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 Hriee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Sales Manager</td>
<td>1, 3-4, 8-14, 16-22</td>
<td>8</td>
</tr>
<tr>
<td>Sports Director</td>
<td>1, 3-4, 8-14, 16-22</td>
<td>8</td>
</tr>
<tr>
<td>Digital Reporter</td>
<td>1, 3-4, 8-14, 16-22</td>
<td>17</td>
</tr>
<tr>
<td>Digital Reporter</td>
<td>1, 3-4, 8-14, 16-22</td>
<td>8</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>1, 3-4, 8-14, 16-22</td>
<td>8</td>
</tr>
<tr>
<td>Sports Anchor/Reporter</td>
<td>1, 3-4, 8-14, 16-22</td>
<td>17</td>
</tr>
<tr>
<td>Marketing Strategist</td>
<td>1, 3-6, 8-22</td>
<td>6</td>
</tr>
<tr>
<td>Integrated Digital Specialist</td>
<td>1, 3-5, 8-14, 16-22</td>
<td>17</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1, 3-4, 8-14, 16-22</td>
<td>14</td>
</tr>
<tr>
<td>Marketing Strategist</td>
<td>1, 3-4, 8-14, 16-22</td>
<td>17</td>
</tr>
<tr>
<td>Creative Service Photographer/Producer</td>
<td>1, 3-4, 8-14, 16-22</td>
<td>17</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1, 3-4, 8-14, 16-22</td>
<td>17</td>
</tr>
<tr>
<td>Creative Services Photographer/Producer</td>
<td>1, 3-4, 8-14, 16-22</td>
<td>8</td>
</tr>
<tr>
<td>Technical Media Operator-Master Control</td>
<td>1, 3-4, 8-14, 16-22</td>
<td>17</td>
</tr>
<tr>
<td>Morning News Anchor/Reporter</td>
<td>1, 3-4, 8-14, 16-22</td>
<td>8</td>
</tr>
<tr>
<td>Marketing Strategist</td>
<td>1-5, 8-22</td>
<td>5</td>
</tr>
<tr>
<td>Technical Media Operator-Master Control</td>
<td>1-5, 8-14, 16-22</td>
<td>2</td>
</tr>
<tr>
<td>Digital Media Strategist</td>
<td>1-4, 8-22</td>
<td>15</td>
</tr>
<tr>
<td>Morning News Reporter</td>
<td>1, 3-4, 8-14, 16-22</td>
<td>8</td>
</tr>
<tr>
<td>Photographer</td>
<td>1, 3-4, 6, 8-14, 16-22</td>
<td>6</td>
</tr>
<tr>
<td>Technical Media Operator-Master Control</td>
<td>1-5, 8-14, 16-22</td>
<td>2</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1, 3-5, 8-14, 16-22</td>
<td>5</td>
</tr>
<tr>
<td>Digital MMJ/Reporter</td>
<td>1, 3-4, 6, 8-14, 16-22</td>
<td>6</td>
</tr>
<tr>
<td>HR Business Administration</td>
<td>1-5, 7-22</td>
<td>5</td>
</tr>
</tbody>
</table>

Nexstar did not actively distribute job vacancy notices to Indeed.com and Linked In. However, said sources reposted some but not all of the Station’s www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.
