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>News Anchor</td>
<td>2-6, 8-13, 15-24, 26, 28-29, 32-55</td>
<td>28</td>
</tr>
<tr>
<td>Supervising Producer WGN Evening News</td>
<td>2-6, 8-13, 15-21, 23-26, 28-29, 31-48, 50-55</td>
<td>28</td>
</tr>
<tr>
<td>Account Executive, New Business Development</td>
<td>2-6, 8-13, 15, 18-26, 29, 31-55</td>
<td>31</td>
</tr>
<tr>
<td>Executive Producer</td>
<td>2-5, 8-13, 15, 17-24, 26-27, 29, 31-55</td>
<td>27</td>
</tr>
<tr>
<td>Digital Content Producer</td>
<td>1-5, 8-13, 15, 17-21, 23-27, 29-30, 32-48, 50-55</td>
<td>27</td>
</tr>
<tr>
<td>Supervising Producer WGN Weekend News</td>
<td>1-5, 8-13, 15-21, 23-26, 29, 32-48, 50-55</td>
<td>16</td>
</tr>
<tr>
<td>Morning News Reporter</td>
<td>1-5, 8-13, 15-21, 23-24, 26, 29, 31-48, 50-55</td>
<td>16</td>
</tr>
<tr>
<td>Technical Director Engineer</td>
<td>1-5, 8-13, 15-21, 23-26, 29, 31-35, 37-48, 50-55</td>
<td>31</td>
</tr>
<tr>
<td>Director</td>
<td>1-5, 8-13, 15, 17-27, 29, 31-35, 37-55</td>
<td>27</td>
</tr>
<tr>
<td>Supervising Producer WGN Late News</td>
<td>1-5, 8-13, 15-24, 26-27, 29, 32-35, 37-55</td>
<td>27</td>
</tr>
<tr>
<td>Director</td>
<td>1-5, 8-13, 15-27, 29, 31-35, 37-49, 51-55</td>
<td>27</td>
</tr>
<tr>
<td>Graphic Designer</td>
<td>1-5, 8-21, 23-26, 29, 31-35, 37-48, 51-55</td>
<td>25</td>
</tr>
<tr>
<td>Motion Designer/Artist</td>
<td>1-5, 8-13, 15, 17-26, 29, 31-35, 37-49, 51-55</td>
<td>25</td>
</tr>
<tr>
<td>Data &amp; Investigative Producer</td>
<td>2-5, 8-13, 15, 17-26, 29, 32-35, 37-49, 51-55</td>
<td>25</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 Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervising Producer</td>
<td>1-2, 4-5, 8-13, 15, 17-21, 23-24, 26, 29-35, 37-48, 51-55</td>
<td>35</td>
</tr>
<tr>
<td>Sports Producer</td>
<td>1-2, 4-5, 8-13, 15, 17-26, 29, 32-35, 37-49, 51-55</td>
<td>25</td>
</tr>
<tr>
<td>Payroll Business Administrator</td>
<td>1-2, 4-5, 8-15, 17-26, 29, 31-35, 37-49, 51-55</td>
<td>31</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         | AFTRA (SAG-AFTRA)  
One E. Erie St. Suite 650  
Chicago, Illinois 60611  
Phone: 312-867-5504  
Url: http://www.sagaftra.org/chicago  
Email: eric.chaudron@sagaftra.org  
Fax: 1-312-573-0318  
Eric Chaudron | N | 0 |
| 2         | Art Institute of Chicago  
112 S. Michigan Ave Suite 114  
Chicago, Illinois 60603  
Phone: 312-629-6820  
Teresa Gimpel  
Manual Posting | N | 0 |
| 3         | Bethel New Life  
4950 W. Thomas  
Chicago, Illinois 60651  
Phone: 773-473-7870  
Url: http://www.bethelnewlife.org  
Email: vhernandez@bethelnewlife.org  
Fax: 1-773-473-7871  
Vauna Hernandez | Y | 0 |
| 4         | Bradley University  
1501 W. Bradley Ave  
Peoria, Illinois 61625  
Phone: (309) 677-2510  
Url: https://app.joinhandshake.com/  
David Schwartz  
Manual Posting | N | 0 |
| 5         | Breaking Ground  
3501 W. Filmore  
Chicago, Illinois 60624  
Phone: 773-265-1370  
Url: http://breakingground.net/  
Email: oraharper@breakingground.net  
Ora Harper | Y | 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>
| 6         | Business Leadership Council  
150 N. Michigan Ave Suite 2400  
Chicago, Illinois 60601  
Phone: 312-628-7844  
Url: https://www.blcchicago.com/  
Email: info@BLCcchicago.com  
Avis Lavelle | Y | 0 |
| 7         | CareerBuilder.com | N | 2 |
| 8         | Casa Central- La Posada  
1343 N. California  
Chicago, Illinois 60622  
Phone: 773-645-2300  
Url: http://www.casacentral.org/programs/la-posada  
Email: rrivera@casacentral.org  
Rosa Rivera | Y | 0 |
| 9         | Chicago Area Project (CDTES)  
605 S. Albany  
Chicago, Illinois 60612  
Phone: 312-588-3870  
Url: http://www.chicagoareaproject.org  
Email: troupelavonas@yahoo.com  
Lavonas Troupe | Y | 0 |
| 10        | Chicago Career Center/Northside Workforce Center  
1145 W. Wilson Suite 1917  
Chicago, Illinois 60640  
Phone: 773-334-4747  
Url: http://www.workforceboard.org/  
Email: tconway@desiatchicago.com  
Tracy Conway | Y | 0 |
| 11        | Cicero Workforce Center (SERCO, INC.)  
