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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 Hilee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account Executive</td>
<td>2-3, 6-10, 12, 14-15, 17, 21-22, 24, 26-28, 30-39, 41, 43, 45</td>
<td>35</td>
</tr>
<tr>
<td>Creative Service Director</td>
<td>2, 6-9, 14-17, 22, 24-28, 30-34, 36-37, 39, 41, 43, 45</td>
<td>14</td>
</tr>
<tr>
<td>Control Room Technician</td>
<td>1-2, 4, 6-9, 11, 14-16, 20, 22-28, 30-34, 36-37, 39-45</td>
<td>25</td>
</tr>
<tr>
<td>Newscast Producer</td>
<td>1-2, 4, 6-9, 11, 14, 16-17, 20, 22-28, 30-34, 36-37, 39-45</td>
<td>17</td>
</tr>
<tr>
<td>News Promotion Producer</td>
<td>1-2, 4, 6-9, 11, 16-17, 20, 22-24, 26-28, 30-34, 36-37, 39-45</td>
<td>17</td>
</tr>
<tr>
<td>Multi Media Journalist</td>
<td>1-2, 4, 6-9, 11, 13-14, 16-17, 20, 22-28, 30-34, 36-37, 39-45</td>
<td>14</td>
</tr>
<tr>
<td>Editor</td>
<td>1-2, 4, 6-9, 11, 14, 16-18, 20, 22-24, 26-28, 30-34, 36-37, 39-45</td>
<td>18</td>
</tr>
<tr>
<td>Newscast Producer</td>
<td>1-2, 4, 6-9, 11, 14, 16-17, 20, 22-24, 26-28, 30-34, 36-37, 39-45</td>
<td>17</td>
</tr>
<tr>
<td>Newscast Producer</td>
<td>1-2, 4, 6-9, 11, 16-17, 20, 22-28, 30-34, 36-37, 39-45</td>
<td>25</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-2, 4, 6-9, 11, 14, 16-17, 20, 22-24, 26-27, 30, 32-34, 36-37, 39-45</td>
<td>14</td>
</tr>
<tr>
<td>Lifestyle Producer</td>
<td>1-2, 4-9, 11, 14, 16, 20, 22-24, 26-27, 30, 32-34, 36-37, 39-45</td>
<td>14</td>
</tr>
<tr>
<td>Digital Content Producer</td>
<td>1-2, 4, 6-9, 11, 16, 20, 22-27, 30, 32-34, 36-37, 39-45</td>
<td>25</td>
</tr>
<tr>
<td>Multi Media Journalist</td>
<td>1-2, 4, 6-9, 11, 14, 16-17, 20, 22-24, 26-27, 30, 32-34, 36-37, 39-45</td>
<td>17</td>
</tr>
<tr>
<td>Digital Sales Manager</td>
<td>1-2, 4, 6-9, 11, 14, 16-17, 19-20, 22-24, 26-27, 30, 32-34, 36-37, 39-45</td>
<td>33</td>
</tr>
</tbody>
</table>

Added Sources on 10.01.2021: RS#1 Bates College, RS#4 Buena Vista College, RS#11 DMACC, RS#16 Grandview, RS#20 IA Central College, RS#23 Kansas University, RS#38 UON Iowa, RS#40 Upper Iowa, RS#42 Waldorf University, RS#44 William Penn

Unsubscribed sources by agency: RS#3 Brown College 3.4.21, RS#10 DM Rights 2.12.21, RS#12 Drake University 2.15.21, RS#15 Goodwill 7.26.21, RS#21 IA Division of Latino Affairs 2.12.21, RS#31 National Assoc. Black College 1.4.22

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Linked-In and Monster. However, said sources reposted some but not all of the Station’s www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.
