

KRQE, KBIM, KREZ
EEO PUBLIC FILE REPORT
June 1, 2016 - May 31, 2017

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
Director of Engineering	1, 3-4, 6, 8-9, 11-12, 14, 17-19, 21-26, 30-31, 33, 35-37, 39, 42	19
Broadcast Engineer	1-6, 8-9, 11-12, 14, 16-18, 21-26, 30-31, 33, 35-37, 39, 42	16
Weekend Anchor/MMJ	1-6, 8-12, 17-19, 21-26, 28-31, 34-38, 42	38
Local Sales Manager	1-6, 8-9, 11-12, 17-19, 21-26, 28, 30-31, 34-38, 42	19
Multi Media Journalist	1-3, 5-6, 8-9, 11-12, 17-18, 21-27, 29-31, 35-42	38
Multi Platform Journalist	1-3, 5-6, 8-9, 11-12, 17-19, 21-31, 35-42	19
Multi Platform Journalist	1-3, 5-6, 8-9, 11-12, 17-19, 21-31, 35-42	19
Production Technician	1-3, 5-9, 11-12, 16-19, 21-31, 34-37, 39-42	19
Production Technician	1-3, 5-9, 11-12, 16-19, 21-31, 34-37, 39-42	16
Creative Director	1-3, 5-6, 8-9, 11-12, 14, 17-27, 30-31, 34-42	19
Account Executive	13, 19, 32, 35	13
Digital Content Producer	1-3, 5-9, 11-13, 15, 17-19, 21-31, 34-42	19
Producer	13, 16, 19, 32, 38	32
Producer	13, 16, 19, 32, 38	16
Producer	13, 16, 19, 32, 38	13
Integrated Digital Specialist	1-3, 5, 8-9, 11, 13, 17-19, 21-27, 30-31, 34-42	13

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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
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	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 Center 4520 MONTGOMERY BLVD. NE, SUITE 1B Albuquerque, New Mexico 87109 Phone : 505-268-4418 Email : toni_m629@hotmail.com Antoninette Fontenelle	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	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
7	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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8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9595 Email : bille@michaelsmedia.com Michael Bille	N	0
9	Creative Jobs Central 325 West 38th Street New York, New York 10018 Phone : 646-202-9538 Email : support@creativejobscentral.com Creative Jobs Central	N	0
10	Current Employee	N	3
11	Eastern New Mexico University Counseling & Career Services ENMU Station 34, 1500 S. Ave. K Portales, New Mexico 88130 Phone : 575-562-2211 Email : career.services@enmu.edu Jessica Walker	N	0
12	Eastern New Mexico University-KENW KENW-TV Station 52 Portales, New Mexico 88130 Phone : (505) 562-2112 Email : sean.moore@enmu.edu Sean Moore	N	0
13	Employee Referral	N	5
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	Fort Lewis College - Durango 1000 Rim Drive 3rd Floor Reed Library Durango, Colorado 81301-3999 Phone : (970) 247-7562 Allyn Talg Manual Posting	N	0
16	Internal Promotion	N	3

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17	ITT Technical Institute 5100 Masthead NE Albuquerque, New Mexico 87109 Phone : 505-828-1114 Email : RWhite2@itt-tech.edu Roberta White	N	0
18	KASA-TV 13 Broadcast Plaza SW Albuquerque, New Mexico Phone : 505-764-5289 Email : erika.gonzales@krqe.com Erika Gonzales	N	0
19	KRQE-TV 13 Broadcast Plaza SW Albuquerque, New Mexico Phone : 5057645289 Email : erika.gonzales@krqe.com Erika Gonzales	N	35
20	Linked In	N	1
21	LULAC National Educational Service Centers, Inc 2000 L Street, NW; Suite 610 Washington, District of Columbia 20036 Phone : 202-835-9646 Email : jmoya@lnesc.org J. Moya	N	0
22	Media General (a/k/a LIN TV) 701 Brazos Suite 800 Austin, Texas 78701 Phone : 512-831-7557 Email : aingram@mediageneral.com Anna Ingram	N	0
23	Media Matched 8112 1/2 West 3rd St. Suite A Los Angeles, California 90048 Phone : 323-284-5589 Email : info@media-match.com Tammy Romaniuk	N	0

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24	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
25	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
26	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
27	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
28	National Press Photographers Association 3200 Croasdaile Drive Suite 306 Durham, North Carolina 27705 Phone : 919-383-7246 Sarah McGregor Manual Posting	N	0
29	New Mexico State University 3024 South Locust Street Las Cruces, New Mexico 88003 Phone : 575-646-1631 Anthony Marin Manual Posting	N	0

