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>Account Executive</td>
<td>1-11, 13, 17-41</td>
<td>10</td>
</tr>
<tr>
<td>Digital Content Producer</td>
<td>1-7, 10, 14, 18, 20-25, 27, 29-32, 34-41</td>
<td>40</td>
</tr>
<tr>
<td>Multimedia Jounalist</td>
<td>1-7, 9-11, 17-19, 21-25, 27-32, 34-36, 38-41</td>
<td>10</td>
</tr>
<tr>
<td>Creative Producer</td>
<td>1-7, 12, 17-18, 20-25, 27, 29-32, 34-36, 38-41</td>
<td>17</td>
</tr>
<tr>
<td>Graphic Designer</td>
<td>1-6, 13, 17-18, 20-25, 27, 29-32, 34-36, 38-41</td>
<td>13</td>
</tr>
<tr>
<td>Multimedia Jounalist</td>
<td>1-7, 9, 11, 18-25, 27-36, 38-41</td>
<td>24</td>
</tr>
<tr>
<td>Multimedia Jounalist</td>
<td>1-7, 9, 11, 18-25, 27-36, 38-41</td>
<td>24</td>
</tr>
<tr>
<td>Technical Director</td>
<td>1-7, 9, 11, 14, 18-19, 21-25, 27-36, 38-41</td>
<td>14</td>
</tr>
<tr>
<td>Technical Director</td>
<td>1-7, 9, 11, 14, 18-19, 21-25, 27-36, 38-41</td>
<td>14</td>
</tr>
<tr>
<td>Digital Content Producer</td>
<td>1-7, 9, 11-12, 17-19, 21-25, 27-36, 38-41</td>
<td>17</td>
</tr>
<tr>
<td>Local Sales Manager</td>
<td>1-7, 9, 11, 13-14, 18-19, 21-25, 27-36, 38-41</td>
<td>14</td>
</tr>
<tr>
<td>Digital Sales Manager</td>
<td>1-7, 9-11, 13-14, 17-19, 21-25, 27-36, 38-41</td>
<td>14</td>
</tr>
<tr>
<td>Creative Producer</td>
<td>1-7, 9-12, 14, 16-19, 21-25, 27-36, 38-41</td>
<td>12</td>
</tr>
<tr>
<td>Producer</td>
<td>1-7, 9, 11-12, 14, 17-19, 21-25, 27-36, 38-41</td>
<td>14</td>
</tr>
</tbody>
</table>

The following Recruiting Sources were deleted/date:

Recruiting Source #28/Southern New Hampshire University was added December 4, 2020

Recruiting Source #9/Disability Staffing Services undertook a rebranding effort and was unavailable during various periods in the reporting term.

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com and Indeed.com. Those resources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.
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## I. VACANCY LIST

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<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>Producer</td>
<td>1-7, 9, 11-12, 14, 17-19, 21-25, 27-36, 38-41</td>
<td>12</td>
</tr>
<tr>
<td>Digital Sales Specialist</td>
<td>1-7, 9-11, 14, 17-19, 21-25, 27-36, 38-41</td>
<td>14</td>
</tr>
<tr>
<td>Digital Content Executive Producer</td>
<td>1-7, 9, 11-12, 14, 18-19, 21-25, 27-36, 38-41</td>
<td>14</td>
</tr>
<tr>
<td>Digital Content Producer</td>
<td>1-7, 9, 11-12, 14, 17-19, 21-25, 27-36, 38-41</td>
<td>12</td>
</tr>
<tr>
<td>Digital Content Producer</td>
