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>Reporter I, MultiMedia Journalist</td>
<td>1-3, 5-8, 10-30</td>
<td>12</td>
</tr>
<tr>
<td>Anchor III, News</td>
<td>1-3, 5-8, 10-30</td>
<td>12</td>
</tr>
<tr>
<td>Reporter I, Sports</td>
<td>1-3, 5-8, 10-30</td>
<td>12</td>
</tr>
<tr>
<td>Account Executive III, Sales</td>
<td>1-3, 5-8, 10-30</td>
<td>10</td>
</tr>
<tr>
<td>Account Executive III, Sales</td>
<td>1-8, 10-30</td>
<td>4</td>
</tr>
<tr>
<td>Reporter I, MultiMedia Journalist</td>
<td>1-3, 5-8, 10-30</td>
<td>12</td>
</tr>
<tr>
<td>Reporter I, MultiMedia Journalist</td>
<td>1-3, 5-8, 10-30</td>
<td>12</td>
</tr>
<tr>
<td>Coordinator I, Website</td>
<td>1-30</td>
<td>12</td>
</tr>
<tr>
<td>Digital MMJ</td>
<td>1-3, 5-8, 10-30</td>
<td>12</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         | CareerBuilders.com  
13047 Collection Ctr.  
Chicago, Illinois 60693  
Phone: 800-891-8880  
Url: http://www.careerbuilders.com  
Manual Posting | N                                                | 0                                                      |
| 2         | CNYhomepage.com  
5656 Smith Hill Rd.  
Utica, New York 13502  
Phone: 315-797-5220  
Url: http://www.cnyhomepage.com  
Diane Siembab  
Manual Posting | N                                                | 0                                                      |
| 3         | Craigslist.com  
1381 9th Ave  
San Francisco, California 94122  
Phone: 415-566-6394  
Url: http://www.craigslist.com  
job Listings  
Manual Posting | N                                                | 0                                                      |
| 4         | Employee Referral                                                              | N                                                | 3                                                      |
| 5         | Herkimer County Comm. College  
100 Reservoir Road  
Herkimer, New York 13350  
Phone: 315-866-0300  
Url: http://www.herkimer.edu  
Email: dflanagan@herkimer.edu  
Douglas Flanagan | N                                                | 0                                                      |
| 6         | Indeed  
6433 Champion Grandview Way Bldg 1  
Austin, Texas 78750  
Phone: 800-462-5842  
Url: http://www.indeed.com  
Job Postings  
Manual Posting | N                                                | 0                                                      |
| 7         | Internal Posting  
5956 Smith Hill Road  
Utica, New York 13502  
Phone: 315-797-5220  
Url: http://www.cnyhomepage.com  
Email: dsieembab@wutr.tv  
Diane Siembab | N                                                | 0                                                      |
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</thead>
<tbody>
<tr>
<td>8</td>
<td>Ithaca College 953 Danby Road Ithaca, New York 14850 Phone: 607-274-3011 Email: <a href="mailto:eloise@ithaca.edu">eloise@ithaca.edu</a> Eloise online</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>9</td>
<td>Job Fair</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>11</td>
<td>Mohawk Valley Comm. College 1101 Sherman Dr Utica, New York 13501 Phone: 315-731-5710 Url: <a href="http://www.mvcc.edu">http://www.mvcc.edu</a> Email: <a href="mailto:jmaio@mvcc.edu">jmaio@mvcc.edu</a> James Maio</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>12</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>23</td>
</tr>
<tr>
<td>14</td>
<td>NYSBroadcaster Assn. 1805 Western Ave Albany, New York 12203 Phone: 518-463-3200 Url: <a href="http://www.nysbroadcasters.org/">http://www.nysbroadcasters.org/</a> Email: <a href="mailto:cjung@nysbroadcasters.org">cjung@nysbroadcasters.org</a> Carolyn Jung</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
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</table>
| 15        | NYState Dept. of Labor 207 Genesee St  
Utica, New York 13501  
Phone: 315-793-2267  
Url: http://www.labor.ny.gov  
Email: nysjobbank@labor.ny.gov  
Job Listings | N | 0 |
| 16        | Penn State University  
502 Walker Bldg.  
University Park, Pennsylvania 16802  
Phone: 814-865-0478  
Email: ggk2@psu.edu  
Ginger Kowalchuk | N | 0 |
| 17        | Rickgevers.com  
355 E. Ohio St. #303  
Indianapolis, Indiana 46204  
Phone: 317-635-7912  
Url: http://www.rickgevers.com  
Job Listings | N | 0 |
| 18        | RTDNA  
529 14th Street NW Suite 1240  
Washington, District of Columbia 20045  
Phone: 941.896.4246  
Url: http://www.rtdna.org  
Job Listings  
Manual Posting | N | 0 |
| 19        | SINewHouse.com  
215 University Pl  
Syracuse, New York 13210  
Phone: 315-443-2302  
Url: http://www.sinewhouse.com  
Job listings  
Manual Posting | N | 0 |
| 20        | Staffworks  
600 French Road  
New Hartford, New York 13413  
Phone: 315-735-5050  
Url: http://www.staffworksny.com/  
Job Listings  
Manual Posting | N | 0 |
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<tr>
<th>RS Number</th>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 21        | SUNY Institute of Technology  
