

KBIM, KREZ, KRQE

EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Video Reporter	15, 17, 31, 35	15
Digital Crime Reporter/Producer	15, 17, 20, 27, 31, 35	15
Photographer/Editor	1, 3-5, 7-8, 10-12, 15, 17-18, 21-26, 28-39, 41	35
Data Reporter	1-5, 7-8, 10-12, 15, 17-18, 20-25, 28-41	31
Multimedia Journalist	1, 3-5, 7-8, 10-12, 15, 17-18, 21-25, 29-39, 41	15
Meteorologist	1, 3, 5, 7-8, 10-12, 16-18, 21-25, 29-39, 41	35
Multimedia Journalist	1, 3, 5, 7-8, 10-12, 15, 17-18, 21-25, 28-39, 41	17
Weather Graphics Producer/Talent	1, 3-5, 7-8, 10-12, 14, 16-18, 21-25, 29-39, 41	16
Account Executive	1, 3-5, 7-13, 17-18, 21-26, 28-39, 41	13
News Producer	2-13, 15, 17, 21-26, 28-39, 41	31
News Producer	2-13, 15, 17, 21-26, 28-39, 41	13
Multimedia Journalist	1, 3-13, 15, 17, 21-26, 28-39, 41	31
Multimedia Journalist	1, 3-13, 15, 17, 21-26, 28-39, 41	13
Sales Assistant	1, 3-12, 15, 17, 21-25, 28-39, 41	35
News Producer	1-13, 15, 17, 21-26, 28-39, 41	13
Digital Video Reporter	1, 3-5, 7-13, 17, 21-25, 28-39, 41	13
Account Executive	13, 17, 19, 31, 35	13
News Editor	19, 31, 35	19
Master Control Operator	15, 19, 31, 35	19
Account Executive	15, 17, 35	17

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications Graeme Newell 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 602-954-8373 Sandy Lizik Manual Posting	N	0
2	Albuquerque Hispano Chamber of Commerce 1309 Fourth Street SW Albuquerque, New Mexico 87102 Phone : 505-842-9003 Email : kendra@ahcnm.org Kendra Moreno	N	0
3	American Broadcasting School 712 N. Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
4	American Indian Graduate Center 3701 San Mateo Blvd. NE Suite 200 Albuquerque, New Mexico 87110 Phone : 505-881-4584 Url : https://www.AIGCS.org Laboraex Abeita Manual Posting	N	0
5	Broadcast Education Association 1771 N. Street NW Washington, District of Columbia 20036 Phone : 202-602-0584 Heather Birks Manual Posting	N	0
6	CNM Job Connection 525 Buena Vista Drive SE Albuquerque, New Mexico 87106 Phone : 505-224-3000 Rhonda Ross Manual Posting	N	0
7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9595 Email : bille@michaelsmedia.com Michael Bille	N	0

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8	Collins College 1425 W. 14th Street, Suite 100 ATTN: Career Services Tempe, Arizona 85281 Phone : 480-966-3000 Email : cssupport@careered.com Elizabeth Bakken	N	0
9	Creative Jobs Central Live Enterprises Corp 325 West 38th St. New York, New York 10018 Phone : 646-202-9538 Creative Jobs Central Manual Posting	N	0
10	Eastern New Mexico University 1500 S. Avenue K Station 34 Portales, New Mexico 88130 Phone : 575-562-2211 Email : career.services@enmu.edu Fax : 1-575-562-2215 Susan Larsen	N	0
11	Eastern New Mexico University-Roswell PO Box 6000 Roswell, New Mexico 88202 Phone : 575-624-7245 Email : cynthia.martinez@roswell.enmu.edu Cynthia Martinez	N	0
12	Eastern NM University c/o KENW-TV 52 Broadcast Center 1500 S. Avenue K Portales, New Mexico 88130 Phone : 575-562-4998 Email : sean.moore@enmu.edu Fax : 1-572-562-2590 Sean Moore	N	0
13	Employee Referral	N	9
14	Film and TV Pro USA 132 Upper Street, 2nd Floor Islington, London, District of Columbia N1 1QP Phone : 347-534-1417 Chris Timms Manual Posting	N	0
15	Indeed 177 Broad Street Stamford, Connecticut 06901 Unknown Contact	N	19

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Intracompany Transfer	N	3
17	KRQE Social Media Posts (Facebook & Linked In) 13 Broadcast Plaza SW Albuquerque, New Mexico 87104 Phone : 505-764-5263 Sara Rose Hartman Manual Posting	N	6
18	KRQE TV Recruitment Advertisement 13 Broadcast Plaza SW Albuquerque, New Mexico Phone : 5057645289 Email : erika.gonzales@krqe.com Erika Gonzales	N	1
19	krqe.com website (Jobs/Opportunities) 13 Broadcast Plaza SW Albuquerque, New Mexico 87104 Phone : 505-243-2285 Url : http://www.krqe.com Paulette Mastio Manual Posting	N	4
20	Linked In 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Jeff Weiner Manual Posting	N	1
21	Media Matched 8112 1/2 West 3rd St., Suite A PO Box 48220 Los Angeles, California 90048 Phone : 323-284-5589 Email : usa-media@media-match.com Tammy Romaniuk	N	0
22	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0