<td>1-7, 9, 11-12, 14, 17-19, 21-25, 27-36, 38-41</td>
<td>14</td>
</tr>
<tr>
<td>Multimedia Jounalist</td>
<td>1-7, 9, 12, 18-19, 21-25, 27-36, 38-41</td>
<td>12</td>
</tr>
<tr>
<td>Weekend Meteorologist</td>
<td>1-7, 9-11, 15, 18-19, 21-25, 27-36, 39-41</td>
<td>15</td>
</tr>
<tr>
<td>Assistant News Director</td>
<td>1-7, 9, 11-12, 14-15, 17-19, 21-25, 27-36, 38-41</td>
<td>14</td>
</tr>
<tr>
<td>Producer</td>
<td>1-7, 9, 11-12, 14, 18-19, 21-25, 27-36, 39-41</td>
<td>24</td>
</tr>
<tr>
<td>Producer</td>
<td>1-7, 9, 11-12, 14, 18-19, 21-25, 27-36, 38-41</td>
<td>14</td>
</tr>
<tr>
<td>Editor/Multimedia Production Assistant</td>
<td>1-7, 9, 11, 14, 18-19, 21-25, 27-36, 39-41</td>
<td>14</td>
</tr>
<tr>
<td>Receptionist/Sales Assistant</td>
<td>1-7, 9-12, 18-19, 21-25, 27-36, 38-41</td>
<td>12</td>
</tr>
<tr>
<td>Chief Meteorologist</td>
<td>1-7, 9-12, 18-19, 21-25, 27-36, 38-41</td>
<td>12</td>
</tr>
<tr>
<td>Photographer</td>
<td>1-7, 9-12, 14, 18-19, 21-25, 27-36, 38-41</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         | Alabama Broadcasters Association  
2180 Parkway Lake Drive  
Hoover, Alabama 35244  
Phone : 2059825001  
Email : lrice@al-ba.com  
Lesa Rice | N | 0 |
| 2         | Alabama State University  
915 South Jackson St.  
Montgomery, Alabama 36195  
Phone : 3342294140  
Url : https://www.alasu.edu  
Benjamin Verge  
Manual Posting | N | 0 |
| 3         | Athens State Univ  
Sandridge Student Center 300 N Beaty Street  
Athens, Alabama 35611  
Phone : 256-233-8100  
Url : http://www.athens.edu  
Michael Radden  
Manual Posting | N | 0 |
| 4         | Auburn University  
1161 W. Samford Ave.  
Auburn, Alabama 36849  
Phone : 334-844-4744  
Url : https://www.auburn.edu  
Addye Buckley-Burnell  
Manual Posting | N | 0 |
| 5         | Auburn University at Montgomery  
7430 East Drive  
Montgomery, Alabama 36117  
Phone : 334-244-3500  
Url : http://www.aum.edu  
Brad Robbins  
Manual Posting | N | 0 |
| 6         | Birmingham-Southern College  
900 Arkadelphia Road west  
Birmingham, Alabama 35254  
Phone : 800-523-5793  
Url : https://www.bsc.edu/  
Katy Smith  
Manual Posting | N | 0 |
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<table>
<thead>
<tr>
<th>RS Number</th>
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<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>Calhoun Community College 6520 US Hwy 31 N Tanner, Alabama 35671 Phone : 256-713-4817 Url : <a href="http://www.calhoun.edu">http://www.calhoun.edu</a> Email : <a href="mailto:careerservices@calhoun.edu">careerservices@calhoun.edu</a> Anglea Humphrey</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>8</td>
