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>MultiMedia Journalist Reporter</td>
<td>1-14, 16</td>
<td>4</td>
</tr>
<tr>
<td>MultiMedia Journalist Reporter</td>
<td>1-14, 16</td>
<td>4</td>
</tr>
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<td>MultiMedia Journalist Reporter</td>
<td>1-14, 16</td>
<td>4</td>
</tr>
<tr>
<td>Weekend Meteorologist</td>
<td>1, 3-8, 10-16</td>
<td>4</td>
</tr>
<tr>
<td>Weekend Meteorologist</td>
<td>1, 3-8, 10-16</td>
<td>4</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         | EverythingLubbock.com  
7403 University Avenue  
Lubbock, Texas 79423  
Phone: 806-745-2345  
Email: ecantu@klbk13.tv  
Nuno Cantu          | N                                               | 0                                                  |
| 2         | Internship Participant  
7403 University Avenue  
Lubbock, Texas 79423  
Phone: 806-745-2345  
Russ Poteet          | N                                               | 1                                                  |
| 3         | KLBJ On Air  
7403 University Avenue  
Lubbock, Texas 79423  
Phone: 806-745-2345  
URL: http://www.everythinglubbock.com  
Email: jpitner@nexstar.tv  
Jeff Pitner          | N                                               | 0                                                  |
| 4         | KLBJ Website  
7403 University Avenue  
Lubbock, Texas 79423  
Phone: 806-745-2345  
URL: http://www.everythinglubbock.com  
Email: ecantu@nexstar.tv  
Nuno Cantu          | N                                               | 16                                                 |
| 5         | KLST & KSAN San Angelo  
2800 Armstrong Street  
San Angelo, Texas 76903  
Phone: 325-949-8800  
URL: http://www.nexstar.tv  
Email: sscott@nexstar.tv  
Sherri Scott        | N                                               | 0                                                  |
| 6         | KRBC & KTAB Abilene  
4510 South 14th Street  
Abilene, Texas 79605  
Phone: 325-691-2209  
URL: http://www.nexstar.tv  
Email: mzett@nexstar.tv  
Marian Zett         | N                                               | 0                                                  |
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<table>
<thead>
<tr>
<th>RS Number</th>
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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>
<tbody>
<tr>
<td>7</td>
<td>MediaLine&lt;br&gt;1209 Wood Valley Road&lt;br&gt;Augusta, Georgia 30909&lt;br&gt;Phone: 706-364-7564&lt;br&gt;Url: <a href="http://www.medialine.com">http://www.medialine.com</a>&lt;br&gt;Email: <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>&lt;br&gt;Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>8</td>
<td>Nexstar Media Group, Inc.&lt;br&gt;545 E. John Carpenter Freeway Suite 700&lt;br&gt;Irving, Texas 75062&lt;br&gt;Phone: 972-764-6715&lt;br&gt;Terri Bush&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>9</td>
<td>Referral&lt;br&gt;---&lt;br&gt;Lubbock, Texas&lt;br&gt;---&lt;br&gt;-----</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>10</td>
<td>South Plains College&lt;br&gt;1401 South College Avenue&lt;br&gt;Levelland, Texas 79336&lt;br&gt;Phone: 806-894-9611&lt;br&gt;Url: <a href="http://www.collegecentral.com/southplainscollege">http://www.collegecentral.com/southplainscollege</a>&lt;br&gt;Email: <a href="mailto:bealexander@southplainscollege.edu">bealexander@southplainscollege.edu</a>&lt;br&gt;Ben Alexander</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>11</td>
<td>Texas Association of Broadcasters&lt;br&gt;502 East 11th Street #200&lt;br&gt;Austin, Texas 78701&lt;br&gt;Phone: 512-322-9944&lt;br&gt;Url: <a href="http://www.tab.org">http://www.tab.org</a>&lt;br&gt;Email: <a href="mailto:jobs@tab.org">jobs@tab.org</a>&lt;br&gt;Anna Romero</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>12</td>
<td>TV Jobs&lt;br&gt;P.O. Box 4116&lt;br&gt;Oceanside, California 92052&lt;br&gt;Phone: 800-374-0119&lt;br&gt;Url: <a href="http://www.tvjobs.com">http://www.tvjobs.com</a>&lt;br&gt;Email: <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</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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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 13        | Vista College  
4801 Frankford Avenue  
Lubbock, Texas 79424  
Phone : 806-686-1515  
Url : http://www.vistacollege.edu  
Email : receptionist-lbb@vistacollege.edu  
Gulrez Khan | N | 0 |
| 14        | Walk In  
7403 University Avenue  
Lubbock, Texas 79423  
Crystal Reagan  
Manual Posting | N | 0 |
| 15        | Wayland Baptist  
801 North Quaker Avenue  
Lubbock, Texas 79416  
Phone : 806-785-9285  
Url : http://www.wbu.edu  
Email : scnar@wbu.edu  
Raquel Sena | N | 0 |
| 16        | 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:** 19
## 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>1</td>
<td>Ongoing Event Establishment of an intern program designed to assist members of the community</td>
<td>The station 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 station hosted 1 intern from Texas Tech University during the 2020 Spring Semester, and 4 interns from Texas Tech University during the 2020 Fall Semester.</td>
<td>4</td>
<td>News Director, Assistant News Director, Anchor, Sports Anchor</td>
</tr>
<tr>
<td>2</td>
<td>Ongoing Event 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 Texas Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.</td>
<td>1</td>
<td>Business Administrator</td>
</tr>
</tbody>
</table>