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 Hrce</th>
</tr>
</thead>
<tbody>
<tr>
<td>Web Content Administrator</td>
<td>6, 10, 12, 16, 18, 23-24</td>
<td>16</td>
</tr>
<tr>
<td>Local Sales Manager</td>
<td>1-2, 4-24</td>
<td>14</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 4-6, 8-13, 15-18, 20-21, 23-24</td>
<td>12</td>
</tr>
<tr>
<td>Assistant, Sales</td>
<td>1, 4-6, 8-13, 15-18, 20, 23-24</td>
<td>12</td>
</tr>
<tr>
<td>TV Reporter/MMJ</td>
<td>3, 6-7, 10, 12, 16, 18, 22-24</td>
<td>7</td>
</tr>
<tr>
<td>TV Reporter/MMJ</td>
<td>3, 6-7, 10, 12, 16, 18, 22-24</td>
<td>12</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         | Allegheny College  
454 N. Main Street  
Meadville, Pennsylvania 16335  
Phone: 814-332-3100  
Email: jobline@allegheny.edu  
Jim Fitch | N | 0 |
| 2         | Edinboro University  
405 Scotland Road Suite 211  
Edinboro, Pennsylvania 16444  
Phone: 814-732-1269  
Jody Gallagher  
Manual Posting | N | 0 |
| 3         | Employee Referral | N | 2 |
| 4         | Erie County Technical School  
8500 Oliver Road  
Erie, Pennsylvania 16509  
Phone: 814-464-8600  
Fax: 1-814-464-8625  
Elaine Shaffer | N | 0 |
| 5         | Erie Institute of Technology  
940 Millcreek Mall  
Erie, Pennsylvania 16565  
Phone: 814-868-9900  
Email: craigc@erieit.edu  
Craig Cook | N | 0 |
| 6         | Erie Times Newspaper  
205 West 12th Street  
Erie, Pennsylvania 16534  
Phone: 814-870-1648  
Url: http://www.goerie.com  
Melanie Dash  
Manual Posting | N | 1 |
| 7         | Facebook  
225 Park Ave South  
Manhattan, New York 10003  
Phone: 646-214-2203  
Url: http://www.facebook.com  
Job Listing  
Manual Posting | N | 2 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<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>
</table>
| 8         | Fortis Institute  
5757 West 26th Street  
Erie, Pennsylvania 16506  
Phone: 814-838-7673  
Email: dcarter@fortisinstitute.edu  
Destiny Carter | N                                           | 0                                                         |
| 9         | Gannon University  
109 University Square  
Erie, Pennsylvania 16541  
Phone: 814-871-9000  
Email: cdes@gannon.edu  
Janet Armbruster | N                                           | 0                                                         |
| 10        | goerie.com  
205 West 12th Street  
Erie, Pennsylvania 16534  
Phone: 814-870-1648  
Url: http://www.goerie.com  
Melanie Dash  
Manual Posting | N                                           | 0                                                         |
| 11        | Greater Erie Community Action Committee  
18 West 9th Street  
Erie, Pennsylvania 16501  
Phone: 814-459-4581  
Fax: 1-814-456-0161  
Holly Savatski | N                                           | 0                                                         |
| 12        | Indeed  
6433 Champion Grandview Way Building 1  
Austln, Texas 78750  
Phone: 800-462-5842  
Url: http://www.indeed.com  
Job Listing  
Manual Posting | N                                           | 11                                                        |
| 13        | Laurel Technical Institute  
847 N. Main St. Suite 204  
Meadville, Pennsylvania 16335  
Phone: 814-724-0700  
Email: grinnellm@laurel.edu  
Nicole Grinnell | N                                           | 0                                                         |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSRL")

<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>
| 14        | MediaRecruiter.com  
9457 So. University Blvd. #303  
Highlands Ranch, Colorado 80126  
Phone : 303-400-5150  
Url : http://www.mediacruiter.com  
Art Scott  
Manual Posting | N | 1 |
| 15        | Mercyhurst University  
501 E. 38th Street  
Erie, Pennsylvania 16546  
Phone : 814-869-7438  
Email : frizione@mercyhurst.edu  
Frank Rizzone | N | 0 |
| 16        | Monster.com  
133 Boston Post Rd  
Weston, Massachusetts 2493  
Phone : 814-870-1648  
Melanie Dash  
Manual Posting | N | 4 |
| 17        | Multi Cultural Community Resource Center  
554 East 10th Street  
Erie, Pennsylvania 16503  
Phone : 814-455-0212  
Fax : 1-814-453-2363  
Joanna Cherpak | N | 0 |
| 18        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone : 972-764-6715  
Terri Bush  
Manual Posting | N | 0 |
| 19        | PA Career Link of Erie County/Job Gateway  
155 West 8th St  
Erie, Pennsylvania 16501  
Phone : 814-455-9966  
Url : http://www.cwds.pa.us  
Rick Cornwell  
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>
| 20        | Penn State Erie/Behrend College  
4701 College Drive  
Erie, Pennsylvania 16563  
Phone: 814-896-6000  
Email: recruitbehrend@psu.edu  
Tracy Bishop | N | 0 |
| 21        | Pennsylvania Association of Broadcasters  
8501 Paxton St.  
Hummelstown, Pennsylvania 17036  
Phone: 717-482-4820  
Gail Ponti  
Manual Posting | N | 0 |
| 22        | TV News Check  
24 West Lancaster Ave. Suite #205  
Ardmore, Pennsylvania 19003  
Phone: 610-420-6003  
Url: http://www.tvnewscheck.com  
Job Listing  
Manual Posting | N | 2 |
| 23        | WJET - Internal Posting  
8455 Peach Street  
Erie, Pennsylvania 16509  
Phone: 814-864-2400  
Job Listing  
Manual Posting | N | 0 |
| 24        | WJET Website - YourErie.com  
8455 Peach Street  
Erie, Pennsylvania 16509  
Phone: 814-864-2400  
Url: http://www.yourerie.com  
Email: mmiller@wjettv.com  
Michael Miller | N | 2 |

TOTAL INTERVIEWS OVER REPORTING PERIOD: 25
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>4/6/2017</td>
<td>Participation in Job Fairs</td>
<td>The Station participated at the Mercyhurst University 25th annual Career Fair. Station personnel were able to meet students and discuss vacancies at the Station and in the broadcasting industry.</td>
<td>1</td>
<td>Promotion/Production Manager</td>
</tr>
<tr>
<td>6/5/2017</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>The station has an established internship that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. The Station hosted 3 interns from the McDowell High School, Gannon University, and PSU Behrend during the 2017 Summer Semester.</td>
<td>3</td>
<td>Promo/Production Manager Sports Anchor Meteorologist</td>
</tr>
<tr>
<td>10/18/2017</td>
<td>Provision of training to management</td>
<td>Attended a training webinar by station representative, given from Pillsbury Law. The training was &quot;The Changing Face of the FCC's EEO Rule in 2017&quot;</td>
<td>1</td>
<td>Administrative Assistant</td>
</tr>
<tr>
<td>3/16/2018</td>
<td>Participation in Job Fairs</td>
<td>The Station participated in the Penn State College of Communications Job Expo Communications Internship/Career Fair. Station personnel were able to meet students and discuss vacancies (and internship opportunities) at the Station and in the broadcasting industry.</td>
<td>1</td>
<td>News Director</td>
</tr>
</tbody>
</table>