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>Account Executive</td>
<td>1, 5, 8-11, 15, 17, 19-20, 26-29, 31, 33-34, 36, 46-48, 53, 55, 58</td>
<td>26</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 5, 8-11, 15, 17, 19-20, 26-29, 31, 33-34, 36, 46-48, 53, 55, 58</td>
<td>20</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 5, 8-11, 15, 17, 19-20, 26-29, 31, 33-34, 36, 46-48, 53, 55, 58</td>
<td>19</td>
</tr>
<tr>
<td>Sports Anchor/Reporter</td>
<td>1, 3-5, 8-11, 14-15, 17, 19, 22, 27-28, 31, 33-34, 36-37, 46-50, 52-58</td>
<td>19</td>
</tr>
<tr>
<td>Anchor 1, News</td>
<td>1, 5, 8-11, 15, 17, 21, 27-29, 31, 33-34, 46, 53, 55, 58</td>
<td>21</td>
</tr>
<tr>
<td>Photographer/Director</td>
<td>1, 5, 8-11, 15, 17, 19, 27-28, 31, 33-34, 36, 46, 48, 53, 55, 58</td>
<td>27</td>
</tr>
<tr>
<td>Photographer, Multi Media Journalist</td>
<td>1, 5, 8-11, 15-17, 27, 29, 31, 33-34, 36, 48, 51, 55, 58</td>
<td>16</td>
</tr>
<tr>
<td>Receptionist/Sales Assistant</td>
<td>1, 5, 8-11, 15, 17, 27-28, 31, 33-34, 36, 46, 48, 53, 55</td>
<td>55</td>
</tr>
<tr>
<td>News Director</td>
<td>1, 3, 6-7, 9-12, 15, 17, 19, 21-22, 25, 27-39, 41-50, 52-53, 55-59</td>
<td>21</td>
</tr>
<tr>
<td>News Producer</td>
<td>1, 8-11, 15-17, 19-20, 23, 27-29, 31, 36</td>
<td>16</td>
</tr>
<tr>
<td>News Producer</td>
<td>1, 8-11, 15-17, 19-20, 23, 27-29, 31, 36</td>
<td>19</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3, 6-12, 15, 17, 22, 25, 27-39, 41-50, 52-53, 55-59</td>
<td>8</td>
</tr>
<tr>
<td>Digital News producer</td>
<td>1, 3, 6-7, 9-12, 15, 17, 19, 22, 25, 27-39, 41-50, 52-53, 55-59</td>
<td>19</td>
</tr>
<tr>
<td>News Producer</td>
<td>1, 8-11, 15-17, 19-20, 23, 27-29, 31, 36</td>
<td>20</td>
</tr>
<tr>
<td>Multi Media Journalist</td>
<td>1, 3, 6-7, 9-12, 15, 17, 19, 22-23, 25, 27-50, 52-53, 55-59</td>
<td>19</td>
</tr>
<tr>
<td>Multi Media Journalist</td>
<td>1, 3, 6-7, 9-12, 15, 17, 19, 22-23, 25, 27-50, 52-53, 55-59</td>
<td>36</td>
</tr>
<tr>
<td>Multi Media Journalist</td>
<td>1, 3, 6-7, 9-12, 15, 17, 19, 22-23, 25, 27-50, 52-53, 55-59</td>
<td>40</td>
</tr>
<tr>
<td>Digital Media Manager</td>
<td>1, 3, 6-7, 9-12, 15, 17, 19, 22, 25, 27-39, 41-50, 52-53, 55-59</td>
<td>19</td>
</tr>
</tbody>
</table>
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### 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>Director - Production</td>
<td>1, 3, 6-7, 9-12, 15, 17, 20, 22, 25, 27-39, 41-50, 52-53, 55-59</td>
<td>20</td>
</tr>
<tr>
<td>Director/Photographer</td>
<td>1, 3, 6-7, 9-12, 15, 17, 22, 25, 27-29, 32-39, 41-50, 52-53, 55-59</td>
<td>27</td>
</tr>
<tr>
<td>Producer, Promotions</td>
<td>1, 3, 6-7, 9-13, 15-17, 22-23, 25, 27-30, 32-39, 41-50, 52-53, 55-59</td>
<td>16</td>
</tr>
<tr>
<td>Sports Reporter</td>
<td>1, 3, 6-7, 9-12, 15, 17, 22, 25-29, 32-39, 41-50, 52-53, 55-59</td>
<td>36</td>
</tr>
<tr>
<td>Sports Reporter</td>
<td>1, 3, 6-7, 9-12, 15, 17, 22, 25-29, 32-39, 41-50, 52-53, 55-59</td>
<td>26</td>
</tr>
<tr>
<td>Producer, News</td>
<td>1-3, 6-7, 9-12, 15, 17, 22, 25, 27-29, 32-39, 41-50, 52-53, 55-59</td>
<td>2</td>
</tr>
<tr>
<td>Director of Sales</td>
<td>1-3, 6-7, 9-12, 15, 17, 20, 22, 24-25, 27-29, 32-50, 52-53, 55-59</td>
<td>20</td>
</tr>
<tr>
<td>Photographer/Director</td>
<td>1, 3, 6-7, 9-12, 15, 17, 22-23, 25, 27-29, 32-39, 41-50, 52-53, 55-59</td>
