

**KRQE, KBIM, KREZ 2021-2022 ANNUAL
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022**

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Assignments Editor	1, 3-4, 6-14, 16, 19-25, 27-31, 33, 35-44	16
Multimedia Journalist	1, 3-4, 6-8, 10-14, 16-17, 19-25, 27-31, 33, 35-44	17
Multimedia Journalist	1, 3-4, 6-8, 10-14, 16-17, 19-25, 27-31, 33, 35-44	14
News Producer	1, 3-8, 10-13, 16, 20-31, 33-44	38
Investigative Reporter	1, 3-4, 6-8, 10-14, 20-31, 33-44	14
Digital News Photographer/Editor	1, 3-4, 6-8, 10-13, 16, 20-31, 33-44	16
Account Executive	3-4, 6-8, 10-14, 16, 19-31, 33-44	14
Account Executive	3-4, 6-8, 10-14, 16, 19-31, 33-44	16
Graphic Designer	3-4, 6-8, 10-13, 16, 19-31, 33-44	16
Traffic Coordinator	3-8, 10-14, 16, 20-31, 33-44	16
News Editor	2-8, 12-13, 16, 21-24, 26-27, 29, 31-38, 40, 44	16
Multimedia Journalist	2-4, 6-8, 12-14, 19, 21-24, 26-27, 29, 31-38, 40, 44	19
Multimedia Journalist/Co-Host/Producer	2-4, 6-8, 12-13, 17, 19, 21-24, 26-27, 29, 31-38, 40, 44	17
Senior Morning Producer	2-4, 6-8, 12-13, 16-17, 19, 21-24, 26-27, 29, 31-38, 40, 44	17
Content Promotion Prodcer	2-4, 7-8, 12-13, 16, 19, 21-24, 26-27, 29, 31-38, 40, 44	16
News Photographer	2-4, 6-8, 12-14, 16, 19, 21-24, 26-27, 29, 31-38, 40, 44	14

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com or Indeed. However said sources re-posted some but not all of the SEU's www.Nexstar.tv job vacancy notices without Nexstar's knowledge.

Recruiting Source #1/602 Communications was removed in the prior EEO reporting term (April 2021). However several open positions from that prior term were not filled until the current term. Recruiting Source #1 was not an active source during the current EEO reporting term and did not receive any notification in this period.

The following recruiting sources were removed on June 29, 2021: #9/Colorado Media School; #11/Dine College; #20 Media Matched; #25 National Press Photographers Association; #28 NM Junior College; #30 NM Tech; #39 UNM Student Services; #41 Veteran Connection and #42/Veteran Business.

KRQE, KBIM, KREZ 2021-2022 ANNUAL EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

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
Account Executive	2-4, 6-8, 12-14, 16, 19, 21-24, 26-27, 29, 31-38, 40, 44	14
Sales Trainee	2-4, 6-8, 12-13, 15-16, 19, 21-24, 26- 27, 29, 31-38, 40, 44	16
News Editor	2-4, 6-8, 12-14, 16, 19, 21-24, 26-27, 29, 31-38, 40, 44	19
News Editor	2-4, 6-8, 12-14, 16, 19, 21-24, 26-27, 29, 31-38, 40, 44	16
Account Executive	2-4, 6-8, 12-13, 16, 21-24, 26-27, 29, 31-38, 40, 44	16
Multimedia Journalist	2-4, 6-8, 12-14, 19, 21-24, 26-27, 29, 31-38, 40, 44	14
Promotion Writer/Producer	2-4, 6-8, 12-13, 16, 18-19, 21-24, 26- 27, 29, 31-38, 40, 44	18
Production Assistant	2-4, 6-8, 12-13, 16-17, 21-24, 26-27, 29, 31-38, 40, 44	17
Production Assistant	2-4, 6-8, 12-13, 16-17, 21-24, 26-27, 29, 31-38, 40, 44	16
Ignite Director	2-4, 6-8, 12-14, 16, 19, 21-24, 26-27, 29, 31-38, 40, 44	16
News Producer	2-4, 6-8, 12-14, 19, 21-24, 26-27, 29, 31-38, 40, 44	19
Promotions Assistant	2-4, 6-8, 12-13, 16, 21-24, 26-27, 29, 31-38, 40, 44	16
Chief Meteoroloist	2-4, 6-8, 12-14, 17, 19, 21-24, 26-27, 29, 31-38, 40, 44	17
Broadcast Engineer	2-4, 6-8, 12-13, 17, 21-24, 26-27, 29, 31-38, 40, 44	17

