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" ("MRSI") 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>Sales Manager</td>
<td>1-13, 15-22, 25-45</td>
<td>17</td>
</tr>
<tr>
<td>Sales Account Executive</td>
<td>1-5, 7-16, 19-45</td>
<td>16</td>
</tr>
<tr>
<td>Sales Account Executive</td>
<td>1-5, 7-16, 19-45</td>
<td>24</td>
</tr>
<tr>
<td>Sales Account Executive</td>
<td>1-5, 7-16, 19-45</td>
<td>24</td>
</tr>
<tr>
<td>Sales Account Executive</td>
<td>1-5, 7-16, 19-45</td>
<td>23</td>
</tr>
<tr>
<td>Sales Account Executive</td>
<td>1-5, 7-16, 19-45</td>
<td>23</td>
</tr>
<tr>
<td>IT Specialist</td>
<td>1-3, 5-12, 15-16, 19-23, 25-26, 28-45</td>
<td>23</td>
</tr>
<tr>
<td>Digital Sales Manager</td>
<td>1-17, 19-22, 25-45</td>
<td>16</td>
</tr>
<tr>
<td>Digital Media Manager</td>
<td>1-5, 7, 9-16, 19-23, 25-26, 28-45</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>
<tbody>
<tr>
<td>1</td>
<td>Alice Lloyd College &lt;br&gt;100 Purpose Road &lt;br&gt;Lexington, Kentucky 41844 &lt;br&gt;Phone: 606-368-6136 &lt;br&gt;Url: <a href="http://www.alc.edu">http://www.alc.edu</a> &lt;br&gt;Email: <a href="mailto:janetjohnson@alc.edu">janetjohnson@alc.edu</a> &lt;br&gt;Janet Johnson</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>Asbury College &lt;br&gt;One Macklem Drive &lt;br&gt;Wilmore, Kentucky 40390 &lt;br&gt;Phone: 859-858-3511 x2351 &lt;br&gt;Url: <a href="http://www.asbury.edu">http://www.asbury.edu</a> &lt;br&gt;Email: <a href="mailto:careerandcalling@asbury.edu">careerandcalling@asbury.edu</a> &lt;br&gt;Michelle Kratzer</td>
<td>N</td>
<td>4</td>
</tr>
<tr>
<td>3</td>
<td>Bellarmine University &lt;br&gt;2001 Newburg Road &lt;br&gt;Louisville, Kentucky 40205 &lt;br&gt;Phone: 502-452-8154 &lt;br&gt;Url: <a href="http://www.bellarmine.edu">http://www.bellarmine.edu</a> &lt;br&gt;Email: <a href="mailto:azeman@bellarmine.edu">azeman@bellarmine.edu</a> &lt;br&gt;Ann Zeman</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>4</td>
<td>Berea College &lt;br&gt;CPO 2127 Alumni Building &lt;br&gt;Berea, Kentucky 40404 &lt;br&gt;Phone: 859-985-3795 &lt;br&gt;Url: <a href="http://www.berea.edu">http://www.berea.edu</a> &lt;br&gt;Amanda Tudor &lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>5</td>
<td>Bishop State Community College &lt;br&gt;351 N. Broad Street &lt;br&gt;Mobile, Alabama 36603 &lt;br&gt;Phone: 251-662-5371 &lt;br&gt;Url: <a href="http://www.bishopcollege.edu">http://www.bishopcollege.edu</a> &lt;br&gt;Email: <a href="mailto:jwomack@bishop.edu">jwomack@bishop.edu</a> &lt;br&gt;Juliette Womack</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>6</td>
<td>Bluegrass Community &amp; Technical College &lt;br&gt;470 Cooper Drive Academic &amp; Technical Building, Room 102 &lt;br&gt;Lexington, Kentucky 40506 &lt;br&gt;Phone: 859-246-6550 &lt;br&gt;Url: <a href="http://www.kctcs.edu">http://www.kctcs.edu</a> &lt;br&gt;Email: <a href="mailto:dianna.golphin@kctcs.edu">dianna.golphin@kctcs.edu</a> &lt;br&gt;Career Services</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
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<table>
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</tr>
</thead>
</table>
| 7         | Brescia University  
717 Frederica Street  
Owensboro, Kentucky 42301  
Phone: 270-686-4246  
Url: http://www.brescia.edu  
Email: tammy.keller@brescia.edu  
Tammy Keller | N | 0 |
| 8         | Central Kentucky Job Center  
1055 Industry Road  
Lexington, Kentucky 40505  
Phone: 502.564.0871  
Url: https://focustalent.ky.gov  
Ben Mentzer  
Manual Posting | N | 0 |
| 9         | Centre College  
600 W. Walnut Street  
Danville, Kentucky 40422  
Phone: 859-238-5949  
Url: http://www.centre.edu  
Email: bryana.deatherage@centre.edu  
Bryana Deatherage | N | 0 |
| 10        | Columbia Journalism School  
207 Journalism, MC 3801  
New York, New York 10027  
Phone: 212-854-4422  
Email: ir2273@columbia.edu  
Izabela Rutkowski | Y | 0 |
| 11        | Division of Workforce Services  
275 E. Main Street 2 CA  
Frankfort, Kentucky 40601  
Phone: 502-564-5360  
Url: http://www.ky.gov  
Email: sharon.buchanan@ky.gov  
Sharon Buchanan | N | 0 |
| 12        | Drexel University  
3141 Chestnut Street  
Philadelphia, Pennsylvania 19104  
Phone: 215-895-2185  
Url: http://www.drexel.edu  
Email: SCDC@drexel.edu  
Courtney Claiborne | N | 0 |
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</tr>
</thead>
</table>
| 13        | Eastern Kentucky University  
521 Lancaster Ave. CPO 62, Whitlock Building, Room 468  
Richmond, Kentucky 40475  
Phone : 859-622-1296  
Url : http://www.eku.edu  
The Center For Career & Coop Services Manual Posting | N                               | 1                                                      |
| 14        | Employee Referral                                                             | N                               | 4                                                      |
| 15        | Georgetown College  
400 East College St  
Georgetown, Kentucky 40324  
Phone : 502-863-7094  
Url : http://www.georgetowncollege.edu  
Email : graves_center@georgetowncollege.edu  
Graves Center | N                               | 0                                                      |