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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
32	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	2
33	San Juan College 4601 College Blvd. Farmington, New Mexico 87402 Phone : (505) 566-3579 Email : lobatosa@sanjuancollege.edu Sandy Labato	N	0
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 : patty.armstrong@sfcc.edu Patty Armstrong	N	0
35	Social Media (Facebook & Twitter posts) 13 Broadcast Plaza SW Albuquerque, New Mexico 87104 Phone : 505-998-9539 Email : paulette.mastio@krqe.com Paulette Mastio	N	1

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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 : sgustavus@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	4
38	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	15
39	University of New Mexico Student Services Center #220 Albuquerque, New Mexico 87131 Phone : (505) 277-1903 Email : cjadvice@unm.edu Gregoria Cavazos	N	0
40	University of New Mexico 1 University of New Mexico Albuquerque, New Mexico Phone : 505-277-9556 Email : schaefer@unm.edu Richard Schaefer	N	0
41	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
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			69

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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	6/1/2016	Establishment of an intern program designed to assist members of the community	Academic internships are offered to students of 2 and 4 year colleges at this employment unit, KRQE-TV, Albuquerque. Internships are one academic term in length while performing a minimum of 10-15 hours per week as an intern. Interns are unpaid and gain hands-on experience and college credit upon successfully completing the program. The employment unit hosted four internships during June 1, 2016 through May 31, 2017. Each student completed their internship program successfully.	4	Sports Director Executive Producer Creative Services Director Promotions Manager
2	6/3/2016	Establishment of a mentoring program	A training workshop for technical engineers hosted by the Society of Broadcast Engineers, Richard Strickland, and the NM Broadcasters Association. The conference included an RF Safety review and new and continuing FCC regulations with Frank Jazzo.	2	Maintenance Engineer Chief Engineer
3	6/3/2016	Establishment of training programs for station personnel	2016 New Mexico Broadcaster's Association Summer Convention offered informative sales seminars such as Prospecting that Pays and Think Small, Produce Big. Participants received guidance on proactively preparing a sales strategy and how to successfully approach prospects, and keep them. Followed by helpful tips and techniques to be more productive and how to keep yourself organized as sales professional.	11	Account Executive Account Executive Account Executive Account Executive
4	6/25/2016	Participation in job banks, internet programs and other programs designed to promote outreach	A virtual job fair co-sponsored by the New Mexico Broadcasters Association and this employment unit. Applicants are driven to the NMBA website via station promotion venues such as social media or a mention during the morning news program. Applicants have the ability to apply for broadcast positions offered by the employment unit.	2	Business Administrator General Manager

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5	7/12/2016	Establishment of a mentoring program	A training workshop, Cutting Cable's Revenue Cord hosted by NMBA and Rob Russo, guest speaker will discuss how and why, and more importantly will show you how to unplug cable's revenue and offer suggestions towards specific sales strategies & metrics for building revenue.	2	Account Executive Account Executive
6	7/19/2016	Participation in other activities designed by the station employment unit	KRQE Investigative Reporter spoke to journalism/college students at the University of New Mexico. Various topics included investigative news, proper interviewing techniques, internship opportunities and careers in television broadcasting.	1	Investigative Reporter
7	11/15/2016	Participation in other activities designed by the station employment unit	Station Tours are offered to high school & college students throughout the year during business hours whereby an employee will take the students throughout the station and visit different departments from sales, commercial production, master control, and news and describe various job duties as it relates to careers in broadcasting, and internship opportunities.	2	Promotion Assistant Asst. Creative Director
8	2/10/2017	Participation in events sponsored by community groups	Central New Mexico Community College Career Day	1	Director of Engineering
9	2/13/2017	Participation in job banks, internet programs and other programs designed to promote outreach	A virtual job fair co-sponsored by the New Mexico Broadcasters Association and this employment unit. Applicants are driven to the NMBA website via station promotion venues such as social media or a mention during the morning news program. Applicants have the ability to apply for broadcast positions offered by the employment unit.	2	General Manager Business Administrator

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10	3/15/2017	Establishment of a mentoring program	A training webinar, Time Management hosted by the NMBA & P1 Learning featured best ways to take control of your day by getting organized, identifying priorities, maintaining balance and dealing with daily distractions. Harness the power of planning and prioritizing to create time efficiency for today, next week, next month and next year.	1	Business Administrator
11	4/19/2017	Establishment of a mentoring program	A sales webinar, How to Write a Killer Proposal hosted by the NMBA & P1 Learning. In the world of selling there is no more time-consuming activity than writing sales proposal. They are a process many people have learned to do the wrong way. Learn techniques in how to write the perfect sales proposal.	1	Account Executive
12	5/17/2017	Establishment of a mentoring program	A sales webinar, Embracing Digital Sales hosted by the NMBA and P1 Learning. Whether it's digital or traditional media, the process of building a brand is the same. Learn smart techniques in how to champion the features & benefits of media assets, understanding the definitions for top digital terms and learn the consumer purchase path.	1	Account Executive