KRQE, KBIM, KREZ 2021-2022 ANNUAL EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer	2-4, 6-8, 12-13, 16, 19, 21-24, 26-27, 29, 31-38, 40, 44	16
NEWS EDITOR	2-4, 6-8, 12-13, 16, 21-24, 26-27, 29, 31-38, 40, 44	16
Commercial Producer	2-4, 6-8, 12-14, 16, 21-24, 26-27, 29, 31-38, 40, 44	14
News Anchor/Reporter (weekends)	2-4, 6-8, 12-13, 19, 21-24, 26-27, 29, 31-38, 40, 44	6
Account Executive	2-4, 6-8, 12-13, 17, 21-24, 26-27, 29, 31-38, 40, 44	17
Meteorologist	2-4, 6-8, 12-14, 18-19, 21-24, 26-27, 29, 31-38, 40, 44	18
Digital Web Producer	2-4, 6-8, 12-14, 16, 19, 22-24, 26-27, 29, 31-38, 40, 44	16
Traffic Coordinator	2-4, 6-8, 12-13, 16, 22-24, 26-27, 29, 31-38, 40, 44	16
Integrated Digital Specialist	2-4, 6-8, 12-14, 22-24, 26-27, 29, 31-38, 40, 44	14
Multimedia Journalist	2-4, 6-8, 12-13, 16, 18-19, 22-24, 26-27, 29, 31-38, 40, 44	19
Multimedia Journalist	2-4, 6-8, 12-13, 16, 18-19, 22-24, 26-27, 29, 31-38, 40, 44	18
Account Executive	2, 4, 6-8, 12-13, 16, 22-24, 26-27, 29, 31-38, 40, 44	16
Sales Assistant	2-4, 6-8, 12-14, 16, 22-24, 26-27, 29, 31-38, 40, 44	16
News Producer	2-4, 6-8, 12-13, 16, 22-24, 26-27, 29, 31-38, 40, 44	16

**KRQE, KBIM, KREZ 2021-2022 ANNUAL
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022**

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 Web Producer	2-4, 6-8, 12-13, 17, 22-24, 26-27, 29, 31-38, 40, 44	17
Assignment Editor	2, 4, 6-8, 12-13, 16, 19, 22-24, 26-27, 29, 31-38, 40, 44	19
Promotions Assistant	2-4, 6-8, 12-14, 16, 19, 22-24, 26-27, 29, 31-38, 40, 44	16

**KRQE, KBIM, KREZ 2021-2022 ANNUAL
EEO PUBLIC FILE REPORT**

June 1, 2021 - May 31, 2022

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 ** removed RS April 2021 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 Angelique Baca Manual Posting	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 Email : monica@aigcs.org Monica Schwartz	N	0
5	CareerBuilder.com	N	3
6	Careers at KRQE (station local website) 13 Broadcast Plaza SW Albuquerque, New Mexico 87104 Phone : 505-764-5211 Url : http://www.krqe.com Email : allison.giron@krqe.com Allison Giron	N	5
7	CNM Job Connection 525 Buena Vista Drive SE Albuquerque, New Mexico 87106 Phone : 505-224-3000 Rhonda Ross Manual Posting	N	1

**KRQE, KBIM, KREZ 2021-2022 ANNUAL
EEO PUBLIC FILE REPORT**

June 1, 2021 - May 31, 2022

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
8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9595 Email : bille@michaelsmedia.com Michael Bille	N	0
9	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
10	Colorado Media School 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-937-7070 Email : tcuff@beonair.com Terry Cuff	N	0
11	Dine College-Placement Office PO Box #C07 Tsaile, Arizona 86556 Phone : 928-724-6603 Email : dhr@dinecollege.edu Fax : 1-928-724-6835 Sylvia Hadley	N	0
12	Eastern New Mexico University (via Handshake) 1500 S. Avenue K Station 34 Portales, New Mexico 88130 Phone : 575-562-2211 Susan Larsen Manual Posting	N	0
13	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
14	Employee Referral	N	29
15	GlassDoor	N	1
16	Indeed.com	N	71
17	Internal Promotion	N	8

**KRQE, KBIM, KREZ 2021-2022 ANNUAL
EEO PUBLIC FILE REPORT**

June 1, 2021 - May 31, 2022

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
18	Intracompany Transfer	N	3
19	Linked In	N	48
20	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
21	Medialine **removed RS Jan 2022 P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Mark Shilstone Manual Posting	N	0
22	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
23	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
24	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
25	National Press Photographers Association 3200 Croasdaile Drive Suite 306 Durham, North Carolina 27705 Phone : 919-383-7246 Sarah McGregor Manual Posting	N	0