<td>23</td>
</tr>
<tr>
<td>Photographer/Director</td>
<td>1, 3, 6-7, 9-12, 15, 17, 22, 25, 27-29, 32-39, 41-50, 52-53, 55-59</td>
<td>36</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         | Abenaki Self Help Association  
100 Grand Avenue  
Swanton, Vermont 5488  
Phone : 802-868-2559  
Email : abenakiselphelp@comcast.net  
MS Jacobs | N | 0 |
| 2         | Advertisement-Print  | N | 3 |
| 3         | ALANA at UVM  
633 Main Street  
Burlington, Vermont 5404  
Phone : 802-656-7882  
Tatiana Martinez  
Manual Posting | N | 0 |
| 4         | Boston College Broadcasting Department  
140 Commonwealth Avenue  
Chestnus Hill, Massachusetts 2467  
Phone : 617-552-4280  
Email : leslie.douglas1@bc.edu  
Leslie Douglas | N | 0 |
| 5         | Boston University  
One Silber Way  
Boston, Massachusetts 2215  
Phone : 617-353-4978  
Email : jkilar@bu.edu  
Jonathan Klarfeld | N | 0 |
| 6         | Burlington Free Press  
100 Bank Street Suite 700  
Burlington, Vermont 5401  
Phone : 802-658-3321  
Url : http://www.burlingtonfreepress.com  
Greg Zelinski  
Manual Posting | N | 0 |
| 7         | Careerbuilder.com  
100 Bank Street Suite 700  
Burlington, Vermont 5401  
Phone : 802-658-3321  
Url : http://www.careerbuilder.com  
Greg Zelinski  
Manual Posting | N | 0 |
II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
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<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification?</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 8         | Castleton State University  
86 Seminary Street  
Castleton, Vermont 5735  
Phone: 802-468-1267  
Email: robert.gershon@castle.edu  
Robert Gershon | N                                               | 1                                          |
| 9         | Champlain College  
163 S. Willard Street  
Burlington, Vermont 5402  
Phone: 802-651-5991  
Email: careerservices@champlain.edu  
Pat Boera | N                                               | 0                                          |
| 10        | Champlain Community Services  
512 Troy Avenue  
Colchester, Vermont 5446  
Phone: 802-655-0511  
Email: kciechanowicz@ccs-vt.org  
Career Service | N                                               | 0                                          |
| 11        | Connecticut Broadcasters Association  
90 S. Park Street  
Willimantic, Connecticut 6226  
Phone: 860-305-2038  
Email: mryan@ctba.org  
Michael Ryan | N                                               | 0                                          |
| 12        | Craigslist  
1381 9th Avenue  
San Francisco, California 94122  
Phone: 415-566-6394  
Url: https://vermont.craigslist.org  
Jim Buckmaster  
Manual Posting | N                                               | 0                                          |
| 13        | Educational Institution  
Elon University  
100 Campus Drive  
Elon, North Carolina 27244  
Phone: 336-278-2000  
Email: rlandesberg@elson.edu  
Richard Landesberg | N                                               | 1                                          |
| 14        |                                                      | 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>
| 15        | Emerson University  
           120 Boylston Street  
           Boston, Massachusetts 2116  
           Phone: 617-824-8500  