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         | Broadcast Education Association  
1771 N Street, NW  
Washington, District of Columbia 20036-2891  
Phone: (202) 602-0584  
Url: http://www.beaweb.org/wp/  
Heather Birks  
Manual Posting | N | 0 |
| 2         | Employee Referral                                                               | N | 6 |
| 3         | GetGrads.com (South Dakota Association of College Career Centers)  
P O Box388  
Wall, South Dakota 57790  
Phone: 605-279-2654  
Url: http://getgrads.com/post.htm  
Mary Williams  
Manual Posting | N | 0 |
| 4         | Handshake  
Online  
Sioux Falls, South Dakota 57104  
Url: joinhandshake.com  
Post Online  
Manual Posting | N | 0 |
| 5         | Indeed.com                                                                     | N | 15 |
| 6         | Internal Promotion                                                             | N | 3 |
| 7         | Intracompany Transfer                                                           | N | 1 |
| 8         | KELO-TV Internal Posting  
501 S. Phillips Ave  
Sioux Falls, South Dakota 57104  
Phone: 605-336-1100  
Lisa Blankers  
Manual Posting | N | 9 |
| 9         | KELO-TV iPad App  
501 S. Phillips Ave  
Sioux Falls, South Dakota 57104  
Phone: 605-336-1100  
Lisa Blankers  
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>
| 10        | KELO-TV Mobile App  
501 S. Phillips Ave  
Sioux Falls, South Dakota 57104  
Phone: 605-336-1100  
Lisa Blankers  
Manual Posting | N | 0 |
| 11        | KELO-TV on-air  
501 S. Phillips Ave  
Sioux Falls, South Dakota 57104  
Phone: 605-336-1100  
Lisa Blankers  
Manual Posting | N | 0 |
| 12        | KELOLAND Facebook  
501 S. Phillips Ave  
Sioux Falls, South Dakota 57104  
Phone: 605-336-1100  
Lisa Blankers  
Manual Posting | N | 0 |
| 13        | KELOLAND Twitter  
501 S. Phillips Ave  
Sioux Falls, South Dakota 57104  
Phone: 605-336-1100  
Lisa Blankers  
Manual Posting | N | 0 |
| 14        | KELOLAND.com Employment  
501 S. Phillips Ave  
Sioux Falls, South Dakota 57104  
Phone: 605-357-5526  
Url: http://www.kelolandemployment.com/  
Jeff Turner  
Manual Posting | N | 3 |
| 15        | Linked In | N | 6 |
| 16        | Medialine  
1209 Wood Valley Rd  
Augusta, Georgia 30909  
Phone: 800-237-8073  
Email: medialine@medialine.com  
Rich Everitt | 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>
| 17        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N                                                  | 28                                                  |
| 18        | SD Department of Labor  
700 Governors Drive  
Pierre, South Dakota  
Phone: 605-773-3101  
Url: http://www.sdjobs.org/  
Marcia Hultman  
Manual Posting | N                                                  | 0                                                   |
| 19        | South Dakota Broadcasters Association  
106 W Capitol Ave # 7  
Pierre, South Dakota 57501  
Phone: 605-224-1034  
Email: marla@willardandassociates.com  
Marla Willard | N                                                  | 0                                                   |
| 20        | South Dakota Department of Veterans Affairs  
425 E. Capitol Avenue  
Pierre, South Dakota 57501  
Phone: 605-773-3269  
Url: http://vetaffairs.sd.gov/  
Email: Audry.Ricketts@state.sd.us  
Audry Ricketts | N                                                  | 0                                                   |
| 21        | TVJobs.com  
P O Box 4116  
Oceanside, California 92052  
Phone: 760-754-8177  
Email: jobs@tvjobs.com  
Mark C. Holloway | N                                                  | 0                                                   |
| 22        | 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:** 71
## 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>Establishment of an intern program designed to assist members of the community</td>
<td>2</td>
<td>General Manager</td>
</tr>
<tr>
<td></td>
<td></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 station had 2 interns, both in the summer semester. One is going to Augustana University and the other South Dakota State University.</td>
<td></td>
<td>News Director</td>
</tr>
<tr>
<td>2</td>
<td>5/4/2021</td>
<td>Hosting of Job Fair</td>
<td>3</td>
<td>General Manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td>The SEU hosted a job fair. The Keloland Career Expo was held in Rapid City, SD at the Rushmore Mall. The Station provided financial, administrative, and advertising efforts. The station paid for promotional material, promoted, and helped organize the fair. Hiring managers met with individuals.</td>
<td></td>
<td>HR News Director</td>
</tr>
<tr>
<td>3</td>
<td>11/9/2021</td>
<td>Provision of training to management</td>
<td>9</td>
<td>GM</td>
</tr>
<tr>
<td></td>
<td></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></td>
<td>HR News Director</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Production Manager</td>
</tr>
</tbody>
</table>