

KBIM, KREZ, KRQE EEO PUBLIC FILE REPORT

June 1, 2018 - May 31, 2019

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
Meteorologist	1-3, 5-7, 9, 14, 16-20, 22, 24-26, 28-36	31
News Producer	1-7, 9, 11, 14, 16-21, 24-36	31
News Producer	1-7, 9, 11, 14, 16-21, 24-36	11
Editor	26-27, 31	31
Sales Trainee	1-3, 5-6, 9, 12-14, 16-21, 23-36	12
Weather Producer/Meteorologist	11, 26-27, 31	27
Multimedia Journalist	12, 19, 22, 26-28, 31	31
Graphics Artist	12, 26, 31	12
Digital Account Executive	26-27, 31	27
News Photographer	19, 22, 26-27, 31	31
Producer	1-3, 5-6, 8-14, 16-20, 23-36	12
Producer	1-3, 5-6, 8-14, 16-20, 23-36	11
Digital Content Producer	11, 26-27, 31	11
News Photographer	11, 19, 22, 26, 31	31
News Producer	19, 22, 26-27, 31	31
News Producer	19, 22, 26-27, 31	31
Creative Director	2, 5-6, 8-10, 12-20, 24-36	27

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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 Email : kendra@ahcnm.org Kendra Moreno	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	Broadcast Education Association 1771 N. Street NW Washington, District of Columbia 20036 Phone : 202-602-0584 Heather Birks Manual Posting	N	0
4	Career Services at Western New Mexico University 1000 W. College St., Student Affairs Silver City, New Mexico 88062 Phone : 575-538-6109 Email : careerserv@wnmu.edu Marie Leck	N	0
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9595 Email : bille@michaelsmedia.com Michael Bille	N	0
6	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
7	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

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8	Eastern New Mexico University 1500 S. Avenue K Station 34 Portales, New Mexico 88130 Phone : 575-562-2211 Email : susan.larsen@enmu.edu Fax : 1-575-562-2215 Susan Larsen	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	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
11	Employee Referral	N	5
12	Indeed.com	N	9
13	KRQE Social Media Posts (krqe.com, Facebook & Linked In) 13 Broadcast Plaza SW Albuquerque, New Mexico 87104 Phone : 505-764-5263 Sara Rose Hartman Manual Posting	N	0
14	KRQE TV Recruitment Advertisement 13 Broadcast Plaza SW Albuquerque, New Mexico Phone : 5057645289 Email : erika.gonzales@krqe.com Erika Gonzales	N	2
15	Linked In	N	1
16	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

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17	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
18	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
19	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
20	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
21	National Press Photographers Association 3200 Croasdaile Drive Suite 306 Durham, North Carolina 27705 Phone : 919-383-7246 Sarah McGregor Manual Posting	N	0
22	New Mexico Broadcasters Association 2333 Wisconsin NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0

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23	New Mexico State University PO Box 30001 MSC 3509 Las Cruces, New Mexico 88003 Phone : 575-646-1631 Roseanne Bensley, PhD Manual Posting	N	0
24	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
25	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
26	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
27	Nexstar's Facebook Page	N	24
28	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
29	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

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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	TV and Radio Jobs 27034 Helmond Drive Calabasas, California Phone : 818-879-0858 Michael Madden Manual Posting	N	2
31	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	32
32	University of New Mexico Student Services Center #220 Albuquerque, New Mexico 87131 Phone : (505) 277-1903 Email : cjadvice@unm.edu Gregoria Cavazos	N	0
33	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
34	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
35	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

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36	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			75

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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	8/20/2018	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 Administrator
2	9/12/2018	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, production, sports, sales and weather. The SEU hosted three interns from the University of New Mexico during the 2018 Fall Semester.	8	News Director Community Outreach Dir. Broadcast Engineer Operations Manager
3	11/12/2018	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 Administrator
4	1/28/2019	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 Administrator
5	4/11/2019	Participation in events sponsored by community groups	The SEU took part in speaking to high school students from Albuquerque Academy about careers in broadcasting. An inspiring message was called upon to students to reach their full potential by exercising their imagination, and understanding they can achieve their goals. Personal experiences were shared with the student body.	1	Creative Director
6	4/22/2019	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 Administrator