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>Graphics Designer</td>
<td>1-24, 27, 29-30, 32-35, 37-42, 44, 47, 49-60</td>
<td>29</td>
</tr>
<tr>
<td>Broadcast Construction &amp; Maintenance Engineer-In-Charge</td>
<td>1-7, 9-13, 15-24, 26-28, 30, 33-35, 37-42, 44, 47, 49-60</td>
<td>28</td>
</tr>
<tr>
<td>Graphic Artist/Designer, Per Diem</td>
<td>1-13, 15-24, 27, 30, 32-35, 37-42, 44, 47, 49-53, 55-60</td>
<td>16</td>
</tr>
<tr>
<td>Photographer/Editor</td>
<td>1-24, 26-27, 30-35, 37-42, 44, 47, 49-53, 55-60</td>
<td>16</td>
</tr>
<tr>
<td>Photographer/Editor</td>
<td>1-24, 26-28, 30, 32-35, 37-42, 44, 47, 49-53, 55-60</td>
<td>28</td>
</tr>
<tr>
<td>Assignment Editor</td>
<td>1-19, 21-24, 26-27, 30, 33-35, 37-42, 44-45, 47, 49-53, 55-60</td>
<td>16</td>
</tr>
<tr>
<td>Assignment Editor</td>
<td>1-19, 21-24, 26-27, 30, 33-35, 37-42, 44-47, 49-60</td>
<td>26</td>
</tr>
</tbody>
</table>
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<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Technology</td>
<td>1-3, 8, 12-13, 15, 17-19, 21-24, 27, 31-38,40,43-44,47,50-53,56-57,60</td>
<td>37</td>
</tr>
<tr>
<td>Digital Sales Manager</td>
<td>1-3, 8, 12-13, 15, 17-19, 21-24, 27, 31-35, 37-38, 40, 44, 47-48, 50-53, 56-57, 60</td>
<td>32</td>
</tr>
<tr>
<td>Building Engineer</td>
<td>1-3, 8, 12-13, 15, 17-19, 21-24, 27, 31-34, 37-38, 40,44,47,50-53,56-57,60</td>
<td>32</td>
</tr>
<tr>
<td>Assignment Editor</td>
<td>1-3, 8, 12-13, 15, 17-19, 21-24, 26-27, 31-34, 37-38, 40, 44, 44, 47, 50-53, 56-57, 60</td>
<td>32</td>
</tr>
</tbody>
</table>
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I. VACANCY LIST

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<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervising Producer WGN News</td>
<td>1-3, 8, 12-13, 15, 17-19, 21-24, 27, 29, 31-34, 37-38, 40, 44, 47, 50-53, 56-57, 60</td>
<td>29</td>
</tr>
<tr>
<td>Sports Anchor/Reporter</td>
<td>1-3, 8, 12-13, 15, 17-19, 21-24, 27, 31-34, 37-38, 40, 44, 47, 50-53, 56-57, 60</td>
<td>32</td>
</tr>
<tr>
<td>IT Specialist-WGNTV</td>
<td>1-3, 8, 12-13, 15, 17-19, 21-27, 31-34, 37-38, 40, 44, 47, 50-53, 56-57, 60</td>
<td>26</td>
</tr>
<tr>
<td>IT Specialist-WGNTV</td>
<td>1-3, 8, 12-13, 15, 17-19, 21-27, 31-34, 37-38, 40, 44, 47, 50-53, 56-57, 60</td>
<td>26</td>
</tr>
</tbody>
</table>

*Nexstar did not actively distribute job vacancy notices to Indeed.com and LinkedIn. 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         | 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         | Bradley University  
1501 W. Bradley Ave  
Peoria, Illinois 61625  
Phone: (309) 677-2510  
Url: https://app.joinhandshake.com/  
David Schwartz  
Manual Posting | N             | 0                                             |
| 4         | Breaking Ground  
3501 W. Filmore  
Chicago, Illinois 60624  
Phone: 773-265-1370  
Url: http://breakingground.net/  
Email: oraharper@breakingground.net  
Ora Harper  
Prong 2 Ended Date: 8/15/2021 | N             | 0                                             |
| 5         | Business Leadership Council  
150 N. Michigan Ave Suite 2400  
Chicago, Illinois 60601  
Phone: 312-628-7844  
Url: https://www.blcchicago.com/  
Email: info@BLCchicago.com  
Avis Lavelle  
Prong 2 Ended Date: 8/15/2021 | N             | 0                                             |
II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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</table>
| 6         | Business Leadership Council  
150 N. Michigan Ave Suite 2400  
Chicago, Illinois 60601  
Phone : 312-628-7844  
Url : https://www.blcchicago.com/  
Email : alavelle@blcchicago.com  
Avis Lavelle  
Prong 2 Ended Date: 8/15/2021 | N                                                  | 0                                                |
| 7         | 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  
Prong 2 Ended Date: 8/15/2021 | N                                                  | 0                                                |
| 8         | Chatham Education & Workforce Center  
640 E. 79th Street 2nd Floor  
Chicago, Illinois 60619  
Phone : 1-773-493-4635  
Email : Phudson@KRA.com  
Pamela Hudson  
Prong 2 Ended Date: 8/15/2021 | N                                                  | 0                                                |
| 9         | Chicago Area Project (CDTES)  
605 S. Albany  
Chicago, Illinois 60612  
Phone : 312-588-3870  
Url : http://www.chicagareaproperty.org  
Email : troupe@lavonas@yahoo.com  
Lavonas Troupe  
Prong 2 Ended Date: 8/15/2021 | N                                                  | 0                                                |
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</thead>
<tbody>
<tr>
<td>10</td>
<td>Chicago Career Center/Northside Workforce Center 1145 W. Wilson Suite 1917 Chicago, Illinois 60640 Phone: 773-334-4747 Url : <a href="http://www.workforceboard.org/">http://www.workforceboard.org/</a> Email : <a href="mailto:tconway@desiatchicago.com">tconway@desiatchicago.com</a> Tracy Conway Prong 2 Ended Date: 8/15/2021</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>11</td>
<td>Cicero Workforce Center (SERCO, INC.) 2138 S 61st Ct 3rd floor Cicero, Illinois 60804 Phone: 708-222-3100 Url : <a href="http://ides.state.il.us">http://ides.state.il.us</a> Email: <a href="mailto:havila@il.sercohq.com">havila@il.sercohq.com</a> Hugo Avila Prong 2 Ended Date: 8/15/2021</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>12</td>
