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 Hire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Producer</td>
<td>1, 3, 7-13, 16, 22-23, 25, 27, 33, 39-40, 42, 44, 47-49, 59-62, 66</td>
<td>60</td>
</tr>
<tr>
<td>Account Executive</td>
<td>7-8, 10-13, 16, 22, 25, 27-28, 39, 42-44, 47-49, 61, 66</td>
<td>27</td>
</tr>
<tr>
<td>National Sales Manager</td>
<td>1, 7-8, 10-13, 16, 21-22, 25, 28, 36, 39, 42-45, 47-49, 56, 61, 66</td>
<td>21</td>
</tr>
<tr>
<td>Broadcast Engineer/IT Specialist</td>
<td>4, 7-8, 10-13, 16, 22, 24-25, 28, 36, 39, 42-44, 47-51, 61, 66</td>
<td>28</td>
</tr>
<tr>
<td>Digital News Producer</td>
<td>7-8, 10-13, 15-16, 21-22, 24-25, 28, 36, 39, 42-44, 47-51, 61, 66</td>
<td>28</td>
</tr>
<tr>
<td>Executive Producer</td>
<td>7-8, 10-13, 16, 21-22, 24-25, 32, 36, 39, 42-44, 47-51, 61, 66</td>
<td>32</td>
</tr>
<tr>
<td>Sports Anchor</td>
<td>7-8, 10-13, 16, 21-22, 24-25, 39, 42-44, 47-51, 61, 66</td>
<td>21</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         | America's Job Center of California  
1111 Bay Blvd Suite E  
Chula Vista, California 91911  
Phone: 619 628-0341  
Fax: 1-619-424-2218  
Enemias Rocha | N | 0 |
| 2         | Asian American Journalists Association  
1182 Market St suite 320  
San Francisco, California 94102  
Phone: 415 346-2051  
Email: post@aaja.org  
Albert Lee | N | 0 |
| 3         | Bakersfield College Job Placement  
1801 Panorama Drive  
Bakersfield, California 93305  
Phone: 661-395-4061  
Email: rugutier@bakersfieldcollege.edu  
Rudy Gutierrez | N | 0 |
| 4         | Black Journalists Association of Southern California  
PO Box 75129  
Los Angeles, California 90075  
Email: info@nabjcareers.org  
Career Center | N | 0 |
| 5         | Calif. State University Fresno  
School of Mass Communications and Journalism 2225 E. San Ramon Ave.  
Fresno, California 93740  
Phone: 559-287-5078  
Don Priest | N | 0 |
| 6         | Calif. State University-East Bay, Dept of Communications  
25800 Carlos Bee Blvd.  
Hayward, California 94542  
Phone: 510-885-3292  
Email: dsawka@csueastbay.edu  
Dana Sawka | N | 0 |
| 7         | California Broadcasters Assoc.  