2138 S 61st Ct 3rd floor  
Cicero, Illinois 60804  
Phone: 708-222-3100  
Url: http://ides.state.il.us  
Email: havila@il.sercohq.com  
Hugo Avila | Y | 0 |
| 12        | Collective Talent  
1721 Richardson  
Tampa, Florida 33606  
Phone: 813-254-9695  
Url: http://www.collectivetalent.com  
Michael Bille  
Manual Posting | Y | 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>
| 13        | Columbia College  
623 S. Wabash  
Chicago, Illinois 60605  
Phone : 312-369-6844  
Url : http://www.colum.edu/academics/anchor-graphics/ind  
Valerie Robbins  
Manual Posting | N | 0 |
| 14        | Community Supportive Living Systems  
1701 W Monterey Ave  
Chicago, Illinois 60643  
Phone : 773-881-1767  
Url : http://www.zoominfo.com/c/community-supportive-liv  
Email : warren2010@peoplepc.com  
Warren Avery | Y | 0 |
| 15        | Depaul University  
1 East Jackson Blvd Suite 9700  
Chicago, Illinois 60604  
Phone : 312-362-5201  
Url : https://www.depaul.edu/pages/default.aspx  
Karyn McCoy  
Manual Posting | N | 0 |
| 16        | Employee Referral | N | 11 |
| 17        | IBEW Local 1220  
8604 Catalpa Ave #901  
Chicago, Illinois 60656  
Phone : 773-714-1220  
Url : http://www.ibew.org/  
Fax : 1-773-693-0009  
John Rizzo | N | 0 |
| 18        | Illinois Broadcasters Association  
200 Missouri Ave  
Cartville, Illinois 62918  
Phone : 618-985-5555  
Url : http://www.ilba.org/about-us  
Email : iba@ilba.org  
Deborah Gray | 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>
| 19         | Illinois Center for Broadcasting  
455 Eisenhower Lane Suite #200  
Lombard, Illinois 60148  
Phone: 630-916-1700  
Url: http://beonair.com/lombard/  
Email: dclark@beonair.com  
Don Clark | N | 0 |
| 20         | Illinois Department of Employment Security  
1515 East 71st St.  
Chicago, Illinois 60619  
Phone: 773-947-3663  
Url: http://www.ides.illinois.gov/pages/default.aspx  
Email: archie.gayden@illinois.gov  
Archie Gayden | N | 0 |
| 21         | Illinois Department of Human Services  
2215 Enterprise Drive Suite 1502  
Westchester, Illinois 60154  
Phone: 708-409-8808  
Url: http://www.dhs.state.il.us/page.aspx?  
Email: maryann.pec@illinois.gov  
Mary Ann Pec | Y | 0 |
| 22         | Illinois Department of Human Services (ICRE Wood DRS Office)  
1151 South Wood Street  
Chicago, Illinois 60612  
Phone: 312-633-3570  
Url: http://www.dhs.state.il.us/page.aspx?  
Fax: 1-312-633-3541  
Don Laga | Y | 0 |
| 23         | Illinois Department of Human Services (Milwaukee Avenue DRS Office)  
2753 W. North Ave 3rd floor  
Chicago, Illinois 60647  
Phone: 773-292-4400  
Url: http://www.dhs.state.il.us/page.aspx?  