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</tr>
</thead>
<tbody>
<tr>
<td>News Anchor</td>
<td>1-2, 4, 6-9, 11, 14, 16-17, 20, 22-27, 30, 32-34, 36-37, 39-45</td>
<td>14</td>
</tr>
<tr>
<td>Morning Executive Producer</td>
<td>1-2, 4-9, 11, 14, 16-18, 20, 22-24, 26-27, 30, 32-34, 36-37, 39-45</td>
<td>18</td>
</tr>
<tr>
<td>Multi Media Journalist</td>
<td>1-2, 4, 6-9, 11, 14, 16-17, 20, 22-27, 30, 32-34, 36-37, 39-45</td>
<td>14</td>
</tr>
<tr>
<td>Director</td>
<td>1-2, 4, 6-9, 11, 14, 16, 18, 20, 22-27, 30, 32-34, 36-37, 39-45</td>
<td>18</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-2, 4, 6-9, 11, 16-17, 19-20, 22-24, 26-27, 30, 32-34, 36-37, 39-45</td>
<td>19</td>
</tr>
<tr>
<td>Control Room Technician</td>
<td>1-2, 4, 6-9, 11, 14, 20, 22-27, 29-30, 32-34, 36-37, 39-45</td>
<td>29</td>
</tr>
<tr>
<td>Control Room Technician</td>
<td>1-2, 4, 6-9, 11, 14, 16, 20, 22-27, 30, 32-34, 36-37, 39-45</td>
<td>14</td>
</tr>
<tr>
<td>Newscast Producer</td>
<td>1-2, 4, 6-9, 11, 14, 16, 20, 22-27, 30, 32-34, 36-37, 39-45</td>
<td>14</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         | Bates College Broadcast/Production Program  
1101 S Yakima Ave  
Tacoms, Washington 98405  
Phone: 253-680-7761  
Email: rrobinson@batestech.edu  
Roland Robinson | N | 0 |
| 2         | Bradley University  
1501 West Bradley Avenue  
Peoria, Illinois 61625  
Phone: 309-676-7611  
Email: careers@bradley.edu  
Jean Berry | N | 0 |
| 3         | Brown College  
1140 Norland Drive  
Mendota Heights, Minnesota 55120  
Phone: 651-905-3509  
Email: cssupport@careered.com  
Christine Dye | N | 0 |
| 4         | Buena Vista University  
610 W 4th Street  
Storm Lake, Iowa 50588  
Phone: 712-749-2447  
Email: career@bvu.edu  
Mandi Mollring | N | 0 |
| 5         | CareerBuilder.com | N | 2 |
| 6         | Chicago State University  
9501 South King Drive  
Chicago, Illinois 60628  
Phone: 773-995-2019  
Email: hr@csu.edu  
Cheri Sidney | N | 0 |
| 7         | Clark State Community College  
570 East Leffel Lane  
Springfield, Ohio 45505  
Phone: 937-328-6090  
Email: gastm@clarkstate.edu  
Career Services | N | 0 |
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</tr>
</thead>
</table>
| 8         | Clarke College  
1550 Clarke Dr  
Dubuque, Iowa 52001  
Phone: 563-588-6302  
Email: careerservices@clarke.edu  
Career Services | N | 0 |
| 9         | Creative Community Options  
6950 NE 14th Street  
Ankeny, Iowa 50023  
Phone: 515-289-4781  
Email: candeo@candeoiowa.org  
Julie Klocke | N | 0 |
| 10        | Des Moines Rights  
602 Robert D Ray Dr  
Des Moines, Iowa 50309  
Phone: 515-283-4284  
Email: humanrights@dmgov.org  
Vern Ostrander | N | 0 |
| 11        | DMACC  
2006 S. Ankeny Blvd., Bldg# 5  
Ankeny, Iowa 50021  
Phone: 515-964-6215  
Url: https://go.dmacc.edu  
Email: careers@dmacc.edu  
Sara Clayton | N | 0 |
| 12        | Drake University  
2507 University Avenue  
Des Moines, Iowa 50311  
Phone: 515-271-3133  
Email: drakehr@drake.edu  
Human Resources n/a | N | 0 |
| 13        | Educational Institution | N | 1 |
| 14        | Employee Referral | N | 19 |
| 15        | Goodwill Industries  
4900 NE 22nd St  
Des Moines, Iowa 50313  
Phone: 515-265-5323  
Email: kimberlyb@dmgoodwill.org  
Kimberly Bustamante | N | 0 |
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<table>
<thead>
<tr>
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</tr>
</thead>
</table>
| 16        | Grandview College  
1200 Grandview Ave  
Des Moines, Iowa 50316  
Phone: 515-263-2955  
Email: careers@grandview.edu  
Haley Peeler | N | 0 |
| 17        | Indeed.com | N | 37 |
| 18        | Internal Promotion | N | 3 |
| 19        | Intracompany Transfer | N | 2 |
| 20        | Iowa Central College Community College  
One Triton Cr.  
