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>News Producer</td>
<td>3-6, 9-12, 14-18, 20, 23-24, 28, 30-31, 33, 35-37, 42, 44, 46, 49, 51-56, 58-64</td>
<td>16</td>
</tr>
<tr>
<td>Reporter/Multimedia Journalist</td>
<td>2-7, 9-15, 17-18, 20-24, 27-33, 35-44, 46, 48-64</td>
<td>27</td>
</tr>
<tr>
<td>General Sales Manager</td>
<td>1, 3-12, 14-15, 17-18, 20, 23-24, 26, 28, 30-31, 33, 35-37, 41-46, 49, 51-56, 58-64</td>
<td>30</td>
</tr>
<tr>
<td>Sales Account Executive</td>
<td>1, 3-6, 10-12, 14-15, 17-18, 20, 23-24, 28, 30-31, 33, 35-37, 42, 44-46, 49, 51-56, 58-64</td>
<td>1</td>
</tr>
<tr>
<td>Traffic Coordinator &amp; Log Editor</td>
<td>3-6, 9-12, 14-18, 20, 23-24, 28, 30-31, 33, 35-37, 42, 44, 46, 49, 51-56, 58-64</td>
<td>30</td>
</tr>
<tr>
<td>National/Regional Sales Manager</td>
<td>3-6, 9-12, 14-15, 17-18, 20, 23-24, 26, 28, 30-31, 33, 35-37, 42-44, 46, 49, 51-56, 58-64</td>
<td>26</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>3-6, 9-12, 14-15, 17-18, 20, 23-24, 28, 30-31, 33, 35-37, 42, 44-46, 49, 51-56, 58-64</td>
<td>45</td>
</tr>
<tr>
<td>Weekend News Anchor/Reporter</td>
<td>3-6, 9-12, 14-15, 17-18, 20, 23-24, 26, 28, 30-31, 33, 35-37, 42, 44, 46, 49, 51-56, 58-64</td>
<td>26</td>
</tr>
<tr>
<td>Digital Reporter</td>
<td>3-6, 9-12, 14-15, 17-18, 20, 23-24, 26, 28, 30-31, 33, 35-37, 42, 44, 46, 49, 51-56, 58-64</td>
<td>26</td>
</tr>
<tr>
<td>Master Control Operator</td>
<td>3-6, 9-12, 14-15, 17-20, 23-25, 28, 31, 33-37, 42, 44, 46, 49, 51-56, 58-64</td>
<td>19</td>
</tr>
<tr>
<td>Reporter 1/MultiMedia Journalist</td>
<td>3-6, 9-12, 14-15, 17-20, 23-24, 26, 28, 31, 33-37, 42, 44, 46, 49, 51-56, 58-64</td>
<td>26</td>
</tr>
<tr>
<td>News Video Editor</td>
<td>3-6, 9-12, 14-15, 17-18, 20, 23-26, 28, 31, 33-37, 42, 44, 46, 49, 51-56, 58-64</td>
<td>26</td>
</tr>
</tbody>
</table>
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>Morning News Anchor</td>
<td>3-6, 9-12, 14-15, 17-18, 20, 23-24, 26, 28, 31, 33-37, 42, 44, 46, 49, 51-56, 58-64</td>
<td>26</td>
</tr>
<tr>
<td>Digital Reporter</td>
<td>3-6, 9-12, 14-15, 17-18, 20, 23-24, 26, 28, 30-31, 33, 35-37, 42, 44, 46, 49, 51-56, 58-64</td>
<td>26</td>
</tr>
<tr>
<td>Local Sales Manager</td>
<td>3-6, 9-12, 14-15, 17-18, 20, 23-24, 26, 28, 31, 33-37, 42, 44, 46, 49, 51-56, 58-64</td>
<td>26</td>
</tr>
<tr>
<td>MultiMedia Journalist/Reporter</td>
<td>3-6, 9-12, 14-15, 17-20, 23-24, 26, 28, 30-31, 33-37, 42, 44, 46, 49, 51-56, 58-64</td>
<td>34</td>
</tr>
<tr>
<td>Digital News Producer</td>
<td>3-6, 9-12, 14-15, 17-20, 23-24, 26, 28, 30-31, 33-37, 42, 44, 46, 49, 51-56, 58-64</td>
<td>34</td>
</tr>
<tr>
<td>Digital Sales Manager</td>
<td>3-6, 9-12, 14-15, 17-18, 20, 23-24, 26, 28, 30-31, 33, 35-37, 42, 44, 46, 49, 51-56, 58-64</td>
<td>26</td>
</tr>
<tr>
<td>News Producer</td>
<td>3-6, 9-12, 14-15, 17-20, 23-24, 28, 31, 33-37, 42, 44, 46, 49, 51-56, 58-64</td>
<td>34</td>
</tr>
<tr>
<td>Executive Digital Producer</td>
<td>3-6, 9-12, 14-15, 17-20, 23-24, 28, 31, 33, 35-37, 42, 44, 46, 49, 51-56, 58-64</td>
<td>19</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?</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Advertisement-Print</td>
<td>N</td>
<td>2</td>
</tr>
</tbody>
</table>
| 2         | Asian American Journalist Association  
1182 Market Street, Suite 20  
San Francisco, California 94102  
Phone: 415-346-2051  
Albert Lee  
Manual Posting | N                                       | 0                                                      |
| 3         | Averett University  
420 West Main Street  
Danville, Virginia 24541  
Phone: 434-791-5629  
Email: tyancey@averett.edu  
Tia Yancy | N                                       | 0                                                      |
| 4         | Bridgewater College  
402 East College Street  
Bridgewater, Virginia 22812  
Phone: 540-828-5333  
Email: stalkbott@bridgewater.edu  
Sherry P. Talbott | N                                       | 0                                                      |
| 5         | Broadcast Education Association  
1771 N Street, NW  