915 "L" Street Suite #1150  
Sacramento, California 95814  
Phone: 916-444-2237  
Url: http://www.yourcba.com  
Joe Berry  
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>
<tbody>
<tr>
<td>8</td>
<td>California Chicano News Media Assn 3800 Figueroa St Los Angeles, California 90037 Phone: 213 743-4960 Email: <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a> Julio Moran</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>9</td>
<td>California Indian Manpower Consortium 4153 Northgate Blvd. Sacramento, California 95832 Phone: 916-920-0285 Fax: 1-916-564-2345 Taralyn I</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>10</td>
<td>California State University Northridge 11811 Nordhoff St Northridge, California 91330 Phone: 818 677-3135 Email: <a href="mailto:ann.morey@csun.edu">ann.morey@csun.edu</a> Ann Morey</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>11</td>
<td>California State University of Fullerton 800 N. State College Blvd Fullerton, California 92831 Email: <a href="mailto:careercenter@fullerton.edu">careercenter@fullerton.edu</a> Job Postings</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>12</td>
<td>California State University of Long Beach 1250 Bellflower Blvd Long Beach, California 90840 Email: <a href="mailto:jf@careers.csulb.edu">jf@careers.csulb.edu</a> Job Postings</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>13</td>
<td>California State University of Northridge 18111 Nordhoff St Northridge, California 91330 Phone: 818 677-3135 Email: <a href="mailto:linda.s.bowen@csun.edu">linda.s.bowen@csun.edu</a> Linda Bowen</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>14</td>
<td>Caljobs (duplicate American job center) PO Box 826880 Sacramento, California 94280 Url: <a href="http://www.caljobs.ca.gov">http://www.caljobs.ca.gov</a> Email: <a href="mailto:enemias.rocha@edd.ca.gov">enemias.rocha@edd.ca.gov</a> Job Postings</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>15</td>
<td>CareerBuilder.com</td>
<td>N</td>
<td>1</td>
</tr>
</tbody>
</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>
| 16        | Chapman University  
One University Drive  
Orange, California 92866  
Phone : 714 997-6942  
Email : careers@lmu.edu  
Aaron Perez | N | 0 |
| 17        | Chinese Community Services Center  
915 T Street  
Sacramento, California 95831  
Phone : 916-442-1089  
Kevin Thai | N | 0 |
| 18        | Cuyanaca College  
900 Rancho San Diego Parkway  
El Cajon, California 92101  
Phone : 619 660-4436  
Email : Cindy.Morrin@gcccd.edu  
Cindy Morrin | N | 0 |
| 19        | Department of Employment & Social Service  
25 N. Cottonwood  
Woodland, California 95695  
Phone : 530-661-2900  
Employment Center | N | 0 |
| 20        | Electronic Media Magazine  
6500 Wilshire Blvd. Suite 2300  
Los Angeles, California 90048  
Phone : 323-370-2415  
Email : echasko@crain.com  
Eric Chasko | N | 0 |
| 21        | Employee Referral | N | 24 |
| 22        | Entertainmentcareers.net  
2118 Wilshire Blvd #401  
Santa Monica, California 90403  
Url : http://www.entertainmentcareers.net  
Job Postings  
Manual Posting | N | 0 |
| 23        | Fresno County Economic Opportunity Commission  
1900 Mariposa Mall #303  
Fresno, California 93727  
Phone : 559-263-1116  
Email : frank.francio@fresnoeoc.org  
Frank Franco | 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>
| 24        | Graeme Newell  
1011 Lyndhurst Falls Lane  
Knightdale, North Carolina 27545  
Url: http://www.602communications.com  
Email: slizik@602communications.com  
Sandy Lizik | N | 0 |
| 25        | Imagen Foundation  
18034 Ventura Blvd #261  
Encino, California 91316  
Phone: 626 376-9751  
Email: jobs@imagen.org  
Helen Hernandez | N | 0 |
| 26        | In Alliance  
6950 21st Avenue  
Sacramento, California 95820  
Phone: 916-381-1300  
Url: www.inallianceinc.com  
Email: info@inalliance.com  
Fax: 1-916-381-9026  
Job Developer | N | 0 |
| 27        | Indeed  
7501 N. Capital of Texas Hwy Bldg B  
Austin, Texas 78731  
Phone: 203-564-2418  
Url: http://www.indeed.com  
Online Posting | N | 15 |
| 28        | Indeed.com | N | 6 |
| 29        | Institute For Career Development  
1080 N.7th Street  
San Jose, California 95112-4425  
Phone: 408-998-5787 X218  
Gina Pichinino | N | 0 |
| 30        | Internal Candidate | N | 2 |