Fort Dodge, Iowa 50501  
Phone: 515-574-1213  
Email: mcneil@iowacentral.edu  
Rusty McNeil | N | 0 |
| 21        | Iowa Division of Latino Affairs  
321 E. 12th Street  
Des Moines, Iowa 50319  
Phone: 515-281-4080  
Email: dhr.latioaffairs@iowa.gov  
Sara Schoneberg | N | 0 |
| 22        | Iowa Workforce  
1000 East Grand Avenue  
Des Moines, Iowa 50309  
Phone: 515-281-5387  
Email: Region11.Web@iwd.iowa.gov  
Iowa Workforce | N | 0 |
| 23        | Kansas University  
1450 JayHawk Blvd  
Lawrence, Kansas 60045  
Phone: 785-864-7672  
Url: http://www.ku.edu  
Email: kucareer@ku.edu  
Ellen Lind | N | 0 |
| 24        | Lincoln University  
820 Chestnut Street PO Box 29  
Jefferson City, Missouri 65102-0029  
Phone: 573-681-5162  
Email: careerservices@lincoln.edu  
Career Counselor | N | 0 |
### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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</tr>
</thead>
<tbody>
<tr>
<td>25</td>
<td>LinkedIn</td>
<td>N</td>
<td>30</td>
</tr>
<tr>
<td>26</td>
<td>Luther College</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>27</td>
<td>Mainstream Living</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>28</td>
<td>Medialine</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>29</td>
<td>Monster</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>30</td>
<td>Morningside College</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>31</td>
<td>National Association of Black College Broadcasters</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>32</td>
<td>Nexstar Broadcasting Inc</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
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<tr>
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</tr>
</thead>
</table>
| 33        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N | 4 |
| 34        | Simpson College  
701 North C St  
Indianola, Iowa 50125  
Phone: 515-961-6251  
Email: careers@simpson.edu  
Career Services | N | 0 |
| 35        | Station's Facebook Page | N | 1 |
| 36        | TVJobs.com  
PO Box 4116  
Oceanside, California 92052  
Phone: 800-374-0119  
Url: http://www.tvjobs.com  
Email: admin@tvjobs.com  
Mark Holloway | N | 0 |
| 37        | University of Missouri - Kansas City  
2220 Holmes St  
Kansas City, Missouri 64108  
Phone: 816-235-1700  
Email: careerservices@umkc.edu  
Career Services | N | 0 |
| 38        | University of Northern Iowa  
1227 West 27th Street  
Cedar Falls, Iowa 50614  
Email: careercenter@uni.edu  
Career Services | N | 0 |
| 39        | University of Tennessee at Martin  
305 Gooch Hall  
Martin, Tennessee 38238  
Phone: 731-881-7532  
Email: rfreed@utm.edu  
Rodney Freed | Y | 0 |
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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>