Email: margarita.vega@illinois.gov  
Fax: 1-773-292-4432  
Margarita Vega | Y | 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        | Illinois Job Link  
33 S. State St.  
Chicago, Illinois 60603  
Phone: 312-793-0966  
Url: https://illinoisjoblink.illinois.gov/ada/r/about_u  
Email: Jose.Crespo@illinois.gov  
Angela Rebekon | N | 0 |
| 25        | Indeed.com  
| 26        | Indiana University  
940 E. Seventh St  
Bloomington, Indiana 47405  
Phone: 812-855-1704  
Marcia Debnam  
Manual Posting | N | 31 |
| 27        | Internal Promotion  
| 28        | Intracompany Transfer  
| 29        | Jeremiah Temple New Life Church  
4330 W. 180th St. Unit # 11  
Country Club Hills, Illinois 60478  
Phone: 773-544-7311  
Url: http://www.jeremiahtemplechurchintl.com  
Email: pastor.tiller@yahoo.com  
Anthony Tiller | Y | 0 |
| 30        | Job/Bulletin Board  
| 31        | Linked In  
| 32        | Loyola University  
1032 W. Sheridan Rd Suvllian Center- SUITE 295  
Chicago, Illinois 60660  
Phone: 773.508.7716  
Url: https://app.joinhandshake.com  
Patty Terhule  
Manual Posting | N | 37 |
| 33        | National Academy of Television Arts & Sciences  
1697 Broadway Suite 404  
New York, New York 10019  
Phone: 312-369-8600  
Url: http://jobbank.emmyonline.org/index.php  
Rebekah Cowing  
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        | National Association of Black College Broadcasters  
            PO Box 3191  
            Atlanta, Georgia 30326  
            Phone: 404-523-6136  
            Email: lojelks@aol.com  
            Lo Jelks | N | 0 |
| 35        | Nexstar Media Group, Inc.  
            545 E. John Carpenter Freeway Suite 700  
            Irving, Texas 75062  
            Phone: 972-764-6715  
            Terri Bush  
            Manual Posting | N | 29 |
| 36        | North Branch Works  
            1866 N Marcey St  
            Chicago, Illinois 60614  
            Phone: 773-929-5552  
            URL: http://northbranchworks.org  
            Email: jonathan@northbranchworks.org  
            Jonathan Snyder | Y | 0 |
| 37        | Northwestern University (Career Services)  
            620 Lincoln  
            Evanston, Illinois 60208  
            Phone: 847-467-4743  
            URL: http://www.northwestern.edu/  
            Alice Harra  
            Manual Posting | N | 0 |
| 38        | Operation UpLift Center  
            104 S. 5th Avenue  
            Maywood, Illinois 60153  
            Phone: 708-343-3554  
            URL: http://www.operationuplift-westtownmuseum.org  
            Email: operationupliftinc@gmail.com  
            Northica Stone | Y | 0 |
| 39        | Roosevelt University - Handshake  
            460 S. Michigan Ave  
            Chicago, Illinois 60605  
            Phone: 312-341-3674  
            URL: https://app.joinhandshake.com/login?utm_medium=email&utm_source=activity_mailer  
            Chris Willis  
            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>
| 40        | Safer Foundation  
571 W. Jackson  
Chicago, Illinois 60661  
Phone: 773-533-4860  
Url: http://www.saferfoundation.org/  
Email: claudia.barrera@pivotalstaffing.net  
Fax: 1-773-533-4869  
Claudia Barrera | Y | 0 |
| 41        | SharpEye Employment Referral & Training Network  
7911 S. Crandon Suite 3W  
Chicago, Illinois 60017  
Phone: 312-753-9600  
Url: http://www.sermetro.org  
Email: ddavissharpeye@gmail.com  
Derek Davis | Y | 0 |
| 42        | Southern Illinois University  
1 Hairpin Dr  
Edwardsville, Illinois 62025  
Phone: 618-650-5656  
Url: https://app.joinhandshake.com  
Lisa Gowen  
Manual Posting | N | 0 |
| 43        | TVJOBS.COM  
P.O Box 4116  
Oceanside, California 92052  
Phone: 760-754-8177  
Url: http://www.tvjobs.com/  
Online Online  
Manual Posting | N | 0 |
| 44        | United Legion One Nation (ULON)  
10740 S. Calumet  
Chicago, Illinois 60628  
Phone: 312-834-8020  
Url: http://ulon.us/  
Email: esauntheone.pk@gmail.com  
Peter Keller | Y | 0 |
| 45        | University of Chicago  
1212 East 59th  
Chicago, Illinois 60637  
Phone: 773-702-7040  
Url: http://www.uchicago.edu/  
Erika Grammel  
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>46</td>
<td>University of Illinois Urbana-Champaign-Handshake 901 West Illinois Street Urbana, Illinois 61801 Phone: 217-333-0302 Url: <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a> n/a n/a Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>48</td>
<td>Valparaiso University 1509 Chapel Dr Valparaiso, Indiana 46383 Phone: 219-464-5005 Url: <a href="http://www.valpo.edu/">http://www.valpo.edu/</a> Lisa Grubb Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>50</td>
<td>West American Workforce Center (Previsoiuly Garfield Workforce Center) 605 S. Albany Chicago, Illinois 60612 Phone: 773-722-3885 Url: <a href="http://www.kra.com">www.kra.com</a> Email: <a href="mailto:RHearns@kra.com">RHearns@kra.com</a> Ronald Hearns</td>