Washington, District of Columbia 20036-2891  
Phone: 202-602-0584  
Heather Birks  
Manual Posting | N                                       | 0                                                      |
| 6         | Bryant & Stratton College  
8141 Hull Street Road  
North Chesterfield, Virginia  
Phone: 804-745-2444  
Email: jrkochheiser@bryantstratton.edu  
Jill Kochheiser | N                                       | 0                                                      |
| 7         | Capital Area Training Consortium  
1001 N. Laburnum Avenue #8  
Richmond, Virginia 23223-2705  
Diane Johnson  
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>
| 8         | Capital Region Workforce  
1001 N. Laburnum Avenue #8  
Richmond, Virginia 23223-2705  
Felicia Ainsa  
Manual Posting                                                    | N                                                | 0                                                      |
| 9         | Central Virginia Community College  
3506 Wards Road  
Lynchburg, Virginia 24502-2498  
Phone: 434-832-7689  
Url: https://www.collegecentral.com/cvcc/  
Email: jarretts@centralvirginia.edu  
Sarah S. Jarrett, MS | N                                                | 0                                                      |
| 10        | Christopher Newport University  
Center for Career Planning 1 Avenue of the Arts  
Newport News, Virginia 23606  
Phone: 757-594-7000  
Email: monica.nolan@cnu.edu  
Monica Hill                                                                | N                                                | 0                                                      |
| 11        | College of William and Mary  
180 Stadium Drive  
Williamsburg, Virginia 23185  
Phone: 757-221-4000  
Email: clmcquillan@wm.edu  
Cristen McQuillan                                                    | N                                                | 0                                                      |
| 12        | Dept. of Rehabilitative Services  
11201 Jimmy Ridge Drive  
N. Chesterfield, Virginia 23236  
Phone: 804-662-7706  
Email: william.seaton@dars.virginia.gov  
William Seaton                                                      | N                                                | 0                                                      |
| 13        | Duke University Career Center  
Bay 5 Smith Warehouse 2nd Floor 114 S. Buchanan Blvd.;  
P.O. Box 90950  
Durham, North Carolina 27708  
Phone: 919-660-1050  
Ann Lysord  
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?</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 14        | Eastern Mennonite University  
1200 Park Road  
Harrisonburg, Virginia 22802  
Phone: 540-432-4260  
Email: careerservices@emu.edu  
Kimberly Phillips | N                                        | 0                                         |
| 15        | ECPI  
800 Moorefield Park Drive Ste. 302  
Richmond, Virginia 23236  
Phone: 804-521-0400  
Email: jdjohnson@ecpi.edu  
Jeremy Johnson | N                                        | 0                                         |
| 16        | Educational Institution                                                          | N                                        | 4                                         |
| 17        | Elon University School of Communications  
100 Campus Drive  
Elon, North Carolina 27244  
Phone: 336-278-6500  
Email: sbourland@elon.edu  
Stephanie Bourland | N                                        | 0                                         |
| 18        | Emory and Henry College  
P.O. Box 947-One Garnand Drive  
Emory, Virginia 24327  
Phone: 276-944-6208  
Email: tdkeller@ehc.edu  
Teresa Keller | N                                        | 0                                         |
| 19        | Employee Referral                                                               | N                                        | 7                                         |
| 20        | Employment Readiness  
1231 Mahone Avenue Bldg. 9023  
Fort Lee, Virginia  