| 16        | Indeed.com                                                                    | N                               | 9                                                      |
| 17        | Internal Promotion                                                            | N                               | 2                                                      |
| 18        | Intracompany Transfer                                                         | N                               | 1                                                      |
| 19        | Kentucky Broadcasters Assoc  
101 Enterprise Drive  
Frankfort, Kentucky 40601  
Phone : 1-888-843-5221  
Url : http://www.kba.org  
Email : kba@kba.org  
Liza Livers | N                               | 0                                                      |
| 20        | Kentucky State University  
241 Academics Services Bldg 400, East Main St  
Frankfort, Kentucky 40501  
Phone : 502-597-6700  
Url : http://www.kysu.edu  
Email : Elizabeth.marcum@kysu.edu  
Elizabeth Marcum | N                               | 0                                                      |
| 21        | Kentucky Wesleyan College  
3000 Frederica street  
Owensboro, Kentucky 42303  
Phone : 270-852-3302  
Url : http://www.kwc.edu  
Email : deborah.jones@kwc.edu  
Deborah Jones | N                               | 0                                                      |
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</tr>
</thead>
</table>
| 22        | Lindsey Wilson College  
210 Lindsey Wilson St  
Columbia, Kentucky 42728  
Phone : 270-384-8065  
Url : http://www.lindsey.edu  
Email : careerservices@lindsey.edu  
Ashley Miller                                                                                                                           | N                                                 | 0                                                      |
| 23        | LinkedIn  
2029 Steirlin Ct  
Mountain View, California 94043  
Url : http://www.linkedin.com  
Email : sbgresumes@sbgtv.com  
Account Manager                                                                                                                     | N                                                 | 12                                                     |
| 24        | Midway College  
512 E. Stephens St  
Midway, Kentucky 40347  
Phone : 859-846-5390  
Url : http://www.midway.edu  
Email : gcourtney@midway.edu  
Grayce Courtney                                                                                                                     | N                                                 | 2                                                      |
| 25        | Morehead State University  
428 University Blvd  
Morehead, Kentucky 40351  
Phone : 606-783-2233  
Url : http://www.moreheadstate.edu  
Email : careerservices@moreheadstate.edu  
Megan Boone                                                                                                                         | N                                                 | 0                                                      |
| 26        | NAACP  
1300 S 4th St Suite Lower Level 10  
Louisville, Kentucky 40210  
Phone : 502-776-7608  
Raoul Cunningham  
Manual Posting                                                                                                                     | N                                                 | 0                                                      |
| 27        | National Hispanic Media Coalition  
55 S. Grand Ave  
Pasadena, California  
Phone : 626-792-6462  
Url : http://www.nhmcm.org  
Email : info@nhmcm.org  
Alejandra Valenzuela                                                                                                                 | N                                                 | 0                                                      |
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</table>
| 29        | Norfolk State University  
700 Park Ave  
Norfolk, Virginia 23504  
Phone: 757-823-8462  
Url: http://www.nsu.edu  
Email: jtallmadge@nsu.edu  
J Tallmadge | N | 0 |
| 30        | Northern Kentucky University  
University Center 230  
Highland Heights, Kentucky 41099  
Phone: 859-527-5680  
Url: http://www.nku.edu  
Email: cdc@nku.edu  
Career Center | N | 0 |
| 31        | Ohio Media School  
6703 Madison Road  
Cincinnati, Ohio  
Email: tc@beonair.com  
TC Sommers | Y | 0 |
| 32        | Southland Christian Church  
5001 Harrodsburg Road  
Nicholasville, Kentucky 40514  
Phone: 859-224-1600  
Url: http://www.southlandchristian.org  
Email: ekelly@southlandchristian.org  
Elizabeth Kelly | N | 0 |
| 33        | Spencial College  
1575 Winchester Road  
Lexington, Kentucky 40514  
Phone: 859-977-5423  
Url: http://www.spencerian.edu  
Email: crivard@spencerian.edu  
Caitlin Rivard | N | 0 |
| 34        | Sullivan University  
2355 Harrodsburg Road  
Lexington, Kentucky 40514  
Phone: 859-514-7680  
Url: http://www.sullivan.edu  
Email: jsaifullah@sullivan.edu  
Julianne Saifullah | N | 0 |
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<tr>
