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>Digital Media Sales Manager</td>
<td>1-7, 9, 11-13, 15-17, 19-21, 23-26, 28-33, 36-40</td>
<td>21</td>
</tr>
<tr>
<td>Reporter</td>
<td>1-7, 9, 11-13, 15-17, 19-20, 23-24, 26, 28, 31-33, 36, 38, 40</td>
<td>15</td>
</tr>
<tr>
<td>Reporter</td>
<td>1-7, 9, 11-13, 15-17, 19-20, 23-26, 28, 31-33, 38, 40</td>
<td>25</td>
</tr>
<tr>
<td>Reporter</td>
<td>1-7, 9, 11-13, 15-17, 19-20, 23-26, 28, 31-33, 38, 40</td>
<td>20</td>
</tr>
<tr>
<td>Producer, News</td>
<td>1-7, 9, 11-13, 16-17, 19-20, 23-24, 26, 28, 31-33, 38, 40-41</td>
<td>33</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-7, 9, 11-13, 15-17, 19-20, 23-24, 26, 28, 31-33, 36, 38, 40-41</td>
<td>20</td>
</tr>
<tr>
<td>Producer, News</td>
<td>1-7, 9, 11-13, 16, 19-20, 23-24, 26, 28, 31-33, 38, 40-41</td>
<td>33</td>
</tr>
<tr>
<td>Digital Content Producer-Meteorologist</td>
<td>1-7, 9, 11-13, 15-17, 19-20, 23-24, 26, 28, 31-33, 36, 38, 40-41</td>
<td>15</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-7, 9, 11-13, 16-17, 19-20, 23-24, 26-28, 31-33, 36, 38, 40-41</td>