Phone: 804-734-7738  
Email: katerina.thornton.cpr@mail.mil  
Katerina Thornton | 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>
| 21        | Hampden-Sydney College  
80 College Roadc  
Hampden-Sydney, Virginia 23943  
Phone : 434-223-6000  
Email : etharte@hsc.edu  
Casey Tharte | N                              | 0                                          |
| 22        | Hampton University  
Career Counseling and Planning Center 2 Frissell Avenue  
Hampton, Virginia 23669  
Phone : 757-222-5250  
Rickki Thomas  
Manual Posting | N                              | 0                                          |
| 23        | Hampton University  
2 Frissell Avenue 2 Frissell Avenue  
Hampton, Virginia 23669  
Phone : 7572225250  
Email : hroffice@hamptonu.edu  
Rickki Thomas | N                              | 0                                          |
| 24        | Howard University School of Communication  
525 Bryant Street NW #107C  
Washington, District of Columbia 20059  
Phone : 202-238-2566  
Email : cdudley@howard.edu  
Carol Dudley | N                              | 0                                          |
| 25        | Indeed.com                                                                  | N                              | 2                                          |
| 26        | Internal Promotion                                                          | N                              | 16                                         |
| 27        | Intracompany Transfer                                                        | N                              | 2                                          |
| 28        | James Madison University  
School of Media Arts and Design Harrison Hall 0260-MSC2104  
Harrisonburg, Virginia 22807  
Phone : 540-568-6211  
Email : anderssd@jmu.edu  
Dr. Steven Anderson | 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>29</td>
<td>James Madison University School of Media Arts and Design Harrison Hall-MSC2104 Harrisonburg, Virginia 222807 Phone: 540-568-8084 Brad Jenkins Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>30</td>
<td>Job/Bulletin Board</td>
<td>N</td>
<td>33</td>
</tr>
<tr>
<td>31</td>
<td>John Tyler Community College Moyar Hall, Room M107F 13101 Jefferson Davis Highway Chester, Virginia 23831 Phone: 804-594-1417 Url: <a href="http://www.jtcc.edu">www.jtcc.edu</a> Email: <a href="mailto:cwatts@jtcc.edu">cwatts@jtcc.edu</a> Cherie Watts</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>32</td>
<td>John Tyler Community College 800 Charter Colony Parkway Midlothian, Virginia Phone: 804-706-5223 Dr. Ronald Beverly Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>33</td>
<td>Liberty University School of Communications 1971 University Blvd. Lynchburg, Virginia 24515 Phone: 434-582-2111 Diana Drane Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>34</td>
<td>Linked In</td>
<td>N</td>
<td>21</td>
</tr>
<tr>
<td>35</td>
<td>Longwood University 201 High Street, Lancaster Hall G08A Farmville, Virginia 23909 Phone: 434-395-2063 Email: <a href="mailto:brankeykd@longwood.edu">brankeykd@longwood.edu</a> Kathryn Brankley</td>
<td>N</td>
<td>0</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>
| 36        | Medialine  
2515 Sparrow Crest Drive  
Katy, Texas 77494  
Phone: 913-217-0565  
Url: www.medialine.com  
Rick EEO Contact  
Manual Posting | N | 0 |
| 37        | Metropolitan Business League  
701 E. Main Street, Suite 1615  
Richmond, Virginia 23219  
Phone: 804-649-7473  
Email: info@thembl.org  
Sharon Dabney-Wooldrige | N | 0 |
| 38        | Morgan State University  
Dept of Communication Studies 1700 E. Cold Spring Lane  
Baltimore, Maryland 21251  
Phone: 443-885-3500  
William Carson  
Manual Posting | N | 0 |
| 39        | NAACP  
P.O. Box 25576  
Richmond, Virginia 23260  
Phone: 804-644-9337  
Lynetta Thompson  
Manual Posting | N | 0 |
| 40        | Native American Journalist Association  
University of Oklahoma, Gaylord College 395 W. Lindsey Street  
Norman, Oklahoma 73019-4201  
Debra Valentino  
Manual Posting | N | 0 |