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</tr>
</thead>
</table>
| 35        | Thomas More University  
333 Thomas More Parkway  
Crestview Hills, Kentucky 41017  
Phone : 859-344-3386  
Url : http://www.thomasmoore.edu  
Email : nortonr@thomasmore.edu  
Robin Norton | N | 0 |
| 36        | Transylvania University  
300 N Broadway  
Lexington, Kentucky 40508  
Phone : 859-233-8193  
Url : http://www.transy.edu  
Email : tdunn@transy.edu  
Susan Rayer | N | 1 |
| 37        | UK Minority Learning Services center  
660 S. Limestone  
Lexington, Kentucky 40506  
Phone : 859-323-6347  
Url : http://www.uky.edu  
Email : kim.toomey@uky.edu  
Kim Toomey | N | 0 |
| 38        | Union College  
310 College St D-19  
Barbourville, Kentucky 40906  
Phone : 606-546-1258  
Url : http://www.unionky.edu  
Email : dphillips@unionky.edu  
Daleana Phillips | N | 0 |
| 39        | University of KY - Center for Academic & Tutorial Services  
Memorial Coliseum  
Lexington, Kentucky 40506  
Phone : 859-257-5360  
Url : http://www.uky.edu  
Email : dustin.lewis@uky.edu  
Dustin Lewis | N | 0 |
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<tr>
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</tr>
</thead>
</table>
| 40        | University of KY - Center for Academic Resources and Enrichment Services  
660 South Limestone Street  
Lexington, Kentucky 40506  
Phone : 859-323-6347  
Url : http://www.uky.edu  
Email : toni@uky.edu  
Toni Thomas                                                                   | N                                                 | 0                                                      |
| 41        | University of Louisville  
2011 South Brook Street Houchens LL03-04  
Louisville, Kentucky 40292  
Phone : 502-852-7363  
Url : http://www.louisville.edu  
Email : cclinku@louisville.edu  
Matthew Real                                                                | N                                                 | 0                                                      |
| 42        | University of Pikeville  
147 Sycamore Street  
Pikeville, Kentucky 41501  
Phone : 606-218-5270  
Url : www.upike.edu  
Email : lakiabaily@upike.edu  
Lakia Bailey                                                               | N                                                 | 0                                                      |
| 43        | University of the Cumberlands  
7528 College Station Drive  
Williamsburg, Kentucky 40769  
Phone : 606-539-4259  
Url : http://www.ucumberlands.edu  
Email : career.services@ucumberlands.edu  
Debbie Harp                                                               | N                                                 | 0                                                      |
| 44        | 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                                                      |
| 45        | YMCA Black Achievers  
239 East High Street  
Lexington, Kentucky 40507  
Phone : 859-367-7327  
Url : http://www.ymca.org  
Email : panderson@ymcacky.org  
Paula Anderson                                                             | N                                                 | 0                                                      |
II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<tr>
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</tr>
</thead>
</table>

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 36
### 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>7/8/2020</td>
<td>Participation in Job Fairs</td>
<td>The Station participated at the NABJ Convention/Career Expo. Station personnel met virtually with potential candidates and reviewed resumes and discussed vacancies at the Station and in the broadcasting industry. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.</td>
<td>4</td>
<td>Sr Employment Mgr News Talent Mgr Employment Specialist Director News Training</td>
</tr>
<tr>
<td>2/9/2021</td>
<td>Participation in Job Fairs</td>
<td>The Station participated at the Kentucky State University Career Fair. Station personnel were able to meet with students and alumni and discuss vacancies at the Station and in the broadcasting industry.</td>
<td>1</td>
<td>Business Manager</td>
</tr>
<tr>
<td>2/25/2021</td>
<td>Participation in Job Fairs</td>
<td>The Station participated at the Centre College Career Fair. Station personnel were able to meet with students and alumni to discuss vacancies at the Station and in the broadcasting industry.</td>
<td>1</td>
<td>Business Manager</td>
</tr>
<tr>
<td>3/18/2021</td>
<td>Participation in Job Fairs</td>
<td>The Station participated at the Indiana University Virtual Regional Career Fair. Station personnel met with students and alumni to discuss vacancies at the Station and in the broadcasting industry.</td>
<td>1</td>
<td>Business Manager</td>
</tr>
<tr>
<td>Ongoing Event</td>
<td>Listing of each upper-level category opening in a job bank or newsletter</td>
<td>The Station regularly disseminates job vacancy notices, including upper-level positions, to the Kentucky Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.</td>
<td>1</td>
<td>Business Manager</td>
</tr>
</tbody>
</table>