Email: sbgresumes@sbgtv.com  
Fax: 1-1-1  
Casey Menn | N | 0 |
| 43        | Texas Tech University  
P. O. Box 45006  
Lubbock, Texas 79409  
Phone: 806-742-2210  
David Kraus  
Manual Posting | N | 0 |
II. MASTER RECRUITMENT SOURCE LIST ("MRS L")

<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>
| 44        | Texas Veterans Commission  
1700 N Congress Ave SFA Bldg Ste 800 PO Box 12277  
Austin, Texas 78711-2277  
Phone : 254-296-5236  
Url : http://www.tvc.state.tx.us/  
Job Listing  
Manual Posting | N | 0 |
| 45        | tvjobs.com  
Broadcast Employment PO Box 4116  
Oceanside, California 92025  
Phone : 760-754-8177  
Url : http://www.tvjobs.com  
Email : info@tvjobs.com  
Job Listing | N | 0 |
| 46        | TVJobs.com | N | 3 |
| 47        | University of Mary Hardin Baylor  
Career Services UMHB Station Box 8415  
Belton, Texas 76513  
Phone : 254-295-8642  
Url : http://hr.umhb.edu  
Email : dowens@umhb.edu  
Don Owens | N | 0 |
| 48        | University of North Texas  
Dept of Radio/TV/Film PO 310589  
Denton, Texas 76203  
Phone : 940-565-2705  
Url : http://studentaffairs.unt.edu/career-center  
Job Listing  
Manual Posting | N | 0 |
| 49        | University of Texas  
Moody College of Communication Career Services 300 W Dean Keeton St.  
Austin, Texas 78712  
Phone : 512-232-7703  
Url : http://recruit.utexas.edu/employers/  
Chris Jones  
Manual Posting | Y | 0 |
| 50        | University of Texas-El Paso  
500 W. University, W. Union Bldg, #103  
El Paso, Texas 79902  
Phone : 915-747-5640  
Fax : 915-747-5730  
Briane Carter | N | 0 |
II. MASTER RECRUITMENT SOURCE LIST ("MRS\"L")

<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>
| 51        | www.mediagignow.com  
300 South Riverside Plaza Suite 800  
Chicago, Illinois 60606  
Phone: 336-553-0620  
Url: http://www.mediagignow.com  
Email: customerservice@mediagignow.com  
MediaGigNow.com | N              | 0                                              |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 30
### 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>8/5/2020</td>
<td>Establishment of a mentoring program</td>
<td>The Station has an established mentoring program designed to allow employees to gain knowledge and skills that would enable them to further their career. During the current reporting term, there were 4 participants.</td>
<td>4</td>
<td>Director of Creative Services (Coordinator) Creative Services Assistant Creative Services Assistant Production Assistant</td>
</tr>
<tr>
<td>Ongoing Event</td>
<td>Listing of each upper-level category opening in a job bank or newsletter</td>
<td>The SEU regularly disseminates job vacancy notices, including upper-level positions, to the National Lesbian &amp; Gay Journalist Association and to the Texas Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.</td>
<td>1</td>
<td>Office Business Manager /HR Contact</td>
</tr>
</tbody>
</table>