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>Multi Media Journalist</td>
<td>1-25</td>
<td>1</td>
</tr>
<tr>
<td>Broadcast IT Specialist REQ-21446</td>
<td>1-25</td>
<td>9</td>
</tr>
<tr>
<td>Weekend Meteorologist REQ-21441</td>
<td>1-25</td>
<td>5</td>
</tr>
<tr>
<td>Multi Media Journalist</td>
<td>1-25</td>
<td>6</td>
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<tr>
<td>Meteorologist REQ-22209</td>
<td>1-25</td>
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<tr>
<td>Assistant I, Production F/T AM REQ-22220</td>
<td>1-25</td>
<td>5</td>
</tr>
<tr>
<td>Producer I, News REQ-21835</td>
<td>1-25</td>
<td>9</td>
</tr>
<tr>
<td>Producer I, News</td>
<td>1-25</td>
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<tr>
<td>Reporter, Sports Anchor REQ-22955</td>
<td>1-25</td>
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<tr>
<td>Multi Media Journalist REQ-23902</td>
<td>1-25</td>
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<tr>
<td>Multi Media Journalist REQ-23911</td>
<td>1-25</td>
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</tr>
<tr>
<td>Anchor, News REQ-23949</td>
<td>1-25</td>
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</tr>
<tr>
<td>Anchor III, NewsREQ-27108</td>
<td>1-25</td>
<td>1</td>
</tr>
<tr>
<td>Lifestyle Show Co-Host REQ-24526</td>
<td>1-25</td>
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<tr>
<td>Multi Media Journalist REQ-25677</td>
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<td>5</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-25</td>
<td>1</td>
</tr>
<tr>
<td>Assistant I, Production F/T AM REQ-26078</td>
<td>1-25</td>
<td>9</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         | Career Page  
2333 Wisconsin NE  
Albuquerque, New Mexico 57110  
Phone: 800-622-2414  
Url: http://www.careerpage.org  
Email: suzanstrong@nmba.org  
Suzan Strong | N | 15 |
| 2         | Concordia College  
901 8th St S  
Moorhead, Minnesota 56562  
Url: https://www.cord.edu  
Jill Wenger  
Manual Posting | N | 0 |
| 3         | Dickinson State University  
291 Campus Drive  
Dickinson, North Dakota 58601  
Phone: 701-483-2175  
Url: http://www.dickinsonstate.edu  
Amanda Benedict-Barbian  
Manual Posting | N | 0 |
| 4         | Google  
1600 Amphitheatre Parkway  
Mountain View, California 94043  
Phone: 605-275-6380  
Url: www.google.com  
Scott Petersen  
Manual Posting | N | 0 |
| 5         | Indeed  
6344 Champion Grandview Way Building 1  
Austin, Texas 78750  
Phone: 605-275-6380  
Url: http://www.indeed.com  
Scott Petersen  
Manual Posting | N | 21 |
| 6         | Internal Station Postings  
1811 North 15th Street  
Bismarck, North Dakota 58501  
Phone: 7012239197  
Url: http://www.kxnet.com  
Email: jfaller@kxnet.com  
Fax: 1-701-223-3320  
Janel Faller | N | 1 |
# 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>
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<tbody>
<tr>
<td>7</td>
<td>KX Facebook</td>
<td>N</td>
<td>0</td>
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<tr>
<td></td>
<td>1811 North 15th Street P.O. Box 1617</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Bismarck, North Dakota 58501</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 605-275-6380</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.facebook.com/kxnews">http://www.facebook.com/kxnews</a></td>
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<td></td>
</tr>
<tr>
<td></td>
<td>Scott Petersen</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
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<tr>
<td>8</td>
<td>KXNet.Jobs</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>1811 North 15th Street P.O. Box 1617</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Bismarck, North Dakota 58501</td>
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<tr>
<td></td>
<td>Phone: 701-355-9126</td>
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</tr>
<tr>
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<td>Url: <a href="http://www.kxnet.com">http://www.kxnet.com</a></td>
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<tr>
<td></td>
<td>Traci Vaughan</td>
<td></td>
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<tr>
<td></td>
<td>Manual Posting</td>
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<tr>
<td>9</td>
<td>Linkedin</td>
<td>N</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>1000 W. Maude Avenue</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Sunnyvale, California 94085</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Phone: 605-275-6380</td>
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<td>Url: <a href="http://www.linkedin.com">www.linkedin.com</a></td>
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<td>Scott Petersen</td>
<td></td>
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<tr>
<td></td>
<td>Manual Posting</td>
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<tr>
<td>10</td>
<td>Minot State University</td>
<td>N</td>
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</tr>
<tr>
<td></td>
<td>500 University Ave. W</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Minot, North Dakota 58701</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 701-858-3000</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.minotstate.edu">http://www.minotstate.edu</a></td>
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</tr>
<tr>
<td></td>
<td>Lynda Bertsch</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Manual Posting</td>
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<tr>
<td>11</td>
<td>Monster.com</td>
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<tr>
<td></td>
<td>133 Boston Post Road</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Weston, Massachusetts 02493</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 978-461-8000</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.monster.com">www.monster.com</a></td>
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<tr>
<td></td>
<td>Customer Service</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Nexstar Media Group, Inc.</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>545 E. John Carpenter Freeway Suite 700</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Irving, Texas 75062</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 972-764-6715</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Terri Bush</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