<td>CareerBuilder.com</td>
<td>N</td>
<td>2</td>
</tr>
<tr>
<td>9</td>
<td>Disability Staffing Services, Inc. 1100 Washington Street Huntsville, Alabama 35801 Phone : 8665486468 Email : <a href="mailto:support@getdss.net">support@getdss.net</a> Fax : 1-877-335-3990 Renee Scruggs</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>10</td>
<td>Employee Referral</td>
<td>N</td>
<td>12</td>
</tr>
<tr>
<td>11</td>
<td>Huntsville Educational TV 606 Forrest Circle Huntsville, Alabama 35811 Phone : 256-428-7860 Url : <a href="http://www.hsv.k12.al.us/dept/etv/cont.html">http://www.hsv.k12.al.us/dept/etv/cont.html</a> Email : <a href="mailto:craig.williams@hsv-k12.org">craig.williams@hsv-k12.org</a> Fax : 1-256-428-7861 Craig Williams</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>12</td>
<td>Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting</td>
<td>N</td>
<td>20</td>
</tr>
<tr>
<td>13</td>
<td>Indeed.com</td>
<td>N</td>
<td>4</td>
</tr>
<tr>
<td>14</td>
<td>Internal Promotion</td>
<td>N</td>
<td>31</td>
</tr>
<tr>
<td>15</td>
<td>Intracompany Transfer</td>
<td>N</td>
<td>3</td>
</tr>
<tr>
<td>16</td>
<td>Job Fair</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>17</td>
<td>Linked In</td>
<td>N</td>
<td>21</td>
</tr>
</tbody>
</table>
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</tr>
</thead>
</table>
| 18        | NAACP  
1315 Milam Street  
Shreveport, Louisiana 71101  
Phone : 318-828-1905  
Email : thompson1856@yahoo.com  
Lloyd Thompson | N | 0 |
| 19        | NAACP  
1204 MArtin Luther King Jr Blvd  
Savannah, Georgia 31415-6355  
Phone : 912-233-4161  
Email : savnaacp1204@yahoo.com  
Fax : 1-912-233-3088  
Al Scott | N | 0 |
| 20        | NAACP - New Orleans Branch  
2474 Canal St. Ste. 308  
New Orleans, Louisiana 70119  
Phone : 504-821-3221  
Email : dkingsr@aol.com  
Fax : 1-504-821-3221  
Antionette Mallet | N | 0 |
| 21        | National Alliance of State Broadcasters Associations  
2333 Wisconsin Street  
Albuquerque, New Mexico  
Phone : 505-881-4444  
Email : suzanstrong@nmba.org  
Suzan Strong | N | 0 |
| 22        | National Association of Black College Broadcasters  
PO Box 3191  
Atlanta, Georgia 30326  
Phone : 404-523-6136  
Email : lojelks@aol.com  
Lo Jelks | N | 0 |
| 23        | NE AL Community College  
PO Box 159  
Rainsville, Alabama 35896  
Phone : 2566384418  
Email : whittens@nacc.edu  
Sherry Whitten | N | 0 |
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<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>
