

# Equal Opportunity Policy

At Nexstar, we celebrate diversity. Nexstar is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind, including race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category per applicable law. This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, and apprenticeship. Nexstar makes hiring decisions based solely on qualifications, merit, and business needs at the time.

We have clear and fair disciplinary procedures, which necessarily include an employee's right to be heard. We respect our employees' right to privacy. We have no concern with their conduct outside our work environment, unless such conduct impairs their work performance, creates conflicts of interest, or adversely affects our reputation or business interests.