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23	National Academy of Television Arts & Sciences PO Box 74116 Rocky Mountain Chapter Phoenix, Arizona 85087 Phone : 602-345-1532 Email : lara.gates@rockymountainemmy.org Lara Gates	N	0
24	National Alliance State Broadcasters Association 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0
25	National Hispanic Media Coalition 1201 W. 5th Street Suite T-205 Los Angeles, California 90017-2019 Phone : (213) 534-3026 Email : info@nhmc.org Claudia Flores	N	0
26	National Press Photographers Association 3200 Croasdaile Drive Suite 306 Durham, North Carolina 27705 Phone : 919-383-7246 Sarah McGregor Manual Posting	N	0
27	New Mexico Broadcasters Association 2333 Wisconsin NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0
28	New Mexico State University PO Box 30001 MSC 3509 Las Cruces, New Mexico 88003 Phone : 575-646-1631 Roseanne Bensley, PhD Manual Posting	N	1
29	New Mexico Tech 801 Leroy Place, Fidel Center c/o Student Affairs Socorro, New Mexico 87801 Phone : 575-835-5022 Url : http://www.nmt.edu Email : kfleming@admin.nmt.edu Kathryn Fleming	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	New Mexico Workforce Connection 301 Rail Runner Ave. Bernalillo, New Mexico 87004 Phone : 505-771-2160 Email : lorraine.ruggles@state.nm.us Lorraine Ruggles	N	0
31	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	11
32	Santa Fe Community College 6401 Richards Ave. Santa Fe, New Mexico 87508 Phone : 505-428-1406 Url : www.sfcc.edu/career_services/employer_services Email : patty.armstrong@sfcc.edu Patty Armstrong	N	0
33	Society of Professional Journalists - Rio Grande Chapter 125 Lincoln Ave., Suite 400 Lincoln Plaza Santa Fe, New Mexico 87501 Phone : 505-255-6400 Email : spjriogrande@gmail.com Sarah Gustavus	N	0
34	TV and Radio Jobs 27034 Helmond Drive Calabasas, California Phone : 818-879-0858 Michael Madden Manual Posting	N	0
35	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	13

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	University of New Mexico Student Services Center #220 Albuquerque, New Mexico 87131 Phone : (505) 277-1903 Email : cjadvice@unm.edu Gregoria Cavazos	N	0
37	University of New Mexico Communication & Journalism 1 University of New Mexico MSC 03 2240 Albuquerque, New Mexico Phone : 505-277-0624 Email : jflynn@unm.edu Jessica Chavez	N	0
38	University of New Mexico Office of Career Services MSC 06 3710, 1 University of New Mexico Albuquerque, New Mexico 87131 Phone : 505-277-2531 Email : career4u@unm.edu Keith Hitz	N	0
39	Veterans Business Outreach Center 5201 Eagle Rock NE, Suite 2A Albuquerque, New Mexico 87113 Phone : 505-383-2402 Email : richardl.coffel@state.nm.us Richard Coffel	N	0
40	Western New Mexico University 1000 W. College St., Student Affairs Silver City, New Mexico 88062 Phone : 575-654-0345 Url : http://wnmu.edu Email : victoria.arganda@wnmu.edu Victoria Arganda	N	0
41	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:			68

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/1/2019	Establishment of an intern program designed to assist members of the community	The SEU has an established internship program that allows students to gain practical experience in all areas of our operations, including news, promotion, production, sports, and sales. The SEU hosted four (4) interns from the University of New Mexico, one (1) intern from Chapman University and one (1) intern from Arizona State University during the 2019 Fall Semester.	4	News Director GSM Community Relations MGR Production Manager
2	7/22/2019	Participation in job banks, internet programs and other programs designed to promote outreach	The SEU participated in a virtual job fair co-sponsored by the New Mexico Broadcaster Association.	2	VP/GM HR/Business Admin
3	10/21/2019	Participation in job banks, internet programs and other programs designed to promote outreach	The SEU participated in a virtual job fair co-sponsored by the New Mexico Broadcaster Association.	2	VP/GM HR/Business Admin
4	1/20/2020	Participation in job banks, internet programs and other programs designed to promote outreach	The SEU participated in a virtual job fair co-sponsored by the New Mexico Broadcaster Association.	2	VP/GM HR/Business Admin
5	2/20/2020	Participation in other activities designed by the station employment unit	The SEU hosted a station tour for high school students from the Digital Arts & Technology Academy. SEC personnel spoke about job qualifications, careers and internship opportunities at the Stations and within the broadcast industry.	4	Community Relations Mgr News Anchor Director Meteorologist
6	4/28/2020	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker before Saint Louis University broadcast & journalism students. The speaker discussed investigative reporting, general assignment reporting, job qualifications and careers and opportunities at the Stations and within the broadcast industry.	1	Investigative Reporter

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7	5/13/2020	Provision of training to management	The SEU participated in 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.	8	VP/GM HR/Business Admin News Director Sales Managers