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>Meteorologist</td>
<td>1-20, 22-26</td>
<td>13</td>
</tr>
<tr>
<td>News Photographer</td>
<td>1-20, 22-26</td>
<td>13</td>
</tr>
<tr>
<td>Morning Reporter</td>
<td>1-26</td>
<td>13</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-20, 22-26</td>
<td>13</td>
</tr>
<tr>
<td>Production Assistant</td>
<td>1-20, 22-26</td>
<td>13</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-20, 22-26</td>
<td>13</td>
</tr>
<tr>
<td>Morning News Director KARK &amp; KLRT - Little Rock</td>
<td>1-20, 22-26</td>
<td>14</td>
</tr>
<tr>
<td>Multimedia Journalist Reporter</td>
<td>1-20, 22-26</td>
<td>13</td>
</tr>
<tr>
<td>Associate Producer</td>
<td>1-20, 22-26</td>
<td>13</td>
</tr>
<tr>
<td>News Photographer</td>
<td>1-20, 22-26</td>
<td>13</td>
</tr>
<tr>
<td>News Chief Photographer</td>
<td>1-20, 22-26</td>
<td>13</td>
</tr>
<tr>
<td>Weekend Sports Anchor</td>
<td>1-20, 22-26</td>
<td>13</td>
</tr>
<tr>
<td>News Photographer</td>
<td>1-20, 22-26</td>
<td>13</td>
</tr>
<tr>
<td>Morning Reporter</td>
<td>1-20, 22-26</td>
<td>13</td>
</tr>
<tr>
<td>Promotions Producer/Videographer</td>
<td>1-20, 22-26</td>
<td>13</td>
</tr>
<tr>
<td>News Photographer</td>
<td>1-20, 22-26</td>
<td>13</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-20, 22-26</td>
<td>13</td>
</tr>
</tbody>
</table>
### II. MASTER RECRUITMENT SOURCE LIST ("MRSFL")

