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 1, Multimedia Journalist</td>
<td>1-3, 6-7, 9-28</td>
<td>6</td>
</tr>
<tr>
<td>Reporter 1, Multimedia Journalist</td>
<td>1-4, 6-7, 9-28</td>
<td>4</td>
</tr>
<tr>
<td>Reporter 1, Multimedia Journalist</td>
<td>1-4, 6-7, 9-28</td>
<td>10</td>
</tr>
<tr>
<td>Assistant 1, Sales</td>
<td>1-3, 5-7, 9-28</td>
<td>5</td>
</tr>
<tr>
<td>Assistant 1, Creative Services</td>
<td>1-7, 9-28</td>
<td>4</td>
</tr>
<tr>
<td>Manager III, Local Sales</td>
<td>1-3, 5-28</td>
<td>8</td>
</tr>
</tbody>
</table>

dded source: RS #5/Express Employment Professional was added on December 02, 2021.
## 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         | Career Builders.com  
13047 Collection Ctr.  
Chicago, Illinois 60693  
Phone : 800-891-8880  
Url : http://www.careerbuilders.com  
job Listings  
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         | Express Employment Professional  
118 Columbia Street, Suite 103  
Utica, New York 13502  
Phone : (315) 790-5723  
Url : https://www.expresspros.com/  
Email : jobs.uticaromeny@expresspros.com  
John Calabrese | N | 1 |
| 6         | Indeed  
6433 Champion Grandview Way Bldgs.1  
Austin, Texas 78750  
Phone : 800-462-5842  
Url : http://www.indeed.com  
Job Postings  
Manual Posting | N | 1 |
| 7         | Internal Posting  
5956 Smith Hill Road  
Utica, New York 13502  
Phone : 315-797-5220  
Url : http://www.cnyhomepage.com  
Email : dsiembab@wutr.tv  
Diane Siembab | 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>
<tbody>
<tr>
<td>8</td>
<td>Internal Promotion</td>
<td>N</td>
<td>1</td>
</tr>
</tbody>
</table>
| 9         | Ithaca College  
953 Danby Road  
Ithaca, New York 14850  
Phone: 607-274-3011  
Email: eloise@ithaca.edu  
Eloise online | N                                               | 0                                                      |
| 10        | LinkedIn  
2029 Sterling Ct. Ste. 200  
Mountain View, California 94043  
Phone: 650-687-3600  
Url: http://www.linkedin.com  
job Listings  
Manual Posting | N                                               | 1                                                      |
| 11        | Mohawk Valley Comm. College  
1101 Sherman Dr  
Utica, New York 13501  
Phone: 315-731-5710  
Url: http://www.mvcc.edu  
Email: jmaio@mvcc.edu  
James Maio | N                                               | 0                                                      |
| 12        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N                                               | 0                                                      |
| 13        | NY State 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                                                      |
| 14        | NY State VESID  
270 Genesee St.#801  
Utica, New York 13501  
Phone: 315-793-2536  
Url: http://www.acces.nyced.gov  
job listings  
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>
| 15        | NYSBroadcaster Assn.  
1805 Western Ave  
Albany, New York 12203  
Phone: 518-463-3200  
Email: cjung@nysbroadcasters.org  
Carolyn Jung | N | 0 |
| 16        | Penn State University  
502 Walker Bldg.  
University Park, Pennsylvania 16802  
Phone: 814-865-0478  
Email: ggk2@psu.edu  
Ginger Kovalchuk | N | 0 |
| 17        | RTDNA  
529 14th Street NW Suite 1240  
Washington, District of Columbia 20045  
Phone: 941.896.4246  
Url: [http://www.rtdna.org](http://www.rtdna.org)  
job Listings  
Manual Posting | N | 0 |
| 18        | SInewHouse.com  
215 University Pl  
Syracuse, New York 13210  
Phone: 315-443-2302  
Url: [http://www.sinewhouse.com](http://www.sinewhouse.com)  
job listings  
Manual Posting | N | 0 |
| 19        | Staffworks  
600 French Road  
New Hartford, New York 13413  
Phone: 315-735-5050  
Url: [http://www.staffworkscny.com](http://www.staffworkscny.com)  
job Listings  
Manual Posting | N | 0 |
| 20        | SUNY Institute of Technology  
PO Box 3050  
Utica, New York 13504  
Phone: 315-792-7191  
Url: [http://www.sunypoly.edu](http://www.sunypoly.edu)  
Email: panebia@sunyit.edu  
Anthony Papebianco | 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>
| 21        | 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 |
| 22        | 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 |
| 23        | 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 | 1 |
| 24        | TV Jobs  
PO Box 4116  
Oceanside, California 92052  
Phone : 800-374-0119  
Url : http://www.tvjobs.com  
Editor Listings  
Manual Posting | N | 0 |
| 25        | 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 |
| 26        | 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 |
## 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>
<tbody>
<tr>
<td>27</td>
<td>Working Solutions</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>207 Genesee St</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Utica, New York 13501</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 315-793-2229</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.working-solutions.org/">http://www.working-solutions.org/</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:ellen.vennett@labor.ny.gov">ellen.vennett@labor.ny.gov</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>job Listings</td>
<td></td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>Zip Recruiter</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>1453 Third Street Promenade.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Santa Monica, California 90401</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 877-252-1062</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.ziprecruiter.com">http://www.ziprecruiter.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Job Listings</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 8
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>1</td>
<td>Ongoing Event</td>
<td>Establishment of an intern program designed to assist members of the community. The SEU, in collaboration with the New York State Broadcasters Association, 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 SEU hosted one (1) intern from SUNY College of Oswego during the 2021 Summer Semester.</td>
<td>1</td>
<td>Creative Services Manager</td>
</tr>
<tr>
<td>2</td>
<td>Ongoing Event</td>
<td>Listing of each upper-level category opening in a job bank or newsletter. The SEU participates in general (non-vacancy-specific) outreach efforts. The SEU regularly disseminates job vacancy notifications, including all upper-level category openings to the New York State Department of Labor.</td>
<td>1</td>
<td>HR Coordinator</td>
</tr>
<tr>
<td>3</td>
<td>1/5/2022 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>3</td>
<td>VP/GM News Director Station Mgr./BA</td>
</tr>
</tbody>
</table>