<td>20</td>
</tr>
<tr>
<td>Integrated Digital Specialist</td>
<td>1-3, 5-8, 10, 12-13, 16-17, 19-20, 23-24, 26, 28, 31-33, 36, 38, 40-41</td>
<td>20</td>
</tr>
<tr>
<td>Producer, News</td>
<td>1-3, 5-7, 9, 11-13, 16-17, 19-20, 23-24, 26, 28, 31-33, 36, 38, 40-41</td>
<td>20</td>
</tr>
<tr>
<td>Reporter - WE Anchor Producer</td>
<td>1-3, 5-7, 9, 11, 13, 16-17, 19-20, 23-24, 26, 28, 31-33, 36, 40-41</td>
<td>33</td>
</tr>
<tr>
<td>Reporter - MMJ</td>
<td>1-3, 5-7, 9, 11, 13, 16-17, 19-20, 22-24, 26, 28, 31-33, 35-36, 40-41</td>
<td>20</td>
</tr>
<tr>
<td>Digital Content Producer</td>
<td>1-3, 5-7, 9, 11, 13-14, 16-20, 23-24, 26, 28, 31-33, 36, 40-41</td>
<td>14</td>
</tr>
<tr>
<td>Reporter - MMJ</td>
<td>1-3, 5-13, 16-17, 19-20, 23-24, 26, 28, 31-33, 35-36, 38-41</td>
<td>35</td>
</tr>
<tr>
<td>News Director</td>
<td>1-3, 5-7, 9, 11, 13, 16-17, 19-21, 23-24, 26, 28, 31-36, 40-41</td>
<td>35</td>
</tr>
<tr>
<td>Reporter - MMJ</td>
<td>1-3, 5-7, 9, 11, 13, 16-17, 19-20, 22-24, 26, 28, 31-33, 35-36, 40-41</td>
<td>22</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 Broadcasting Ass'n  
2180 Parkway Lake Dr.  
Hoover, Alabama 35244  
Phone: 205-982-5001  
Url: https://www.al-ba.com  
Email: lrice@al-ba.com  
Fax: 1-800-211-5189  
L Rice | N | 0 |
| 2 | Alabama St Univ  
Po Box 271  
Montgomery, Alabama 36101  
Phone: 334-229-4493  
Url: http://www.alasu.edu/  
Email: dokeowo@alasu.edu  
Dr. David Okeowo | N | 0 |
| 3 | Alabama St Univ  
Po Box 271  
Montgomery, Alabama 36101  
Phone: 334-229-4156  
Url: http://www.alasu.edu/  
Email: careerservices@alasu.edu  
Jeremy Hodge | N | 0 |
| 4 | Alliance for Women In Media  
1760 Old Meadow Rd. Suite 500  
McLean, Virginia 22102  
Phone: 703 506-3290  
Url: https://www.allwomeninmedia.org  
Email: madeline.viedo@allwomeninmedia.org  
Fax: 1-202-750-3664  
Madeline Viedo | N | 0 |
| 5 | Art Inst of Atlanta  
6600 Peachtree Dunwoody Road  
Atlanta, Georgia 30328-1649  
Phone: 770-689-5123  
Url: http://new.artinstitutes.edu/atlanta  
Email: thojones@aii.edu  
Thomas Jones | N | 0 |
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</tr>
</thead>
</table>
| 6         | Asian American Journalist Assn.  
5 3rd Street #1108  
San Francisco, California 94103  
Phone: 415-346-2051  
Url: https://www.aaja.org  
Email: national@aaja.org  
Fax: 1-415-346-6343  
Patricia Villon | N | 0 |
| 7         | Association of Women in Communications  
1717 E Republic Rd Suite A  
Springfield, Missouri 65804  
Phone: 417-886-8606  
Url: http://www.womcom.org  
Email: chair@womcom.org  
Fax: 1-417-886-3685  
Kristin Van Nort | N | 0 |
| 8         | Broadcast Education Assoc  
1771 North Street NW  
Washington, District of Columbia 20036  
Phone: 1-202-429-5355  
Url: www.beaweb.org  
User: vholmes@wrbl.com Media General-Corp Membership Manual Posting | N | 0 |
| 9         | Broadcast Employment Svcs-TVJobs  
Po Box 4116  
Oceanside, California 92052  
Phone: 800-374-0119  
Url: http://www.tvjobs.tvb.org  
Email: admin@tvjobs.com  
Mark Holloway | N | 3 |
| 10        | Collective Talent  
1721 Richardson Place  
Tampa, Florida 33606  
Phone: 813-254-9695  
Url: www.collectivetalent.com  
Michael Bille Manual Posting | N | 0 |
II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
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<tr>
<th>RS Number</th>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
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</tr>
</thead>
</table>
| 11        | Collective Talent  
1721 Richardson Place  
Tampa, Florida 33606  
Phone : 813-254-9695  