</table>
| 24        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N | 25 |
| 25        | Northwestern State University  
175 Sam Sibley Dr.  
Natchitoches, Louisiana 71457  
Phone: 318-357-6011  
Url: https://www.nsula.edu  
Karen Loach  
Manual Posting | N | 0 |
| 26        | NW Shoals Community College  
800 George Wallace Blvd  
Muscle Shoals, Alabama 35661  
Phone: 256-331-5207  
Url: http://www.nwscc.edu  
Email: moates@nwscc.edu  
Fax: 1-256-331-5322  
Marchia Oates | N | 0 |
| 27        | Oakwood University  
7000 Adventist Blvd NW  
Huntsville, Alabama 35896  
Phone: 256-726-7134  
Url: http://www.oakwood.edu  
Email: vewright@oakwood.edu  
Fax: 1-256-726-7139  
Verniece Wright | N | 0 |
| 28        | Southern New Hampshire University  
33 S. Commercial St.  
Manchester, New Hampshire 03101  
Phone: 603-263-9603  
Url: snhu.edu  
Peter Bartell  
Manual Posting | N | 0 |
| 29        | Spring Hill College  
4000 Dauphin St.  
Mobile, Alabama 36608  
Phone: 251-380-4000  
Url: https://www.she.edu  
Nicole Larrieviere  
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>
| 30        | Stillman College  
PO Box 1430  
Tuscaloosa, Alabama 35403  
Phone: 205-247-8121  
Url: http://www.stillman.edu  
Email: twashington@stillman.edu  
Fax: 1-800-841-5722  
Tasha Washington | N | 0 |
| 31        | Talladega College  
627 West Battle St.  
Talladega, Alabama 35160  
Phone: 256-761-8843  
Url: http://www.talladega.edu  
Email: skgaitor@talladega.edu  
Fax: 1-256-761-6450  
Sherissa Gaitor | N | 0 |
| 32        | Troy State  
2605 University Place Department of Business  
Phenix City, Alabama 36869  
Phone: 334-670-3217  
Url: http://www.troy.edu/careerservices/  
Sandra Hatfield-Sauls  
Manual Posting | N | 0 |
| 33        | Tuskegee University Career Development and Placement Services Center  
Carnegie Hall 3rd Floor  
Tuskegee, Alabama 36088  
Phone: 334-727-8146  
Url: http://www.tuskegee.edu/  
Sarah Stringer  
Manual Posting | N | 0 |
| 34        | Univ of Al - Huntsville  
Office of Career Development Madison Hall, Ste 111  
Huntsville, Alabama 35899  
Phone: 256-824-6741  
Url: https://www.uah.edu/career-services  
Christopher Smith  
Manual Posting | N | 0 |
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</tr>
</thead>
</table>
| 35        | University of Alabama  
330 Ferguson Center 751 Campus Drive  
Tuscaloosa, Alabama 35487  
Phone: 205-348-5848  
Url: http://www.ua.edu  
Schernavia Hall  
Manual Posting | N | 0 |
| 36        | University of Alabama at Birmingham  
1720 University Blvd  
Birmingham, Alabama 35294  
Phone: 205-934-5321  
Url: https://www.uab.edu/students/cpd/  
Jeremy Ervin  
Manual Posting | N | 0 |
| 37        | University of Memphis  
400 Wilder Tower  
Memphis, Tennessee 38152  
Phone: 901-678-2843  
Url: http://www.memphis.edu  
Email: commdept@memphis.edu  
Fax: 1-901-678-3607  
Curt Guenther | N | 0 |
| 38        | University of Montevallo  
Station 6001  
Montevallo, Alabama 35115  
Phone: 205-665-6262  
Url: http://www.montevallo.edu/career  
Email: mlebeau@montevallo.edu  
Fax: 1-205-665-6255  
Michael Lebeau | N | 0 |
| 39        | University of South Alabama  
307 N. University Blvd. Meisler Hall Ste 2500  
Mobile, Alabama 36608  
Phone: 251-460-6188  
Url: http://www.southalabama.edu/careerservices  
C. Adams Barnes  
Manual Posting | N | 0 |
| 40        | WHNT TV  
200 Holmes Avenue  
Huntsville, Alabama 35801  
Phone: 2565331919  
Email: regina.tom@whnt.com  
Regina Tom | N | 3 |
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<tr>
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<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 41        | 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:** 122
### 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>
</table>
| 2/4/2021 | Establishment of an intern program designed to assist members of the community                                  | The SEU established a virtual Internship Spring 2021 that allowed students to gain practical experience in all areas of our operations, including news, production, sports and weather. During the current reporting term, the SEU hosted four (4) interns during the 1st semester from Southern Adventist University, Jacksonville State University and University of North Alabama.                                             | 3                           | News Director  
Assistant News Director  
Executive Producer                                                                  |
| 2/4/2021 | Participation in Job Fairs                                                                                       | The SEU participated in a Virtual Career Day with A&M University. The SEU personnel met with potential job applicants.                                                                                                                                                                                                                                                               | 3                           | Promotions Director  
Sales Director  
Assistant News Director                                                             |
| 3/26/2021| Participation in Job Fairs                                                                                       | The SEU participated in virtual job fair hosted by University of Alabama. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.                                                                                                                                                                                         | 1                           | Assistant News Director                                                          |
| 4/5/2021 | Participation in Job Fairs                                                                                       | The SEU participated at the ABA Job Fair. SEU personnel met with potential job applicants.                                                                                                                                                                                                                                                                                               | 1                           | Creative Services Director                                                       |
| 9/3/2021 | Participation in events or programs sponsored by educational institutions                                      | SEU personnel participated as a speaker at Florence High School. She spoke about career decisions and job requirements.                                                                                                                                                                                                                                                                                      | 1                           | Executive Producer                                                               |
| 11/10/2021| Provision of training to management                                                                             | The SEU participated in 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.                                                                                                                        | 12                          | Sales Director  
News Director  
Creative Services Director  
Technical Director                                                                  |