| 31        | Internal Hire | N | 1 |
| 32        | Internal Promotion | N | 1 |
| 33        | Japanese Cultural/Community Center  
1840 Sutter Street  
San Francisco, California 94115  
Phone: 415-567-5505  
Email: mfletcher@jccenc.org  
Marjorie Fletcher | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<tr>
<th>RS Number</th>
<th>RS Information</th>
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</tr>
</thead>
<tbody>
<tr>
<td>34</td>
<td>Kern County Hispanic Chamber of Commerce 1401 19th Street Suite 110 Bakersfield, California 93301 Phone: 661-633-5495 Lou Gomez</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>35</td>
<td>La Familia Counseling Center 5523 34th Street Sacramento, California 95820 Phone: 916-227-2584 Email: <a href="mailto:jrpeters@delpaso.seta.net">jrpeters@delpaso.seta.net</a> Fax: 1-916-452-7628 Jennifer Peterson</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>36</td>
<td>Linked In</td>
<td>N</td>
<td>10</td>
</tr>
<tr>
<td>37</td>
<td>Loyola Marymount University One LMU Drive Suite 1300 Los Angeles, California 90045 Phone: 310 338-2871 Email: <a href="mailto:sean.cain@lmu.du">sean.cain@lmu.du</a> Maureen Beck</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>38</td>
<td>Marynard Institute of Journalism 409 13th Street 9th Floor Oakland, California 94612 Phone: 510-891-9202 Amanda Elliot</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>39</td>
<td>Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone: 706-364-7564 Url: <a href="http://www.medialine.com">http://www.medialine.com</a> Email: <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Rich Shilstone</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>40</td>
<td>Mexican American Opportunity Foundation 2001 28th Street Bakersfield, California 93301 Phone: 661-861-2800 Email: <a href="mailto:mlaris@co.kern.ca.us">mlaris@co.kern.ca.us</a> Fax: 1-661-336-6861 Mauro Laris</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>41</td>
<td>Micro Computer Education Center 2002 N. Gateway Blvd. Fresno, California 93727 Phone: 559-456-0623 Rick Trevino</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
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</tr>
</thead>
<tbody>
<tr>
<td>42</td>
<td>National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : <a href="mailto:lojelks@aol.com">lojelks@aol.com</a> Lo Jelks</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>43</td>
<td>Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>44</td>
<td>Palomar College 1140 West Mission Road San Marcos, California 92069 Url : <a href="http://www.palomar.edu/counseling/careercenter/">http://www.palomar.edu/counseling/careercenter/</a> Email : <a href="mailto:ppierce@palomar.edu">ppierce@palomar.edu</a> Pippa Pierce</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>45</td>
<td>Professional/Industry Trade Organization</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>46</td>
<td>San Diego County Office of Education 6401 Linda Vist Rd Room 408 San Diego, California 92111 Phone : 858 571-7243 Url : <a href="http://www.sdcoc.net">http://www.sdcoc.net</a> Email : <a href="mailto:smiyasaki@sdcoc.net">smiyasaki@sdcoc.net</a> Suzanne Miyasaki</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>47</td>
<td>San Diego Mesa College 7250 Mesa College Dr San Diego, California 92111 Phone : 619 388-2777 Url : <a href="http://www.sdmesa.edu/career-center">http://www.sdmesa.edu/career-center</a> Email : <a href="mailto:mesacareer@sdcdd.edu">mesacareer@sdcdd.edu</a> Job Postings</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>48</td>
<td>San Diego State University 5500 Campanile Drive San Diego, California 92182 Phone : 619 594-6851 Url : <a href="http://www.career.sdsu.edu">http://www.career.sdsu.edu</a> Email : <a href="mailto:pnieves@mail.sdsu.edu">pnieves@mail.sdsu.edu</a> Fax : 1-619-594-2650 Patricia Nieves</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
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</tr>
</thead>
</table>
| 49        | San Diego State University/Journalism & Media Studies Department  
5500 Campanile Dr  
San Diego, California 92182  
Phone: 619 855-4140  
Email: critter@sdsu.edu  
Christie Ritter | N | 0 |
| 50        | San Diego Workforce  
San Diego Career Center  
San Diego, California  