Url : www.collectivetalent.com  
Email : bille@michaelsmedia.com  
Michael Bille | N | 0 |
| 12        | Columbus St Univ  
4225 University Ave  
Columbus, Georgia 31902  
Phone : 706-507-8760  
Url : http://app.joinhandshake.com  
Joyce Sautter  
Manual Posting | N | 0 |
| 13        | Columbus Tech  
928 Manchester Expressway  
Columbus, Georgia 31904  
Phone : 706-649-7512  
Url : http://www.columbustech.edu  
Email : careerconnections@columbustech.edu  
Elaine Chester | N | 0 |
| 14        | Educational Institution | N | 1 |
| 15        | Employee Referral | N | 13 |
| 16        | Georgia Assoc of Broadcasters  
6 W. Druid Hills Drive Suite 330  
Atlanta, Georgia 30329  
Phone : 770-395-7200  
Url : https://gab.org  
Email : mlewis@gab.org  
Fax : 1-770-395-7235  
McKenzie Lewis | N | 0 |
| 17        | Georgia Dept of Labor  
700 Veterans Pkwy  
Columbus, Georgia 31901  
Phone : 706-649-7423  
Url : www.dol.georgia.gov  
employer/recruitment service job-order request  
Manual Posting | N | 0 |
| 18        | GlassDoor | N | 1 |
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</thead>
<tbody>
<tr>
<td>19</td>
<td>Hispanic Alliance for Career Enhancement 29 E Madison Chicago, Illinois 60602 Phone: 312-435-0498 Url: <a href="http://www.haceonline.org">http://www.haceonline.org</a> Email: <a href="mailto:rosa@haceonline.org">rosa@haceonline.org</a> Fax: 1-312-454-7448 Rosa (<a href="mailto:rosa@haceonline.org">rosa@haceonline.org</a>) Banderas</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>20</td>
<td>Indeed.com 7501 N Capital of Texas Hwy Building B Austin, Texas 78731 Phone: 1-800-462-5842 Url: <a href="http://www.indeed.com">www.indeed.com</a> pw: recruiter1 user: <a href="mailto:vholmes@wrbl.com">vholmes@wrbl.com</a> Manual Posting</td>
<td>N</td>
<td>25</td>
</tr>
<tr>
<td>21</td>
<td>Internal Promotion</td>
<td>N</td>
<td>2</td>
</tr>
<tr>
<td>22</td>
<td>Job Fair</td>
<td>N</td>
<td>2</td>
</tr>
<tr>
<td>23</td>
<td>Latin American Association 2750 Buford Hwy NE Atlanta, Georgia 30324 Phone: 404-248-2214 Url: <a href="http://TheLAA.org">http://TheLAA.org</a> Email: <a href="mailto:employmentservices@thela.org">employmentservices@thela.org</a> Fax: 1-404-638-1800 Harina Bitow</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
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</tr>
</thead>
</table>
| 26        | Local Station Website  
1350 13th Avenue  
Columbus, Georgia 31901  
Phone: 706-225-0680  
Url: http://www.wrbl.com  
Victoria Holmes  
Manual Posting | N | 0 |
| 27        | Monster | N | 1 |
| 28        | NAACP  
100 Edgewood Ave Suite 1080  
Atlanta, Georgia 30303  
Phone: 404-524-0580  
Url: http://www.naacpatlanta.org  
Email: info@naacpatlanta.org  
Richard Rose | N | 0 |
| 29        | National Academy of TV Arts & Sciences  
PO Box 11613 Southeast Emmy Chapter  
Atlanta, Georgia 30355  
Phone: 404-386-1818  
Url: https://www.southeastemmy.com  
Email: jobbankadmin@emmyonline.tv  
Fax: 1-770-828-0619  
Cathie Bailey | N | 0 |
| 30        | National Assoc of Black Journalist  
1100 Knight Hall Suite 3100  
College Park, Maryland 20742  
Phone: 626-792-3846  
Url: http://www.nabj.org  
Eric Wee  
Manual Posting | N | 0 |
| 31        | National Hispanic Media Coalition  
55 S. Grand Ave.  
Pasedena, California 91105  
Phone: 626-792-6462  
Url: https://www.nhmco.org  
Email: info@nhmc.org  
Fax: 1-626-792-6051  
Jessica Gonzalez | N | 0 |
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<th>No. of Interviewees Referred by RS Over Reporting Period</th>