           Career Service  
           Manual Posting | N | 0 |
| 16        | Employee Referral | N | 3 |
| 17        | Howard Center  
           208 Flynn Avenue, Suite 3J  
           Burlington, Vermont 5401  
           Phone: 802-488-6000  
           Email: jobs@howardcenter.org  
           Career Service | N | 0 |
| 18        | Indeed.com  
           177 Broad Street 6th Floor  
           Stamford, Connecticut 6901  
           Phone: 203-328-2691  
           Url: http://www.indeed.com  
           Paul Forster  
           Manual Posting | N | 0 |
| 19        | Indeed.com | N | 10 |
| 20        | Internal Promotion | N | 4 |
| 21        | Intracompany Transfer | N | 2 |
| 22        | Ithaca College  
           953 Danby Road  
           Ithaca, New York 14850  
           Phone: 607-274-3011  
           Email: jrada@ithaca.edu  
           James Rada | N | 0 |
| 23        | Job Fair | N | 5 |
| 24        | Job/Bulletin Board | N | 3 |
| 25        | Jobs in Vermont.com  
           PO Box 604  
           Westbrook, Maine 4098  
           Phone: 877-374-1088  
           Url: http://www.jobsinvt.com  
           Job Posting  
           Manual Posting | N | 0 |
| 26        | Linked In | N | 2 |
## 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>
| 27        | Lyndon State College  
1001 College Rd  
Lyndonville, Vermont 5851  
Phone : 802-626-6228  
Email : meaghan.meachem@lsc.vsc.edu  
Meaghan Meachem | N | 2 |
| 28        | Massachusetts Broadcasters Association  
43 Riverside Avenue  
Medford, Massachusetts 2155  
Phone : 800-471-1875  
Job Posting  
Manual Posting | N | 0 |
| 29        | MediaReruiter.com  
9457 S. University Blvd Suite 303  
Highlands Ranch, Colorado 80126  
Phone : 303-400-5150  
Art Scott  
Manual Posting | N | 0 |
| 30        | Mississippi State University  
Lee Boulevard  
Starkville, Mississippi 39762  
Phone : 662-325-2323  
Email : mike.brown@msstate.edu  
Mike Brown | N | 0 |
| 31        | mychamplainvalley.com - station website  
298 Mountain View Drive  
Colchester, Vermont 05446  
Phone : 802-660-9333  
Email : dager@mychamplainvalley.com  
Donnie Ager | N | 0 |
| 32        | National Press Photographers Association  
120 Hooper Street  
Athens, Georgia 30602  
Phone : 706-542-2506  
Url : http://www.nppa.org  
Akili Ramsess  
Manual Posting | N | 0 |
| 33        | New Hampshire Association of Broadcasters  
P.O. Box 5578  
Manchester, New Hampshire 3108  
Phone : 603-232-0277  
Tracy Caruso  
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>
| 34        | New York State Broadcasters Association  
1805 Western Avenue  
Albany, New York 12203  
Phone: 518-456-8888  
Sandy Messineo  
Manual Posting | N | 0 |
| 35        | Newscheck  
24 Lancaster Avenue # 205  
Ardmore, Pennsylvania 19003  
Phone: 516-674-4914  
Patty Hersh  
Manual Posting | N | 0 |
| 36        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N | 16 |
| 37        | Oklahoma University  
1000 Asp Avenue Room 127  
Norman, Oklahoma 73019  
Phone: 405-625-6561  
Email: weather@ou.edu  
Career Service | N | 0 |
| 38        | On-air television spots  
298 Mountain View Drive  
Colchester, Vermont 5446  
Phone: 802-660-9333  
Email: abrumbaugh@mychamplainvalley.com  
Andy Brumbaugh | N | 0 |
| 39        | Penn State Meteorology Dept.  
