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 Hrree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meteorologist</td>
<td>1, 3-7, 10-16</td>
<td>15</td>
</tr>
<tr>
<td>Digital Content Manager</td>
<td>1, 3-6, 8, 10, 12-16</td>
<td>8</td>
</tr>
<tr>
<td>Creative Services Producer</td>
<td>1-6, 10-16</td>
<td>11</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-6, 10-16</td>
<td>11</td>
</tr>
<tr>
<td>News Director</td>
<td>1, 3-6, 10, 12-16</td>
<td>15</td>
</tr>
<tr>
<td>Production Supervisor</td>
<td>1, 3-7, 10, 12-16</td>
<td>15</td>
</tr>
<tr>
<td>News Producer</td>
<td>1, 3-7, 10-16</td>
<td>11</td>
</tr>
<tr>
<td>Digital News Producer</td>
<td>1-7, 10-16</td>
<td>7</td>
</tr>
<tr>
<td>News Producer</td>
<td>1, 3-7, 10-16</td>
<td>11</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1, 3-7, 10-16</td>
<td>7</td>
</tr>
<tr>
<td>Lifestyle Show Producer</td>
<td>1, 3-7, 10-16</td>
<td>7</td>
</tr>
<tr>
<td>Lifestyle Show Host</td>
<td>1, 3-6, 9-16</td>
<td>9</td>
</tr>
<tr>
<td>News Photographer</td>
<td>1, 3-7, 10-16</td>
<td>11</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3-7, 10-16</td>
<td>7</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3-7, 10-16</td>
<td>7</td>
</tr>
<tr>
<td>Broadcast Engineer/IT Specialist</td>
<td>1, 3-6, 10, 12-16</td>
<td>15</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1, 3-7, 10-16</td>
<td>15</td>
</tr>
<tr>
<td>News Photographer</td>
<td>1, 3-7, 10-16</td>
<td>11</td>
</tr>
<tr>
<td>Digital Producer/Community Coordinator</td>
<td>1, 3-7, 10-16</td>
<td>7</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3-7, 10, 12-16</td>
<td>15</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 State University  
P.O. Box 271  
Montgomery, Alabama 36101  
Phone : 334-229-4156  
Email : etucker@alasu.edu  
Ella Tucker              | N                                                | 0                                                      |
| 2         | CareerBuilder.com                                                             | N                                                | 3                                                      |
| 3         | Carson Newman College  
2130 Branner Avenue  
Jefferson City, Tennessee 37760  
Phone : 865-471-2000  
Email : dnewman@cn.edu  
Donnie Newman          | Y                                                | 0                                                      |
| 4         | East Tennessee State University  
Dept. of Communication P.O. Box 70667  
Johnson City, Tennessee 37614  
Phone : 423-439-1000  
Email : langes@etsu.edu  
Shara Lange            | N                                                | 0                                                      |
| 5         | Emory & Henry College  
P.O. Box 947  
Emory, Virginia 24327  
Phone : 276-944-4121  
Email : agardner@ehc.edu  
Amanda Gardner          | N                                                | 0                                                      |
| 6         | Employer Support of the Guard and Reserve  
3041 Sidco Drive  
Nashville, Tennessee 37204  
Email : douglas.b.gilbert4.ctr@mail.mil  
Doug Gilbert            | Y                                                | 0                                                      |
| 7         | Indeed.com                                                                   | N                                                | 25                                                     |
| 8         | Internal Promotion                                                           | N                                                | 1                                                      |
| 9         | Intracompany Transfer                                                        | N                                                | 1                                                      |
| 10        | Knoxville Area Urban League  
1514 East Fifth Avenue  
Knoxville, Tennessee 37917  
Phone : 865-524-5511  
Email : dcearr@thekaul.org  
Denise Carr             | N                                                | 0                                                      |
| 11        | Linked In                                                                     | N                                                | 28                                                     |
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>
| 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        | South College  
3904 Lonas Drive  
Knoxville, Tennessee 37909  
Phone: 865-524-3043  
Email: jlimbaugh@south.edu  
Jamie Limbaugh | N                                                                 | 0                                                     |
| 14        | University of TN Dept. of Journalism and Electronic Media  
1345 Circle Park Drive 333 Communications Building  
Knoxville, Tennessee 37996  
Phone: 865-974-5155  
Email: ytruman@utk.edu  
Fax: 1-865-974-5056  
Yana Truman | Y                                                                 | 0                                                     |
| 15        | WATE-TV  
1306 N Broadway St  
Knoxville, Tennessee 37917  
Phone: 865-633-6909  
Url: http://wate.com/  
Tim Cooley  
Manual Posting | N                                                                 | 18                                                    |
| 16        | www.mediagignow.com  
550 W. Jackson Blvd Suite 200  
Chicago, Illinois 60661  
Phone: 336-553-0620  
Url: http://www.mediagignow.com  
Email: customer.service@mediagignow.com  
MediaGigNow.com | N                                                                 | 0                                                     |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 76
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>
<th>Points</th>
</tr>
</thead>
</table>
| 9/24/2023  | 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 our operation, including news, production, sports, and weather. The Station hosted six (6) interns, from the University of Tennessee during the 2023/2024 Fall/Spring Semester | 2                           | Joseph Creed  
Asst. News Director  
Thomas McCoy  
Operations Manager | 1.00   |
| 10/2/2023  | Participation in Job Fairs                      | The Station participated in the Tennessee Association of Broadcasters annual virtual job fair. Station personnel were available to discuss vacancies at the station. We participated via on air promotions directing visitors to the Tennessee Association of Broadcasters web site to view jobs.                                                                                                               | 2                           | Kimberly Byrd  
General Manager  
Timothy Cooley  
Business Administrator | 0.25   |
| 10/4/2023  | Participation in Job Fairs                      | The Station participated at the University of Tennessee, College of Communication. Station personnel were able to meet with students and discuss vacancies at the Station and in the Broadcasting Industry                                                                                                               | 2                           | Gene "Bo" Williams  
New Anchor  
Matthew Barrick  
Creative Services Director | 0.25   |
| 10/6/2023  | Hosting of Job Fair                             | The Station hosted a job fair as part of our Women's Expo event. Hiring managers were able to meet with individuals from the community and discuss vacancies at the Station and in the Broadcast Industry                                                                                                                 | 3                           | Kimberly Byrd  
General Manager  
Katy Davis  
General Sales Manager  
Tom McCoy  
Operations Manager | 1.00   |
| 3/9/2024   | Hosting of Job Fair                             | The Station hosted a job fair at our annual Man Show. Hiring Managers were able to meet with individuals from the community and discuss vacancies at the Station and in the Broadcasting Industry.                                                                                                               | 3                           | Kimberly Byrd  
General Manager  
Jeff Houston  
News Director  
Katy Davis  
General Sales Manager | 1.00   |
| 3/19/2024  | Provision of training to management             | The Station conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding the proper dissemination of job vacancy information, document retention and hiring procedures.                                                                                       | 6                           | Kimberly Byrd  
General Manager  
Timothy Cooley  
Business Administrator  
Jeff Houston  
News Director  
Katy Davis  
General Sales Manager | 1.00   |

TOTAL POINTS OVER REPORTING PERIOD: 4.50