

KBIM, KREZ, KRQE 2020 - 2021 EEO PUBLIC FILE REPORT**EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021**

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 |
|-----------------------------------------|------------------------------------------------------------|-------------------------------|
| Digital/Data Reporter | 1-4, 6-8, 10, 12-15, 17-20, 22, 28-39, 41, 43 | 31 |
| Digital Community Reporter | 5, 9, 12, 20, 25, 31, 33, 37, 42 | 31 |
| Multimedia Journalist | 1-3, 5-9, 11-13, 15, 17-20, 22-23, 26, 28-37, 39-43 | 31 |
| Bi-Lingual Live Video Reporter/Producer | 5, 12, 20-21, 25, 31, 33, 36-37 | 31 |
| Producer | 1-3, 5-9, 11-13, 15, 17-20, 22-23, 26, 28-37, 39-43 | 15 |
| Producer | 1-3, 5-9, 11-13, 15, 17-20, 22-23, 26, 28-37, 39-43 | 15 |
| Meteorologist | 1-3, 5-9, 11-13, 15, 17-20, 22-23, 26-37, 39-43 | 31 |
| Producer | 1-3, 5-9, 11-13, 15, 17-20, 22-23, 26-31, 33-37, 39-43 | 31 |
| Producer | 1-3, 5-9, 11-13, 15, 17-20, 22-23, 26-31, 33-37, 39-43 | 15 |
| Graphics Design Manager | 1-3, 5-9, 11-13, 15-20, 22-23, 26-31, 33-37, 39-41, 43 | 16 |
| Editor | 1-3, 5-7, 9, 11-13, 15, 17-20, 22-23, 26-31, 33-37, 39-43 | 31 |
| Editor | 1-3, 5-7, 9, 11-13, 15, 17-20, 22-23, 26-31, 33-37, 39-43 | 31 |
| Broadcast IT Manager | 1-3, 5-7, 9, 11-13, 15, 17-20, 22-23, 26-37, 39-43 | 31 |
| News Photographer | 1-3, 5-7, 9, 11-13, 17-20, 22-23, 26-37, 39-43 | 31 |
| News Photographer | 1-3, 5-7, 9, 11-13, 15, 17-20, 22-24, 26-37, 39-43 | 15 |

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| 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 | 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 Laboraex Abeita Manual Posting | N | 0 |
| 4 | Broadcast Education Association 1771 N. Street NW Washington, District of Columbia 20036 Phone : 202-602-0584 Heather Birks Manual Posting | N | 0 |
| 5 | Careers at KRQE (station local website) 13 Broadcast Plaza SW Albuquerque, New Mexico 87104 Phone : 505-243-2285 Url : http://www.krqe.com Email : paulette.mastio@krqe.com Paulette Mastio | 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 |

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|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 7 | Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9595 Email : bille@michaelsmedia.com Michael Bille | N | 0 |
| 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 | Colorado Media School 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-937-7070 Email : tcuff@beonair.com Terry Cuff | N | 0 |
| 10 | 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 |
| 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 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 |

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| 14 | 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 |
| 15 | Employee Referral | N | 13 |
| 16 | Internal Promotion | N | 1 |
| 17 | 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 |
| 18 | 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 |
| 19 | 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 |
| 20 | 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 |
| 21 | National Association of Hispanic Journalists 1193 National Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-7145 Url : http://www.nahjcareercenter.com Job Bank Manual Posting | N | 0 |

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| 22 | 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 |
| 23 | National Press Photographers Association 3200 Croasdaile Drive Suite 306 Durham, North Carolina 27705 Phone : 919-383-7246 Sarah McGregor Manual Posting | N | 0 |
| 24 | 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 |
| 25 | New Mexico Broadcasters Association 2333 Wisconsin NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong | N | 0 |
| 26 | New Mexico Highlands University 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 |
| 27 | New Mexico Junior College 1 Thunderbird Circle Hobbs, New Mexico 88240 Phone : 575-492-2579 Email : erobinson@nmjc.edu Eric Robinson | N | 0 |

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|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 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 | 0 |
| 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 |
| 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 | 56 |
| 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 : loretta.lopez1@sfcc.edu Loretta Lopez | N | 0 |
| 33 | Social Media Post (Facebook, Twitter, LinkedIn) 13 Broadcast Plaza SW Albuquerque, New Mexico 87104 Phone : 505-764-5263 Email : sara.rose@krqe.com Sara Rose Hartman | N | 0 |

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| 34 | 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 |
| 35 | TV and Radio Jobs 27034 Helmond Drive Calabasas, California Phone : 818-879-0858 Michael Madden Manual Posting | N | 0 |
| 36 | TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting | N | 0 |
| 37 | University of New Mexico Student Services Center #220 Albuquerque, New Mexico 87131 Phone : (505) 277-1903 Email : cjadvice@unm.edu Gregoria Cavazos | N | 0 |
| 38 | 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 |
| 39 | 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 |
| 40 | Veteran Connect Employer Coalition 1309 4th Street SW Albuquerque, New Mexico 87102 Phone : 505-842-9003 Tessah Latson Manual Posting | N | 0 |

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| 41 | 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 |
| 42 | 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 |
| 43 | 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: | | | 70 |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|---------------|-----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|----------------------------------------------|
| 1 | 7/13/2020 | Participation in Job Fairs | The SEU participated in a virtual job fair with the New Mexico Broadcasters Association. SEU personnel were able to virtually meet with applicants and discuss the SEU's job vacancies and in the broadcasting industry. | 3 | GSM News Director Engineering Director |
| 2 | 11/9/2020 | Participation in Job Fairs | The SEU participated in a virtual job fair with the New Mexico Broadcasters Association. SEU personnel were able to virtually meet with applicants and discuss the SEU's job vacancies and in the broadcasting industry. | 2 | GSM News Director |
| 3 | 2/22/2021 | Participation in Job Fairs | The SEU participated in a virtual job fair with the New Mexico Broadcasters Association. SEU personnel were able to virtually meet with applicants and discuss the SEU's job vacancies and in the broadcasting industry. | 3 | GSM News Director Operations Manager |
| 4 | 3/30/2021 | Participation in events or programs sponsored by educational institutions | SEU personnel participated in a virtual Job Fair at ASU/Walter Cronkite School of Journalism. SEU personnel were able to discuss broadcasting jobs in general and at the Stations and provided guidance in how and where to apply for jobs at Nexstar. | 1 | News Director |
| 5 | 5/17/2021 | Participation in Job Fairs | The SEU participated in a virtual job fair with the New Mexico Broadcaster Association. SEU personnel were able to virtually meet with applicants and discuss the SEU's job vacancies and in the broadcasting industry. | 2 | Clay Jones Paulette Mastio |
| 6 | Ongoing Event | Participation in job banks, internet programs and other programs designed to promote outreach | The SEU regularly disseminates job vacancy notices, including upper-level positions to the New Mexico Broadcasters Association. | 1 | HR/Business Admin |