<td>Collective Talent 1721 Richardson Tampa, Florida 33606 Phone: 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Michael Bille Manual Posting Prong 2 Ended Date: 8/15/2021</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
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</tr>
</thead>
</table>
| 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  
Prong 2 Ended Date: 8/15/2021 | N                                                 | 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                                                 | 20                                                     |
| 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                                                      |
| 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                                                      |
II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<tr>
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</thead>
</table>
| 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 | N | 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  
Robert Grau | N | 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 | N | 0 |

Prong 2 Ended Date: 8/15/2021
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<thead>
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</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 Rebellon | N | 0 |
| 25        | Illinois Media School  
210 South Clark Suite 1900  
Chicago, Illinois 60603  
Phone: 331-215-4733  
Url: https://beonair.com/locations/chicago/  
Email: lfenton@beonair.com  
Lisa Fenton | N | 0 |
| 26        | Indeed.com | N | 33 |
| 27        | Indiana University  
940 E. Seventh St  
Bloomington, Indiana 47405  
Phone: 812-855-1704  
Marcia Debnam  
Manual Posting | N | 0 |
| 28        | Internal Promotion | N | 14 |
| 29        | Intracompany Transfer | N | 5 |
| 30        | 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 | N | 0 |

Prong 2 Ended Date: 8/15/2021
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<tr>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
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</tr>
</thead>
</table>
| 31        | Job Link  
7045 W. Ridgeway  
Lincolnwood, Illinois 60712  
Phone: 773-866-1111  
Url: http://joblinkchicago.org/  
Email: info@joblinkchicago.org  
Daniel Gordon  
Prong 2 Ended Date: 8/15/2021                                                                                                                   | N                                                   | 0                                                      |
| 32        | Linked In                                                                                                                                                                                                       | N                                                   | 38                                                     |
| 33        | Loyola University  
1032 W. Sheridan Rd Sullivan Center- SUITE 295  
Chicago, Illinois 60660  
Phone: 773.508.7716  
Url: https://app.joinhandshake.com  
Patty Terhule  
Manual Posting                                                                                                                                     | N                                                   | 0                                                      |
| 34        | 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                                                      |
| 35        | National Association of Black College Broadcasters  
PO Box 3191  
Atlanta, Georgia 30326  
Phone: 404-523-6136  
Email: lojelks@aol.com  
Lo Jelks                                                                                                                                            | N                                                   | 0                                                      |
| 36        | National Association of Broadcasters (NAB)  
1 M Street SE  
Washington, District of Columbia 20003  
Phone: 202-429-5498  
Url: https://jobs.broadcastcareerlink.com/employer/pricenocontactnocontact  
Manual Posting                                                                                                                                   | N                                                   | 0                                                      |
| 37        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting                                                                                                                                     | N                                                   | 62                                                     |
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</tr>
</thead>
<tbody>
<tr>
<td>38</td>
<td>Northwestern University (Career Services)</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>620 Lincoln</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Evanston, Illinois 60208</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 847-467-4743</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.northwestern.edu/">http://www.northwestern.edu/</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Alice Harra</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>39</td>