| 40        | Upper Iowa University  
605 Washington Street  
Fayette, Iowa 52142  
Phone : 563-425-5229  
Url : http://www.uiu.edu/careers  
Email : puffetta@uiu.edu  
Anne Puffett | N | 0 |
| 41        | Urban Dreams  
1400 6th Ave  
Des Moines, Iowa 50314  
Phone : 515-288-4742  
Email : WFord14275@aol.com  
Bobbi Stanley | N | 0 |
| 42        | Waldorf University  
106 S 6th Street  
Forest City, Iowa 50436  
Phone : 641-585-8681  
Email : careers@waldorf.edu  
Kathy Rollefson | N | 0 |
| 43        | WHO TV  
1801 Grand Avenue  
Des Moines, Iowa 50309  
Phone : 515-242-3643  
Candace Freeman  
Manual Posting | N | 6 |
| 44        | William Penn University  
201 Trueblood Ave.  
Oskaloosa, Iowa 52577  
Phone : 641-673-217  
Url : http://wmpenn.edu  
Email : stevensde@wmpenn.edu  
Debbie Stevens | N | 0 |
| 45        | 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:** 106
### 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 Listing of each upper-level category opening in a job bank or newsletter</td>
<td>The Station regularly disseminates job vacancy notices, including upper-level positions, to the Iowa Workforce Development in an effort to post all job vacancies, including the participation of women and minorities.</td>
<td>1</td>
<td>Business Administrator</td>
</tr>
<tr>
<td>2</td>
<td>10/6/2021 Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated as a speaker at University of Iowa School of Journalism. He spoke about career decisions and job requirements.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>3</td>
<td>1/25/2022 Establishment of an intern program designed to assist members of the community</td>
<td>The Station has established an internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. The Station hosted one (1) intern from Drake University during the 2022 Spring Semester and two (2) interns from Simpson College during the 2022 Summer Semester.</td>
<td>3</td>
<td>News Director Sports Director Creative Service Manager</td>
</tr>
<tr>
<td>4</td>
<td>2/22/2022 Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated as a speaker at Iowa State University. He spoke about career decisions and job requirements.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>5</td>
<td>3/9/2022 Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated as a speaker at Des Moines Area Community College. He spoke about career decisions and job requirements.</td>
<td>1</td>
<td>Chief Meteorologist</td>
</tr>
<tr>
<td>6</td>
<td>4/5/2022 Participation in events sponsored by organizations representing the community</td>
<td>Station personnel attended the Johnston Kiwanis Club. During the event, the Station discussed broadcasting jobs in general and at the Station and provided guidance on how and where to apply for jobs at Nexstar.</td>
<td>1</td>
<td>Meteorologist</td>
</tr>
<tr>
<td>7</td>
<td>4/12/2022 Participation in events sponsored by organizations representing the community</td>
<td>Station personnel attended the Ankeny Rotary Club. During that event, the Station discussed broadcasting jobs in general and at the Station and provided guidance on how and where to apply for jobs at Nexstar.</td>
<td>1</td>
<td>Meteorologist</td>
</tr>
<tr>
<td>8</td>
<td>4/20/2022 Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated as a speaker at Drake University New American Politics class. He spoke about career decisions and job requirements.</td>
<td>1</td>
<td>Political Dir/Anchor Reporter</td>
</tr>
</tbody>
</table>
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>9/4/2022</td>
<td>Participation in events sponsored by organizations representing the community</td>
<td>Station personnel attended the Every Woman Count Event. During that event, the Station discussed broadcasting jobs in general and at the Station and provided guidance on how and where to apply for jobs at Nexstar.</td>
<td>1</td>
<td>Morning Anchor</td>
</tr>
<tr>
<td>5/5/2022</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station Personnel participated as a speaker at Eastern New Mexico University. He spoke about career decisions and job requirements.</td>
<td>1</td>
<td>MMJ</td>
</tr>
<tr>
<td>5/6/2022</td>
<td>Participation in events sponsored by organizations representing the community</td>
<td>Station personnel attended the Inspiring Women of Iowa event. During that event, the Station discussed broadcasting jobs in general and at the Station and provided guidance on how and where to apply for jobs at Nexstar.</td>
<td>1</td>
<td>Morning Anchor</td>
</tr>
<tr>
<td>5/30/2022</td>
<td>Participation in events sponsored by organizations representing the community</td>
<td>Station personnel attended the Women's Empowerment event. During that event, the Station discussed broadcasting jobs in general and at the Station and provided guidance on how and where to apply for jobs at Nexstar.</td>
<td>1</td>
<td>Evening Anchor</td>
</tr>
<tr>
<td>9/13/2022</td>
<td>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>8</td>
<td>VP/GM, Chief Engineer, GSM, News Director</td>
</tr>
</tbody>
</table>