PO Box 3050  
Utica, New York 13504  
Phone: 315-792-7191  
Url: http://www.sunypoly.edu  
Email: panebia@sunyit.edu  
Anthony Papebianco | N | 0 |
| 22        | SUNY Oneonta  
108 Ravine Pkwy  
Oneonta, New York 13820  
Phone: 607-436-3500  
Url: http://www.oneonta.edu  
Email: nace@oneonta.edu  
job Listings | N | 0 |
| 23        | SUNY Oswego  
7060 State Route 104  
Oswego, New York 13126  
Phone: 315-312-2500  
Url: http://www.oswego.edu  
Email: career@oswego.edu  
job Listings | N | 0 |
| 24        | Syracuse University  
900 South Crouse Ave.  
Syracuse, New York 13244  
Phone: 315-443-4036  
Url: http://www.syracuse.edu  
Email: mecremed@syr.edu  
Michael Cremedas | N | 0 |
| 25        | TVJobs  
PO Box 4116  
Oceanside, California 92052  
Phone: 800-374-0119  
Url: http://www.tvjobs.com  
Editor Listings  
Manual Posting | N | 0 |
| 26        | Utica College  
1600 Burrstone Rd  
Utica, New York 13502  
Phone: 315-732-3087  
Url: http://www.utica.edu  
Email: acampbell@utica.edu  
Ann Campbell | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 27        | Utica Observer Dispatch/Monster.com
221 Oriskany Plaza
Utica, New York 13501
Phone : 315-735-7511
Url : http://www.uticaod.com
Editor listinds
Manual Posting | N | 0 |
| 28        | WFXV/WPNY TV AD
5956 Smith Hill Road
Utica, New York 13502
Phone : 315-272-1340
Url : http://www.cnyhomepage.com
Email : sventura@wutr.tv
Steve Ventura | N | 0 |
| 29        | Working Solutions
207 Genesee St
Utica, New York 13501
Phone : 315-793-2229
Url : http://www.working-solutions.org/
Email : ellen.vennett@labor.ny.gov
job Listings | N | 0 |
| 30        | Zip Recruiter
1453 Third Street Promenade.
Santa Monica, California 90401
Phone : 877-252-1062
Url : http://www.ziprecruiter.com
job Listings
Manual Posting | N | 0 |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 29
### 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>2/27/2019</td>
<td>Participation in Job Fairs</td>
<td>SEU participated at New York State Department of Labor Job Fair. SEU personnel were able to meet with potential candidates for vacancies in the broadcast industry.</td>
<td>2</td>
<td>Creative Service Director Sales Manager</td>
</tr>
<tr>
<td>3/6/2019</td>
<td>Participation in Job Fairs</td>
<td>The SEU participated at Utica College Job and Internship Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry. The stations properly disseminated ALL job vacancy notices to a general job bank (NYS Department of Labor Job Bank).</td>
<td>2</td>
<td>Creative Service Director Sales Manager</td>
</tr>
<tr>
<td>3/27/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>The SEU hosted a student from Oneida-Herkimer-Madison Boces School District. During the event, the student observed and discussed the composition and execution of a newscast and job qualifications, responsibilities in the broadcast industry.</td>
<td>1</td>
<td>Creative Service Director</td>
</tr>
<tr>
<td>4/9/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>The SEU participated at the Mohawk Valley Community College Educational services career day event. SEU personnel discussed career decisions, job participated in a Q&amp;A sessions with the students.</td>
<td>1</td>
<td>Creative Service Director</td>
</tr>
<tr>
<td>4/16/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>SEU personnel participated in a Reading Rocks at the Children's Museum. SEU personnel participated in reading to the children and then engaging the children in a question and answer segment.</td>
<td>1</td>
<td>Chief Meteorologist</td>
</tr>
<tr>
<td>6/1/2019</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>The SEU has an established internship program that allows students to gain practical experience in all area of our operations, including news, production, sports and weather. The SEU hosted one (1) intern from SUNY College of Oswego during the 2019 Summer Semester, one (1) intern from Utica College during the 2020 Winter Semester.</td>
<td>3</td>
<td>News Director Creative Service Director</td>
</tr>
</tbody>
</table>
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<table>
<thead>
<tr>
<th>Date</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>2</td>
<td>Creative Service Director</td>
</tr>
<tr>
<td></td>
<td>The SEU hosted one student from Whitesboro Central High School. During the event, he observed and discussed the composition and execution of a newscast and job qualifications, responsibilities in the broadcast industry.</td>
<td></td>
<td>Sports Director</td>
</tr>
<tr>
<td>8</td>
<td>Listing of each upper-level category opening in a job bank or newsletter</td>
<td>1</td>
<td>HR Coordinator</td>
</tr>
<tr>
<td></td>
<td>The SEU participates in general (not vacancy-specific) outreach efforts. The SEU distributes all job vacancy notifications to the New York State Department of Labor, which is a non-vacancy specific job bank.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>2</td>
<td>Creative Service Director</td>
</tr>
<tr>
<td></td>
<td>The SEU hosted students from The ARC, Oneida-Lewis Chapter of New York. Students were able to see how the station operates and observed and discussed the composition and execution of a newscast and job qualifications for a Multi Media Journalist and responsibilities in the broadcast industry.</td>
<td></td>
<td>Sales Assistant</td>
</tr>
</tbody>
</table>