<td>Operation UpLift Center</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>104 S. 5th Avenue</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Maywood, Illinois 60153</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 708-343-3554</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.operationuplift-westtownmuseum.org">http://www.operationuplift-westtownmuseum.org</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:operationupliftinc@gmail.com">operationupliftinc@gmail.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Northica Stone</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Prong 2 Ended Date: 8/15/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>40</td>
<td>Roosevelt University - Handshake</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>460 S. Michigan Ave</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Chicago, Illinois 60605</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 312-341-3674</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Chris Willis</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>41</td>
<td>Safer Foundation</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>571 W. Jackson</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Chicago, Illinois 60661</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 773-533-4860</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.saferfoundation.org/">http://www.saferfoundation.org/</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:claudia.barrera@pivotalstaffing.net">claudia.barrera@pivotalstaffing.net</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Fax: 1-773-533-4869</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Claudia Barrera</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Prong 2 Ended Date: 8/15/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>42</td>
<td>SharpEye Employment Referral &amp; Training Network</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>7911 S. Crandon Suite 3W</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Chicago, Illinois 60017</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 312-753-9600</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.sermetro.org">http://www.sermetro.org</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:ddavissharpeye@gmail.com">ddavissharpeye@gmail.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Derek Davis</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Prong 2 Ended Date: 8/15/2021</td>
<td></td>
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</tr>
</thead>
</table>
| 43        | Society of Broadcast Engineers  
9102 North Meridian Street Suite 150  
Indianapolis, Indiana 46260  
Phone: 317-846-9000  
Url: https://sbe.org/  
Manual Posting | N | 0 |
| 44        | Southern Illinois University  
1 Hairpin Dr  
Edwardsville, Illinois 62025  
Phone: 618-650-5656  
Url: https://app.joinhandshake.com  
Lisa Gowen  
Manual Posting | N | 0 |
| 45        | The Cara Program/Cleanslate  
237 S. Desplaines St.  
Chicago, Illinois 60661  
Phone: 312-282-0267  
Url: http://www.thecaraprogram.org/about/awards  
Email: kstokes@thecaraprogram.org  
Kathy Stokes  
Prong 2 Ended Date: 8/15/2021 | N | 0 |
| 46        | The Cara Program/Cleanslate  
237 S. Desplaines St.  
Chicago, Illinois 60661  
Phone: 312-798-3341  
Url: http://www.thecaraprogram.org/about/awards  
Email: eross@carachicago.org  
Elaine Ross  
Prong 2 Ended Date: 8/15/2021 | N | 0 |
| 47        | TVJOBS.COM  
P.O Box 4116  
Oceanside, California 92052  
Phone: 760-754-8177  
Url: http://www.tvjobs.com/  
Online Online  
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>48</td>
<td>TVNewsCheck 238 Crosshill Road Wynnewood, Pennsylvania 19096 Phone: 610-649-7989 Url: <a href="https://tvnewscheck.com/jobs/">https://tvnewscheck.com/jobs/</a> no contact no contact Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>49</td>
<td>United Legion One Nation (ULON) 10740 S. Calumet Chicago, Illinois 60628 Phone: 312-834-8020 Url: <a href="http://ulon.us/">http://ulon.us/</a> Email: <a href="mailto:esauntheone.pk@gmail.com">esauntheone.pk@gmail.com</a> Peter Keller Prong 2 Ended Date: 8/15/2021</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>51</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>
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</thead>
</table>
| 53        | Valparaiso University  
1509 Chapel Dr  
Valparaiso, Indiana 46383  
Phone: 219-464-5005  
Url: http://www.valpo.edu/  
Lisa Grubb  
Manual Posting | N                                      | 0                                      |
| 54        | Vernon Park Church of God  
1975 E. Joe Orr Road  
Lynwood, Illinois 60411  
Phone: 708-753-1975  
Url: https://www.vpcog.org/  
Email: office@vpcog.org  
Fax: 1-708-753-1977  
Jerald January | N                                      | 0                                      |
| 55        | West American Workforce Center (Previously Garfield Workforce Center)  
605 S. Albany  
Chicago, Illinois 60612  
Phone: 773-722-3885  
Url: www.kra.com  
Email: RHearns@kra.com  
Ronald Hearns | N                                      | 0                                      |
| 56        | WGN-TV Internal - Intranet/Job Boards  
2501 W. Bradley Place  
Chicago, Illinois 60618  
Phone: 773-883-3120  
Url: https://wd5.myworkday.com/nexstar/d/inst/13102!CK5m6hjKBggDEMenAhICgY11A0Qogl~*kzaU3r7qV4/~cacheable-task/2997S2151.html?id=0backheader=true  
Juana Vega  