| 41        | NewsCheckMedia  
24 W. Lancaster Avenue  
Ardmore, Pennsylvania 19003  
Phone: 610-420-6003  
Url: www.newscheckmedia.com  
Email: phersh@newscheckmedia.com  
Patty Hersh | 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?</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 42        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone : 972-764-6715  
Terri Bush  
Manual Posting | N | 0 |
| 43        | Nexstar's Facebook Page | N | 11 |
| 44        | Norfolk State University  
700 Park Avenue  
Norfolk, Virginia 23504  
Phone : 757-823-8462  
Email : pdsaunder@nsu.edu  
Pamela Davis Saunders | N | 0 |
| 45        | Professional/Industry Trade Organization | N | 3 |
| 46        | Radford University  
P.O. Box 6901  
Radford, Virginia 24142  
Phone : 540-831-5771  
Email : csutphin@radford.edu  
Carolyn Sutphin | N | 0 |
| 47        | Re-hire | N | 1 |
| 48        | Region Workforce Partnership/Resource  
1001 N. Laburnum Avenue Suite B  
Henrico, Virginia 23223  
Phone : 804-344-8060 Ext: 302  
Felicia Ainsa  
Manual Posting | N | 0 |
| 49        | Resource Workforce Center  
203 E. Cary Street  
Richmond, Virginia 23219  
Phone : 804-271-8510  
Email : angela.toombs@rescare.com  
Angela Toombs | 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>
| 50        | Richmond Association of Black Journalists  
300 E. Franklin Street  
Richmond, Virginia 23219  
Phone : 804-649-5208  
Nicole Johnson  
Manual Posting | N | 0 |
| 51        | Roanoke College  
221 College Lane  
Salem, Virginia 24153  
Phone : 540-375-2303  
Url : careers@roanoke.edu  
Email : careers@roanoke.edu  
Toni McLawhorn | N | 0 |
| 52        | Southwest VA Community College  
P.O. Box SVCC  
Richlands, Virginia 24641  
Phone : 276-964-7262  
Email : Jessica.Dotson@sw.edu  
Jessica Dotson | N | 0 |
| 53        | Sweet Briar College Career Services  
2nd Floor Student Commons  
Sweet Briar, Virginia 24595  
Phone : 434-381-6580  
Email : bdonelson@sbc.edu  
Barb Donelson | N | 0 |
| 54        | TV Jobs  
P.O. Box 4116  
Oceanside, California 92052  
Phone : 760-754-8177  
Url : http://www.tvjobs.com  
Mark Holloway  
Manual Posting | N | 0 |
| 55        | University of Richmond Career Center  
28 Westhampton Way  
University of Richmond, Virginia 23173  
Phone : 804-289-8704  
Email :SKUHN@richmond.edu  
Sarah Kuhn | 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>
| 56        | University of South Carolina  
School of Journalism and Mass Communication 800 Sumter Street  
Columbia, South Carolina 29208  
Phone: 803-777-3347  
Beverly Dominick  
Manual Posting | N | 0 |
| 57        | Urban League of Greater Richmond  
1420 Hull Street Road, Building B3  
Richmond, Virginia 23224  
Phone: 804-230-8791  
Url: www.urbanleaguerichmond.org/  
Larry Murphy  
Manual Posting | N | 0 |
| 58        | VCU School of Mass Communications  
901 W. Main Street P.O. Box 82034  
Richmond, Virginia  
Phone: 804-828-2660  
Email: longnj@vcu.edu  
Kimberly Hanneman | N | 0 |
| 59        | Virginia Association for Broadcasters  
250 West Main Street Suite 100  
Charlottesville, Virginia 22902  
Phone: 434-977-3716  
Christina Sandridge  
Manual Posting | N | 0 |
| 60        | Virginia Commonwealth University  
901 W. Main Street P.O. Box 8842034  
Richmond, Virginia  
Phone: 804-828-0100  
Email: mcdearmonme@vcu.edu  
Maggie McDearmon, M.ED. | N | 0 |
| 61        | Virginia Employment Commission  
121 Cedar Fork Road  
Henrico, Virginia 23223  
Phone: 804-952-6116  
Dennis Woodard  
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>
| 62        | Virginia State University  
P.O. Box 9410  
Petersburg, Virginia 23806  
Phone: 804-524-5211  
Joseph Lyons  
Manual Posting | N | 0 |
| 63        | Virginia Union University  
1500 N. Lombardy  
Richmond, Virginia 23220  
Phone: 804-257-5600  
Email: careerservices@vuu.edu  
Takeisha Brown | N | 0 |
| 64        | 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:** 102

The following non-entitled sources were removed from the Station's recruiting program as detailed below.