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</table>
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<table>
<thead>
<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>
| 13        | North Dakota Broadcaster's Association  
P.O. Box 3178  
Bismarck, North Dakota 58502  
Phone : 701-258-1332  
Url : http://www.ndba.org  
Email : bethh@ndba.org  
Beth Helfrich | N | 0 |
| 14        | North Dakota Job Service  
1601 E. Century Avenue  
Bismarck, North Dakota 58501  
Phone : 701-328-5000  
Url : http://www.ndworkforceconnection.com  
Customer Career  
Manual Posting | N | 0 |
| 15        | North Dakota State University  
1340 Administration Ave.  
Fargo, North Dakota 58102  
Phone : 701-231-7111  
Url : https://career-advising.ndsu.edu  
Brenda Vertin  
Manual Posting | N | 0 |
| 16        | South Dakota State University  
1421 Student Union Ln  
Brookings, South Dakota 57006  
Url : https://www.sdstate.edu/careercenter  
Pam McBride  
Manual Posting | N | 0 |
| 17        | The University of Oklahoma  
900 Asp Avenue  
Norman, Oklahoma 73019  
Url : http://www.ou.edu/careers/?ls=about  
Kim Sherbon  
Manual Posting | N | 0 |
| 18        | TV Jobs  
P.O Box 4116  
Oceanside, California 92052  
Phone : 800-374-0119  
Url : http://www.tvjobs.com  
Email : info@tvjobs.com  
Fax : 1-760-754-2115  
Job Recruitment | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<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>
| 19        | University of Georgia  
825 South Lumpkin Street  
Athens, Georgia 30602  
Phone: 706-542-3375  
Url: http://www.career.uga.edu  
Megan Elrath  
Manual Posting | N | 0 |
| 20        | University of Mary  
7500 University Drive  
Bismarck, North Dakota 58504  
Phone: 701-355-8050  
Url: https://www.umary.edu/careers  
Alyssa Martin  
Manual Posting | N | 0 |
| 21        | University of North Dakota  
2891 - 2nd Avenue N Stop 9014  
Grand Forks, North Dakota 58202  
Phone: 701-777-3904  
Url: https://www.und.edu/careerservices  
Christopher Sherrill  
Manual Posting | N | 0 |
| 22        | University of North Florida  
1 UNF Drive  
Jacksonville, Florida 32224  
Url: https://www.unf.edu  
Brooke Hammon  
Manual Posting | N | 0 |
| 23        | University of Pennsylvania  
3451 Walnut Street  
Philadelphia, Pennsylvania 19104  
Phone: 215-898-7531  
Url: https://careerservices.upen.edu  
Kelly Walsh  
Manual Posting | N | 0 |
| 24        | 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 |
# 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>
| 25        | Zip Recruiter  
604 Arizona Avenue  
Santa Monica, California 90401  
Phone: 605-275-6380  
Url: 94043  
Scott Petersen  
Manual Posting | N | 0 |

TOTAL INTERVIEWS OVER REPORTING PERIOD: 62
## 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>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 two interns from the University of Mary, during the 2022 Fall Semester; four (4) interns, from the University of Mary and from Minot State University, during the 2023 Spring Semester; Three (3) interns, from Minot State University, during the 2023 Fall Semester; and One (1) intern, from Minot State University, during the 2023 Summer Semester.</td>
<td>2</td>
<td>News Director Asst. News Director</td>
</tr>
<tr>
<td>3/7/2023</td>
<td>Participation in Job Fairs</td>
<td>The SEU participated in the Dickinson State Job Fair. The SEU personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>5/7/2023</td>
<td>Establishment of training programs for station personnel</td>
<td>The SEU has an established mentoring program designed to allow employees to gain knowledge and skills that would enable them to further their career. During the current reporting term, there was one participant.</td>
<td>2</td>
<td>Chief Engineer Production Manager</td>
</tr>
<tr>
<td>11/17/2023</td>
<td>Provision of training to management</td>
<td>The SEU conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.</td>
<td>7</td>
<td>VP/GM Director of Sales Chief Engineer News Director</td>
</tr>
</tbody>
</table>