

KRQE, KBIM, KREZ 2022-23 ANNUAL EEO PUBLIC FILE REPORT

June 1, 2022 - May 31, 2023

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
Multimedia Journalist	1-3, 5-10, 14-31	14
Master Control Operator	1-3, 5-9, 11, 13-14, 16-31	13
Digital Photographer	1-3, 5-9, 11, 14, 16-31	14
Multimedia Journalist	1-3, 5-9, 11, 14, 16-31	14
Digital Producer	1, 3, 5-9, 13-14, 16-31	13
News Producer	1-3, 5-9, 11, 14, 16-31	11
News Photographer	1-3, 5-9, 11, 14, 16-31	11
Ignite Director	1-9, 16-31	4
Integrated Digital Specialist	1-3, 5-9, 16-31	5
Account Executive	1-3, 5-9, 11, 14, 16-31	5
Multimedia Journalist	1-3, 5-9, 11-12, 16-31	12
Commercial Producer	1-3, 5-9, 14, 16-31	5
News Producer	1-3, 5-9, 11-12, 14, 16-31	12
News Producer	1-3, 5-9, 11-12, 14, 16-31	11
Account Executive (Albuquerque)	1-3, 5-9, 11, 16-31	11
News Editor	1-3, 5-9, 11, 14, 16-31	14
Ignite Director	1-3, 5-9, 16-31	5
Producer	1-3, 5-9, 16-31	5
KRQE Digital Producer	1-3, 5-9, 11, 14, 16-31	11
News Anchor/MMJ	1-2, 5-9, 12, 16-31	12
News Photographer	1-2, 4-9, 11, 14, 16-31	14
Assignments Editor	1-2, 5-9, 11, 14, 16-31	11
Talk Show Host	1-2, 5-9, 12, 14, 16-31	12
Master Control Operator	1-2, 5-9, 11, 14, 16-31	5

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

Recruitment Source #3 / American Indian Graduate Center voluntarily added the SEU's website on/or about March 2022, the prior term by way of linking SEU's job vacancy notices automatically.

Recruitment Source #15 / Medialine was removed on/or about January 2022, the prior term due to "out of business" status.

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Assignments Editor	1-2, 5-9, 11, 14, 16-31	5
Account Executive	1-2, 4-9, 14, 16-31	5

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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	Albuquerque Hispano Chamber of Commerce 1309 Fourth Street SW Albuquerque, New Mexico 87102 Phone : 505-842-9003 Angelique Baca Manual Posting	N	0
2	American Broadcasting School 712 N. Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
3	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 : marketing@nativeforward.org Monica Schwartz	N	0
4	CareerBuilder.com	N	3
5	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	22
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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	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
9	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
10	Employee Referral	N	3
11	Indeed.com	N	33
12	Internal Promotion	N	4
13	Intracompany Transfer	N	2
14	Linked In	N	35
15	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
16	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
17	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

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18	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
19	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
20	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
21	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
22	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
23	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

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24	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	7
25	Santa Fe Community College 6401 Richards Ave. Office of Student Affairs Santa Fe, New Mexico 87508 Phone : 505-428-1406 Url : www.sfcc.edu/career_services/employer_services Email : sara.baca@sfcc.edu Sara Baca	N	0
26	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	1
27	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
28	TV and Radio Jobs 27034 Helmond Drive Calabasas, California Phone : 818-879-0858 Michael Madden Manual Posting	N	0
29	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0

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30	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
31	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:			110

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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	6/6/2022	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>The SEU hosted one (1) intern from Wheaton College; one (1) intern from Fontys - University of Applied Sciences, one (1) intern from Easter NM University during the 2022 Summer semester; and one (1) intern from the University of New Mexico during the 2023 Spring semester.</p>	2	News Director Special Projects Producer
2	8/15/2022	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
3	10/13/2022	Participation in Job Fairs	SEU personel attended the Rio Rancho Career Fair held in Rio Rancho, NM. During that event, the SEU had a booth where potential employees were able to discuss broadcasting jobs in general and at the Station and provided guidance on how and where to apply for jobs at Nexstar.	2	Local Sales Manager Account Executive
4	10/19/2022	Participation in other activities designed by the station employment unit	SEU personnel participated as a speaker before a digital media & communication 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
5	10/25/2022	Participation in other activities designed by the station employment unit	SEU personnel participated as a speaker before broadcast & journalism students at the University of New Mexico. She spoke about job qualifications and careers and opportunities at the Stations and within the broadcast industry.	1	News Anchor
6	11/14/2022	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	2/6/2023	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
8	3/27/2023	Participation in other activities designed by the station employment unit	The SEU hosted a group of high school students from Annunciation High School for a facility tour and discussion about career opportunities in local broadcasting.	5	Creative Svcs. Asst. Promotions Asst. Host, NM Living Host, NM Living
9	4/5/2023	Participation in other activities designed by the station employment unit	SEU personnel participated as a speaker before broadcast & journalism students at the University of New Mexico. She spoke about job qualifications and careers and opportunities at the Stations and within the broadcast industry.	1	News Anchor
10	4/20/2023	Co Sponsoring Job Fair	The SEU co-sponsored a Business Expo & Career Resource Fair with the Santa Fe Chamber of Commerce. The SEU personnel were able to meet with individuals from the community and discuss vacancies at the station and in the broadcasting industry.	2	Local Sales Manager Account Executive
11	4/26/2023	Participation in Job Fairs	SEU personnel attended the Operation Hiring Heroes Employment Event which was held in Albuquerque, NM. During that event, the SEU had a booth where potential employees were able to discuss broadcasting jobs in general and at the Station and provided guidance on how and where to apply for jobs at Nexstar.	2	Local Sales Manager Account Executive
12	5/2/2023	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.	9	VP/GM GSM News Director HR/Business Administrator
13	5/8/2023	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
14	5/9/2023	Participation in other activities designed by the station employment unit	SEU personnel participated as a speaker before high school students at the Albuquerque Sign Language Academy. The employee spoke about job qualifications and careers and opportunities at the Stations and within the broadcast industry.	1	News Anchor