<td>Y</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>
<tbody>
<tr>
<td>52</td>
<td>Wionna State</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>314 Maxwell</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Wionna, Minnesota 55987</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 507-457-2765</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url : <a href="https://app.joinhandshake.com/jobs/new">https://app.joinhandshake.com/jobs/new</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Toni Drier</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>53</td>
<td>Woodlawn Employment Center</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>822 E. 63rd</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Chicago, Illinois 60637</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 773-256-6942</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url : <a href="http://www.ncp-woodlawn.org/home.aspx">http://www.ncp-woodlawn.org/home.aspx</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email : <a href="mailto:rkpriester@ncpwoodlawn.org">rkpriester@ncpwoodlawn.org</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ryan Priester</td>
<td></td>
<td></td>
</tr>
<tr>
<td>54</td>
<td>Woodlawn Employment Center</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>822 E. 63rd</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Chicago, Illinois 60637</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 773-256-6942</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url : <a href="http://www.ncp-woodlawn.org/home.aspx">http://www.ncp-woodlawn.org/home.aspx</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email : <a href="mailto:dmiles@ncpwoodlawn.org">dmiles@ncpwoodlawn.org</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Deborah Miles</td>
<td></td>
<td></td>
</tr>
<tr>
<td>55</td>
<td><a href="http://www.mediagignow.com">www.mediagignow.com</a></td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>300 South Riverside Plaza Suite 800</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Chicago, Illinois 60606</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone : 336-553-0620</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MediaGigNow.com</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 133
### 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>9/23/2020</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>The Station participated in Chicago's 20th Annual Diversity Employment Day Virtual Career Fair. Station personnel met virtually with potential job applicants and discussed vacancies at the station and in the broadcast industry.</td>
<td>2</td>
<td>HR Coordinator Regional Director of HR</td>
</tr>
<tr>
<td>3/5/2021</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel hosted Emerson College's Lunch With A Professional - Journalism. Station personnel met with approximately 25 students via google meet and discussed careers in journalism and his personal professional experience.</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>3/18/2021</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated in Community High School District 117's Writers' Week. Station personnel served as a presenter and spoke about writing and careers in journalism. Presentation was viewed by approximately 1300 students. Station personnel spoke to the students about jobs and provided career advice in broadcasting and advised the students to visit the Nexstar Career Portal to view openings within WGN-TV.</td>
<td>1</td>
<td>Reporter</td>
</tr>
<tr>
<td>4/14/2021</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated in Brother Rice High School's Career Day. Station personnel spoke to 40-50 Broadcast Journalism students about his life and career to this day thus providing them with a glimpse into the real world of journalism. Station personnel spoke to the students about jobs and provided career advice in broadcasting and advised the students to visit the Nexstar Career Portal to view openings within WGN-TV.</td>
<td>1</td>
<td>Reporter</td>
</tr>
<tr>
<td>4/23/2021</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>The Station participated in Chicago's 21st Annual Diversity Employment Day Virtual Career Fair. Station personnel met virtually with potential job applicants and discussed vacancies at the station and in the broadcast industry.</td>
<td>2</td>
<td>Region Director Human Resources Coordinator</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>6</td>
<td>Ongoing Event</td>
<td>Listing of each upper-level category opening in a job bank or newsletter</td>
<td>2</td>
<td>Vice President General Manager Human Resources Coordinator</td>
</tr>
</tbody>
</table>

The Station regularly disseminates job vacancy notices, including upper-level positions, to the Illinois Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.