<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         | Arkansas Broadcasters Association  
2024 Arkansas Valley Drive Suite 403  
Little Rock, Arkansas 72212  
Phone: 501-227-7564  
Email: mail@arkbroadcasters.org  
Timothy Fisher | N                                                              | 0                                                      |
| 2         | Arkansas Department of Workforce Services  
5401 S. University Ave  
Little Rock, Arkansas 72209  
Phone: 501-682-6279  
Email: dollie.fountain@arkansas.gov  
Fax: 1-501-682-7801  
Dollie Fountain | N                                                              | 0                                                      |
| 3         | Arkansas State University - Jonesboro  
2105 Aggie Road  
Jonesboro, Arkansas 72401  
Phone: 870 972 3025  
Url: https://employer.myinterface.com/astate/employer/  
Fax: 1-870-972-2783  
Job Listing | N                                                              | 0                                                      |
| 4         | Arkansas State University - Mountain Home  
1600 South College St  
Mountain Home, Arkansas 72653  
Phone: 870-508-6100  
Email: gtruell@asumh.edu  
Fax: 1-870-508-6287  
George Truell | N                                                              | 0                                                      |
| 5         | Arkansas State University - Newport  
7648 Victory Blvd  
Newport, Arkansas 72112  
Phone: 870-512-7890  
Email: veronica_manning@asum.edu  
Fax: 1-870-512-7876  
Veronica Manning | N                                                              | 0                                                      |
| 6         | Arkansas Tech University  
215 W O St  
Russellville, Arkansas 72801  
Phone: 479-968-0237  
Url: https://app.joinhandshake.com/  
Job Listing  
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>
| 7         | Central Baptist College  
1501 College Avenue  
Conway, Arkansas 72034  
Phone: 501-329-6872  
Email: careerservices@cbc.edu  
Fax: 1-501-329-2941  
Job Listing | N | 0 |
| 8         | Facebook  
1 Hacker Way  
Menlo Park, California 94025  
Phone: 650-308-7300  
Job Listing  
Manual Posting | N | 0 |
| 9         | Glassdoor  
100 Shoreline Highway Building A  
Mill Valley, California 94941-3645  
Url: https://www.glassdoor.com  
Job Listing  
Manual Posting | N | 0 |
| 10        | Harding University  
915 E. Market Ave  
Searcy, Arkansas 72149  
Phone: 501-279-4000  
Url: https://www.myinterfase.com/harding/employer  
Email: careercenter@harding.edu  
Fax: 1-501-279-4065  
Butch Gardner | N | 0 |
| 11        | Hendrix University-Conway  
1600 Washington Avenue  
Conway, Arkansas 72032  
Phone: 501-329-6872  
Fax: 1-501-450-1260  
Jamie Fotioo | N | 0 |
| 12        | LinkedIn  
2029 Stierlin Ct. Suite 200  
Mountain View, California 94043  
Phone: 650 687 3600  
Job Listing  
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>
| 13        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N | 50 |
| 14        | Ouachita Baptist University  
410 Ouachita St  
Arkadelphia, Arkansas 71998  
Phone: 870-245-5593  
Email: careerservices@obu.edu  
Job Listing | N | 1 |
| 15        | Southern Arkansas University-Magnolia  
100 E University  
Magnolia, Arkansas 71753  
Phone: 870-235-4097  
Email: amands@saumag.edu  
Fax: 1-870-235-5262  
Anne Marie Sands | N | 0 |
| 16        | Station Break Room  
1401 W. Capitol Ave Suite 104  
Little Rock, Arkansas 72201  
Phone: 501-340-4457  
Kim Dunn  
Manual Posting | N | 0 |
| 17        | TVjobs  
P.O. Box 4116  
Oceanside, California 92052  
Phone: 800-374-0119  
Job Listing  
Manual Posting | N | 0 |
| 18        | TVNewscheck  
24 West Lancaster Ave. Suite 205  
Ardmore, Pennsylvania 19003  
Phone: 610.420.6003  
Patty Hersh  
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>
<tbody>
<tr>
<td>19</td>
<td>Twitter 1355 Market Street. Suite 900 San Francisco, California 94103 Phone: 415-222-9670 Job Listing Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>20</td>
<td>University of Arkansas - Fayetteville 1 University of Arkansas Fayetteville, Arkansas 72701 Phone: 479-575-2000 Url: <a href="https://uark.joinhandshake.com">https://uark.joinhandshake.com</a> Job Listing Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>21</td>
<td>University of Arkansas - Monticello 345 University Drive Monticello, Arkansas 71656 Phone: 870-460-1454 Email: <a href="mailto:thomasr@uarmont.edu">thomasr@uarmont.edu</a> Fax: 1-870-460-1922 Roberta Thomas</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>22</td>
<td>University of Arkansas - Pine Bluff 1200 North University Drive Pine Bluff, Arkansas 71601 Phone: 870-575-8000 Email: <a href="mailto:brownc@uapb.edu">brownc@uapb.edu</a> Fax: 1-870-575-4606 Charmayne Brown</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

<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>
| 25        | www.medtagignow.com  
300 South Riverside Plaza Suite 800  
Chicago, Illinois 60606  
Phone: 336-553-0620  
Url: http://www.medtagignow.com  
Email: customerservice@medtagignow.com  
MediaGigNow.com | N                                               | 0                                                    |
| 26        | Zip Recruiter  
1453 Third Street Promenade Suite 335  
Santa Monica, California 90401  
Phone: 480.739.1526  
Url: www.ziprecruiter.com  
Tanya Barnard  
Manual Posting | N                                               | 0                                                    |

TOTAL INTERVIEWS OVER REPORTING PERIOD: 51
### 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>Ongoing Event</td>
<td>Listing of each upper-level category opening in a job bank or newsletter</td>
<td>The SEU regularly disseminates job vacancy notices, including upper-level positions to the Arkansas Department of Workforce Services, a general job bank accessible to a broad population of its community.</td>
<td>1</td>
<td>General Manager</td>
</tr>
<tr>
<td>5/17/2023</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 areas of our operations, including news, production, sports and weather. The SEU hosted three (3) interns, from the University of Central Arkansas during the 2023 summer semester.</td>
<td>1</td>
<td>Intern News Director Intern Intern</td>
</tr>
</tbody>
</table>