Phone: 619 266-4208  
Email: RaafatAlaraji@workforce.org  
Raafat Alaraji | N | 0 |
| 51        | San Diego Workforce Partnership  
3910 University Avenue Suite 400  
San Diego, California 92105  
Phone: 619-228-2900  
Url: http://www.workforce.org  
Email: business@workforce.org  
Job Postings | N | 0 |
| 52        | San Francisco Chamber of Commerce  
235 Montgomery 12th Floor  
San Francisco, California 94104  
Phone: 415-433-3565  
Janet Beach | N | 0 |
| 53        | San Francisco Vocational Services  
814 Mission Street #600  
San Francisco, California 94103-3018  
Phone: 415-512-9500  
Susan Pender | N | 0 |
| 54        | State of Calif. Employment Development Department  
24100 Amador Street 3rd Floor  
Hayward, California 94544  
Phone: 510-670-5728  
Oscar Amador | N | 0 |
1205 W. 18th Street  
Merced, California 95340  
Phone: 209-726-5426  
Jim Eber | N | 0 |
| 56        | Station's Facebook Page | N | 1 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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</tr>
</thead>
</table>
| 57        | The Art Institute of CA (school closed)  
7650 Mission Valley Rd 
San Diego, California 92108  
Phone: 858-598-1431  
Url: http://new.artinstitutes.edu/san-diego  
Email: adowsing@aii.edu  
Fax: 1-858-598-1550 
Annette Dowsing | N | 0 |
| 58        | The Women's Foundation  
340 Pine Street Suite 302 
San Francisco, California 94104  
Phone: 415-837-1113 
Debi Black | N | 0 |
| 59        | Tribune - Intranet/Career  
435 N Michigan Ave 
Chicago, Illinois 60611  
Phone: 214-252-3485  
Url: http://www.tribunemediacareers.com 
Online Posting | N | 3 |
| 60        | TribuneMediaCareers.com  
435 N. Michigan Ave 
Chicago, Illinois 60611  
Url: http://www.tribunemediacareers.com 
Online Posting | N | 11 |
| 61        | Tvjobs  
PO Box 4116 
Oceanside, California 92052  
Phone: 800-374-0119  
Url: http://www.tvjobs.com 
Email: jobs@tvjobs.com 
Job Postings | N | 0 |
| 62        | University of Pacific  
3601 Pacific Avenue 
Stockton, California 95211  
Phone: 209-946-2361 
Email: jcarvana@pacific.edu  
Fax: 1-209-946-2760 
Career/Internship Programmer | N | 0 |
| 63        | Veterans Employment/Training Services  
71 Stevenson #705 
San Francisco, California 94105  
Phone: 415-975-4700 
Nelia | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<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>
| 64        | Women Escaping a Violent Environment
P.O. Box 161389
Sacramento, California 95816
Phone: 916-448-2321
Email: weave@weaveinc.org
Nicolette Bautista | N                                                   | 0                                                   |
| 65        | Women's Civic Improvement Club
3555 3rd Avenue
Sacramento, California 95817
Phone: 916-457-8661
Email: wcicinc@sbcglobal.net
Charles Coger | N                                                   | 0                                                   |
| 66        | 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:** 77
## 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</td>
<td>Listing of each upper-level category opening in a job bank or newsletter</td>
<td>1</td>
<td>General Manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td>The Station regularly disseminates job vacancy notices, including upper-level positions, to the California Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>8/7/2019 Participation in Job Fairs</td>
<td>The Station participated at the Black Journalist (NABJ). Spoke with over 150 journalists, media executives, public relations professionals, and students who expressed a strong interest in career opportunities at Tribune. Candidates were asked to deliver a pitch/presentation or submit reels for review as interviewers provided candidates with critiques.</td>
<td>2</td>
<td>HR Manager Talent Acquisition Manager</td>
</tr>
<tr>
<td>3</td>
<td>9/1/2019 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 two (2) interns, from Point Loma Nazarene University and San Diego State University, during 2019 Fall Semester.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>4</td>
<td>7/8/2020 Provision of training to management</td>
<td>The Station 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>2</td>
<td>General Manager All hiring managers</td>
</tr>
</tbody>
</table>