Manual Posting | N                                      | 42                                     |
| 57        | Winona State  
175 West Mark Street  
Winona, Minnesota 55987  
Phone: 507-457-2765  
Url: https://app.joinhandshake.com/jobs/new  
Toni Drier  
Manual Posting | N                                      | 0                                      |
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<tr>
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<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 58        | Woodlawn Employment Center  
382 E. 63rd  
Chicago, Illinois 60637  
Phone: 773-256-6942  
Url: http://www.ncp-woodlawn.org/home.aspx  
Email: rpriester@ncpwoodlawn.org  
Ryan Priester  
Prong 2 Ended Date: 8/15/2021 | N | 0 |
| 59        | Woodlawn Employment Center  
382 E. 63rd  
Chicago, Illinois 60637  
Phone: 773-256-6942  
Url: http://www.ncp-woodlawn.org/home.aspx  
Email: dmiles@ncpwoodlawn.org  
Deborah Miles  
Prong 2 Ended Date: 8/15/2021 | N | 0 |
| 60        | 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:** 214
### 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>8/27/2021</td>
<td>Participation in Job Fairs</td>
<td>The Station participated in Chicago's 21st Annual Diversity Employment Day Virtual Career Fair - &quot;Getting America Back to Work in 2021&quot;. Station personnel met virtually with potential job applicants and discussed vacancies at the station and in the broadcast industry.</td>
<td>2</td>
<td>Regional Director of HR HR Coordinator</td>
</tr>
<tr>
<td>8/31/2021</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated in DePaul University Discover Chicago Program. He spoke about career decisions and job requirements. Students had the opportunity for Q&amp;A.</td>
<td>1</td>
<td>Director of Production</td>
</tr>
<tr>
<td>12/11/2021</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel served as panelist in the National Association of Television Arts &amp; Sciences Director's Workshop. During the workshop the panelists discussed directing trends and talked about the future of studio directing and how it is different than live event (sports) directing and the skill set needed for both. Approximately 70 attendees including students and working professionals throughout the 19 NATAS chapters.</td>
<td>1</td>
<td>Director</td>
</tr>
<tr>
<td>3/4/2022</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated in FOIA Fellows at DePaul University. Station personnel served as panelist during this event. They spoke to 12 young writers, reporters and producers from Illinois, Wisconsin, Indiana, Iowa and to DePaul students including the Advanced Reporting class. Centerpiece of discussion was the Freedom Of Information Act and they also touched based on subjects such as sourcing, scripting, covering trials and consumer issues. Attendees had the opportunity to ask questions.</td>
<td>2</td>
<td>Anchor/Reporter Reporter</td>
</tr>
</tbody>
</table>
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</tr>
</thead>
<tbody>
<tr>
<td>5/4/2022</td>
<td>Participation in events sponsored by organizations representing the community</td>
<td>The Station participated in the National Association of Television Arts &amp; Sciences 2022 Career Day. Station personnel participated in the virtual event which included about 75 students. They spoke about job qualifications, career and opportunities at the station and within the broadcast industry. Students had the opportunity to interact and ask questions.</td>
<td>2</td>
<td>Anchor/Reporter Supervising Producer</td>
</tr>
<tr>
<td>4/28/2022</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated in University of Illinois Urbana-Champaign pitch competition. During the event station personnel served as a judge for the pitch competition. Additionally, station personnel had the opportunity to speak with participating juniors and seniors about their professional expertise and career in advertising/promotions. Students had the opportunity to ask questions.</td>
<td>2</td>
<td>Director of Sponsorship Solutions</td>
</tr>
<tr>
<td>Ongoing</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Illinois Broadcasters Association Multicultural Internship Program: Station hosted one (1) student from IBA's Multicultural Internship Program as a Creative Services Intern. IBA has nurtured a diverse group of future Illinois broadcasters, offering them unprecedented opportunities to work and grow with some of the most dedicated professionals in broadcasting. Station Personnel had the opportunity to interview the candidate.</td>
<td>2</td>
<td>Director of Sponsorship Solutions Creative Services Director</td>
</tr>
</tbody>
</table>


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</tr>
</thead>
<tbody>
<tr>
<td>8 6/15/2022</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station Personnel participated as a speaker at Illinois Media School. She spoke about job qualification, careers, and opportunities at the Station and within the broadcast industry</td>
<td>1</td>
<td>Human Resources Manager</td>
</tr>
<tr>
<td>9 7/12/2022</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>40</td>
<td>General Manager All Hiring Managers</td>
</tr>
<tr>
<td>10 Ongoing Event</td>
<td>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 Illinois Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.</td>
<td>2</td>
<td>General Manager Human Resources Manager</td>
</tr>
</tbody>
</table>