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</thead>
</table>
| 32        | Native American Journalist Assoc  
395 W Lindsey St.  
Norman, Oklahoma 73019-4201  
Phone: 405-325-1649  
Url: http://www.naja.com  
Email: rebeccalandsberry@naja.com  
Fax: 1-405-325-6945  
Rebecca Landsberry | N | 0 |
| 33        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N | 23 |
| 34        | Nexstar's Facebook Page | N | 1 |
| 35        | Professional/Industry Trade Organization | N | 4 |
| 36        | Society of Cable Telecommunications Engineers  
140 Philips Rd  
Exton, Pennsylvania 19341-1318  
Phone: 610-594-7335  
Url: http://scte-jobs.careerwebsite.com  
Email: info@scte.org  
Fax: 1-610-363-5898  
Ginny Howard | N | 0 |
| 37        | Spots N Dots  
1635 Old Highway 41 Suite 112-338  
Kennesaw, Georgia 30152  
Phone: 1-888-884-2630  
Url: www.spotsndots.com  
Gene McKay  
Manual Posting | N | 0 |
| 38        | Troy State Univ  
104 Eldridge Hall  
Troy, Alabama 36082  
Phone: 334-670-3217  
Url: http://www.troy.edu/careerservices  
Laurne Cole  
Manual Posting | N | 0 |
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<tr>
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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>
| 39        | Univ of Alabama  
            Po Box 870293  
            Tuscaloosa, Alabama 35487  
            Phone: 205-348-4354  
            Url: [http://www.ua.edu](http://www.ua.edu)  
            A Fann  
            Manual Posting | N | 0 |
| 40        | US Dept of Veterans - Career Ctr  
            2601 Cross Country Dr Cond# B-2 Suite 900  
            Columbus, Georgia 31906  
            Phone: 706-596-7170  
            Url: [https://www.vets.gov/employment](https://www.vets.gov/employment)  
            Fax: 1-706-568-7630  
            Career Center Toll Free Line 877-927-8387 | N | 0 |
| 41        | [www.mediagignow.com](http://www.mediagignow.com)  
            717 Green Valley Road Suite 200  
            Greensboro, North Carolina 27408  
            Phone: 336-553-0620  
            Url: [http://www.mediagignow.com](http://www.mediagignow.com)  
            Email: customerservice@mediagignow.com  
            MediaGigNow.com | N | 0 |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 81
### 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>2/8/2018</td>
<td>Participation in Job Fairs</td>
<td>The Station participated in the University of Georgia / Georgia Association of Broadcasting Job Fair. Station personnel were able to meet with the students and discuss vacancies at the Station and in the broadcasting industry.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>3/9/2018</td>
<td>Participation in other activities designed by the station employment unit</td>
<td>The Station has an established job shadow program. The Station hosted one (1) student from Shaw High School during the Spring Semester 2018 and one (1) student from Columbus State University during the Winter Semester 2017.</td>
<td>3</td>
<td>News Director, News Anchor, Chief Photographer</td>
</tr>
<tr>
<td>9/11/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>The Station hosted students from the Auburn Univ. Station personnel were able to discuss station operation and broadcasting jobs in general and at the Station.</td>
<td>1</td>
<td>General Manager</td>
</tr>
<tr>
<td>10/10/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>The Station hosted students from the Columbus State Univ. Station personnel were able to discuss station operation and broadcasting jobs in general and at the Station.</td>
<td>1</td>
<td>General Manager</td>
</tr>
<tr>
<td>10/17/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>The Station hosted students from the Columbus State Univ. Station personnel were able to discuss station operation and broadcasting jobs in general and at the Station.</td>
<td>1</td>
<td>General Manager</td>
</tr>
<tr>
<td>11/8/2018</td>
<td>Co Sponsoring Job Fair with Goodwill for Veterans</td>
<td>The Station Co-Sponsored a Job Fair with Goodwill for Veterans. The Station provided administrative support and advertising resources. The Station also maintained an event booth and Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.</td>
<td>3</td>
<td>General Manager, Local Sales Manager, Account Executive</td>
</tr>
</tbody>
</table>
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<table>
<thead>
<tr>
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<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
</table>
| 7/11/2018| Establishment of an intern program designed to assist members of the community                                | The Station has an established internship program that allows students to gain practical experience in all areas of operations, including news, production, sports, weather, sales and promotions.  
  
  The Station hosted one (1) Intern from the Univ of Montevallo during the Spring Semester 2018; three (3) Interns from the Univ. of Louisville, Univ. of Georgia and Northwestern Univ. during the Summer Semester 2018; one (1) Intern from the Columbus State Univ. during the Fall Semester 2018; five (5) Interns from Columbus State Univ. during the Winter Semester 2018. | 10                          | General Manager  
  Executive Producer  
  Production-Promotions Mgr.  
  General Sales Manager |
| 8/11/2018| Participation in scholarship programs                                                                       | The Station actively participates with the Columbus State University - Communications Dept.in a established scholarship program that assists students interested in pursuing a career in broadcasting.                                                   | 1                           | General Manager                                      |