502 Walker Building  
University Park, Pennsylvania 16802  
Phone: 814-865-4700  
Career Service  
Manual Posting | N | 0 |
| 40        | Professional/Industry Trade Organization | N | 2 |
## 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>41</td>
<td>Regionalhelpwanted.com 11 Abrams Road</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Central Valley, New York 10917 Phone: 800-365-8630 Dale Mulder Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>42</td>
<td>Rick Gevers &amp; Associates 355 E Ohio Street #303 Indianapolis, Indiana 46204 Phone: 317-635-7912 Rick Gevers Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>43</td>
<td>SBE Job online 9102 N. Meridian St # 150 Indianapolis, Indiana 46260 Phone: 317-846-9000 Url: <a href="http://www.sbe.org">http://www.sbe.org</a> Job Posting Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>44</td>
<td>Seven Days 255 So. Champlain Street Suite 5 Burlington, Vermont 5401 Phone: 802-865-1020 Michelle Brown Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>45</td>
<td>Spots n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone: 888-884-2630 Job Posting Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>46</td>
<td>St. Michael's College One Winooski Park Colchester, Vermont 5439 Phone: 802-654-2000 Email: <a href="mailto:ipeterson@smcvt.edu">ipeterson@smcvt.edu</a> Ingrid Peterson</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>47</td>
<td>SUNY Plattsburgh 101 Broad Street Plattsburgh, New York 12901 Phone: 518-564-5075 Tobi Hay Manual Posting</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>
| 48        | Syracuse University  
900 South Crouse Avenue  
Syracuse, New York 13244  
Phone : 315-443-1913  
Email : belichti@syr.edu  
Bridget Lichtinger | N | 0 |
| 49        | Tvjradiojobs.com  
PO Box 7049  
Charlottesville, Virginia 22906  
Phone : 804-990-1289  
Url : http://www.tvjradiojobs.com  
Mike Patrick  
Manual Posting | N | 0 |
| 50        | TVJobs.com  
PO Box 4118  
Oceanside, California 92052  
Phone : 800-374-0119  
Job Posting  
Manual Posting | N | 0 |
| 51        | Twitter | N | 1 |
| 52        | University of Massachusetts  
181 Presidents Dr 243 Whitemore Bldg  
Amherst, Massachusetts 1003  
Phone : 413-545-2224  
Email : sjefferson@admin.umass.edu  
Sharon Jefferson | N | 0 |
| 53        | University of Vermont  
85 S. Prospect St  
Burlington, Vermont 5405  
Phone : 802-656-3450  
Url : http://www.uvm.edu/career  
Jill Hoppenjans  
Manual Posting | N | 0 |
| 54        | VABIR  
75 Talcott Rd # 70  
Williston, Vermont 5495  
Phone : 802-288-9697  
Email : jthurnauer@vabir.org  
Jill Thurnauer | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

<table>
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<tr>
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<th>RS Information</th>
<th>Source Entitled to Vacancy Notification?</th>
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</tr>
</thead>
</table>
| 55        | Vermont Association of Broadcasters  
500A Dalton Drive  
Colchester, Vermont 5446  
Phone: 802-655-5764  
Email: vab@vab.org  
Jim Condon | N | 1 |
| 56        | Vermont Department of Labor  
5 Green Mountain Drive  
Montpelier, Vermont 5601  
Phone: 802-652-0368  
Url: http://www.vermontjoblink.com  
Ann Carnell  
Manual Posting | N | 0 |
| 57        | Vermont Job Network  
1123 N. Water Stree Suite 400  
Milwaukee, Wisconsin 53202  
Phone: 414-278-0700  
Job Posting  
Manual Posting | N | 0 |
| 58        | Vermont Works for Women  
32A Malletts Bay Avenue  
Winooski, Vermont 5404  
Phone: 802-655-8900  
Email: info@vtworksforwomen.org  
Rachel Jolly | N | 0 |
| 59        | www.mediagignow.com  
717 Green Valley Road Suite 200  
Greensboro, North Carolina 27408  
Phone: 336-553-0620  
Url: http://www.mediagignow.com  
Email: customerservice@mediagignow.com  
MediaGigNow.com | N | 0 |

TOTAL INTERVIEWS OVER REPORTING PERIOD: 56
### 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>3/26/2018</td>
<td>Participation in Job Fairs</td>
<td>The station participated in the Champlain College Spring 2018 Career Fair. Station personnel were able to meet with students, and discuss vacancies at the station, and in the broadcasting industry.</td>
<td>2</td>
<td>HR Coordinator Local Sales Manager</td>
</tr>
<tr>
<td>3/28/2018</td>
<td>Participation in Job Fairs</td>
<td>The station participated in the SUNY Plattsburgh 2018 Now to Next Career Fair. Station personnel were able to meet with students and discuss vacancies at the station, and in the broadcasting industry.</td>
<td>2</td>
<td>HR Coordinator Creative Services Director</td>
</tr>
<tr>
<td>4/3/2018</td>
<td>Participation in Job Fairs</td>
<td>The station participated in the Lyndon State College annual job fair. Station personnel were able to meet with students, and discuss vacancies at the stations, and in the broadcasting industry</td>
<td>2</td>
<td>HR Coordinator News Anchor</td>
</tr>
<tr>
<td>10/15/2018</td>
<td>Participation in Job Fairs</td>
<td>The Station participated in the Fall Career Fair at Champlain College. Station personnel were able to meet with students, and discuss vacancies at the station, and in the broadcasting industry.</td>
<td>2</td>
<td>HR Coordinator Local Sales Manager</td>
</tr>
</tbody>
</table>