1) Asian American Journalist Association - deleted on 04/03/2019;
2) Capital Area Training Consortium - deleted on 04/09/2019, and
3) Capital Region Workforce - deleted on 04/09/2019.
### 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>7/26/2019</td>
<td>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 operation, including news, creative services, production, sports and weather. The Station hosted one (1) intern from Longwood University, and one (1) intern from Emerson College, during the 2019 Summer Semester, and one (1) intern from Virginia Commonwealth University, during the 2020 Fall Semester.</td>
<td>3</td>
<td>News Director Assistant News Director Creative Services Director</td>
</tr>
<tr>
<td>8/14/2019</td>
<td>Participation in events sponsored by community groups</td>
<td>The Station participated in a panel for a Media Workshop with The Community Foundation on storytelling and on-camera interviewing and how non-profit and communications professionals can successfully work together.</td>
<td>1</td>
<td>Reporter/Multimedia Journalist</td>
</tr>
<tr>
<td>10/2/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated in Virginia Commonwealth University's Journalism Writing Class and spoke on broadcast writing and his experiences as a writer and broadcaster. During the class he spoke about career decisions and job requirements.</td>
<td>1</td>
<td>News Anchor</td>
</tr>
<tr>
<td>11/19/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>The Station participated in Thomas Dale High School's Career Science Day and were able to meet with students and discuss vacancies at the Stations and in the broadcasting Industry.</td>
<td>1</td>
<td>Meteorologist</td>
</tr>
<tr>
<td>1/31/2020</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>The Station participated in the George Wythe High School 4th Annual College and Career Expo and spoke with students about career decisions, job requirements and discussed vacancies at the Station and in the broadcasting industry.</td>
<td>1</td>
<td>Digital News Producer</td>
</tr>
<tr>
<td>2/12/2020</td>
<td>Participation in events sponsored by community groups</td>
<td>The Station participated in the Hispanic/Latino Organization for Leadership Advancement (HOLA) employee network kick-off celebration and spoke on career growth and opportunities in the broadcasting industry.</td>
<td>1</td>
<td>News Anchor</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>2/27/2020</td>
<td>Participation in other activities designed by the station employment unit</td>
<td>The Station hosted Elon University's Associate Director of Corporate and Employer Relations/School of Communications to show how our morning meeting operates and also get an idea of any future job opportunities in the newsroom and how to apply for jobs with Nexstar.</td>
<td>2</td>
<td>Assistant News Director News Director</td>
</tr>
<tr>
<td>3/4/2020</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated in Virginia Commonwealth University's Professional Writing Class and spoke with students about broadcasting, broadcast writing, career decisions and job requirements.</td>
<td>1</td>
<td>News Anchor</td>
</tr>
<tr>
<td>5/5/2020</td>
<td>Listing of each upper-level category opening in a job bank or newsletter</td>
<td>The Station regularly disseminated job vacancy notices, including upper-level positions to the Virginia Association of Broadcasters, a media/trade organization with broad-based membership, including the participation of women and minorities.</td>
<td>1</td>
<td>Executive Assistant</td>
</tr>
</tbody>
</table>