**KRQE, KBIM, KREZ 2021-2022 ANNUAL
EEO PUBLIC FILE REPORT**

June 1, 2021 - May 31, 2022

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
26	Navajo Technical University Student Union Bldg., Office 214 P.O. Box 849 Crownpoint, New Mexico 87313 Phone : 505-786-4358 Url : careerservices@navajotech.edu Email : careerservices@navajotech.edu Andrea Wilson	N	0
27	New Mexico Highlands University (via Handshake) Box 9000 - Office of Admissions Las Vegas, New Mexico 87701-9000 Phone : 505-425-7511 Url : http://www.nmhu.edu/ Kino Hurtado Manual Posting	N	0
28	New Mexico Junior College 1 Thunderbird Circle Hobbs, New Mexico 88240 Phone : 575-492-2579 Email : erobinson@nmjc.edu Eric Robinson	N	0
29	New Mexico State University (via Handshake) PO Box 30001 MSC 3509 Las Cruces, New Mexico 88003 Phone : 575-646-1631 Roseanne Bensley, PhD Manual Posting	N	0
30	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
31	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

**KRQE, KBIM, KREZ 2021-2022 ANNUAL
EEO PUBLIC FILE REPORT**

June 1, 2021 - May 31, 2022

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
32	New Mexico Workforce Connection 501 Mountain Road NE Albuquerque, New Mexico 87102 Phone : 505-588-1461 Url : www.jobs.state.nm.us Stewart Shatz Manual Posting	N	0
33	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	11
34	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 : loretta.lopez1@sfcc.edu Loretta Lopez	N	0
35	Social Media Post (Facebook, Twitter, LinkedIn) 13 Broadcast Plaza SW Albuquerque, New Mexico 87104 Phone : 505-764-5235 Email : auriella.ortiz@krqe.com Auriella Ortiz	N	0
36	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
37	TV and Radio Jobs 27034 Helmond Drive Calabasas, California Phone : 818-879-0858 Michael Madden Manual Posting	N	0

**KRQE, KBIM, KREZ 2021-2022 ANNUAL
EEO PUBLIC FILE REPORT**

June 1, 2021 - May 31, 2022

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
38	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	2
39	University of New Mexico Student Services Center #220 Albuquerque, New Mexico 87131 Phone : (505) 277-1903 Email : cjadvise@unm.edu Gregoria Cavazos	N	0
40	University of New Mexico (via Handshake) 1 University of New Mexico Office of Career Services / MSC063710 Albuquerque, New Mexico 87131 Phone : 505-277-2531 Keith Hitz Manual Posting	N	0
41	Veteran Connect Employer Coalition 1309 4th Street SW Albuquerque, New Mexico 87102 Phone : 505-842-9003 Tessah Latson Manual Posting	N	0
42	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
43	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

**KRQE, KBIM, KREZ 2021-2022 ANNUAL
EEO PUBLIC FILE REPORT**

June 1, 2021 - May 31, 2022

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	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:			182

KRQE, KBIM, KREZ 2021-2022 ANNUAL EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/3/2021	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 one (1) intern from the University of Oklahoma during the 2021 Fall Semester.	1	News Director
2	8/16/2021	Participation in Job Fairs	The SEU participated in a virtual job fair with the New Mexico Broadcasters Association. SEU personnel were able to meet with applicants and discuss the vacancies at the Stations and in the broadcasting industry.	2	VP/GM HR/Business Admin
3	9/30/2021	Participation in other activities designed by the station employment unit	SEU personnel participated as a speaker before a media production class at Sandia Preparatory School. She spoke about job qualifications and careers and opportunities at the Stations and within the broadcast industry.	1	Investigative Reporter
4	11/8/2021	Participation in Job Fairs	The SEU participated in a virtual job fair with the New Mexico Broadcasters Association. SEU personnel were able to meet with applicants and discuss the vacancies at the Stations and in the broadcasting industry.	2	VP/GM HR/Business Admin
5	2/14/2022	Participation in Job Fairs	The SEU participated in a virtual job fair with the New Mexico Broadcasters Association. SEU personnel were able to meet with applicants and discuss the vacancies at the Stations and in the broadcasting industry.	2	VP/GM HR/Business Admin
6	3/2/2022	Participation in Job Fairs	The SEU participated at the New Mexico State University Career Fair. SEU personnel were able to meet with students and discuss vacancies and internship program opportunities at the station and in the broadcasting industry.	1	News Director
7	4/26/2022	Participation in events sponsored by organizations representing the community	SEU personnel collaborated with the NM Department of Education on Careers in Broadcasting. This effort showcases careers in the broadcasting industry.	1	AE

**KRQE, KBIM, KREZ 2021-2022 ANNUAL
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022**

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	5/9/2022	Participation in Job Fairs	The SEU participated in a virtual job fair with the New Mexico Broadcasters Association. SEU personnel were able to meet with applicants and discuss the vacancies at the Stations and in the broadcasting industry.	2	VP/GM HR/Business Admin
9	5/11/2022	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.	10	VP/GM General Sales Manager News Director HR/Business Admin.