

**KRQE, KBIM, KREZ 2023-24 Annual  
EEO PUBLIC FILE REPORT  
June 1, 2023 - May 31, 2024**

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 Reporter	1-9, 11, 14-26, 29-32	11
Multimedia Journalist	1-2, 5-9, 11, 14-26, 29-32	23
Multimedia Journalist	1-2, 5-9, 11, 14-26, 29-32	23
Weekend Meteorologist	1-2, 5-10, 13-26, 29-32	13
NM Living Show Producer	1-2, 4-9, 11-12, 15-26, 29-32	12
News Producer	1-2, 5-6, 8-9, 11-12, 14-27, 29-32	12
News Producer	1-2, 5-6, 8-9, 11-12, 14-27, 29-32	12
Account Executive - Consulting Services Specialist	1-2, 5-6, 8-9, 11, 14-27, 29-32	11
Production Assistant	1-2, 5-6, 8-9, 11, 14-27, 29-32	11
News Editor	1, 4-6, 8-11, 14-27, 29-32	14
New Business Sales Trainee	1, 5-6, 8-9, 11, 14-32	11
New Business Sales Trainee	1, 5-6, 8-9, 11, 14-32	14
Master Control Operator	1, 5-6, 8-9, 11, 15-32	11
Master Control Operator	1, 5-6, 8-9, 11, 15-32	11
Ignite Director	1, 4-6, 8-9, 15-32	4
Commercial Producer	1, 5-6, 8-9, 11, 14-21, 23-32	14
Sales Assistant	1, 4-6, 8-11, 14-21, 23-32	11
Special Projects Producer	1, 5-6, 8-9, 11-12, 15-21, 23-32	12
News Editor	1, 5-6, 8-11, 14-21, 23-24, 26-32	14
News Photographer	1, 4-6, 8-9, 11-12, 14-21, 23-24, 26-32	11
News Photographer	1, 4-6, 8-9, 11-12, 14-21, 23-24, 26-32	12
Production Assistant	1, 5-6, 8-9, 11-12, 14-21, 23-24, 26-32	12

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

RS #2 / American Broadcasting School was deleted 6/1/23.

RS #3 / American Indian Graduate Center was added to the SEU's website (www.krqe.com) on 11/23/22.

RS #7 / Collective Talent opted out of receiving job vacancy notices on 4/17/23.

RS's #21 and #22 / New Mexico Connection are duplicates; therefore RS #22 was deleted on 5/1/24.

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Multimedia Journalist	1, 5-6, 8-9, 14-21, 23-24, 26-32	14

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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	2
2	American Broadcasting School *RS removed (permanently closed) 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 : <a href="https://www.AIGCS.org">https://www.AIGCS.org</a> Email : <a href="mailto:marketing@nativeforward.org">marketing@nativeforward.org</a> Monica Schwartz	N	0
4	CareerBuilder.com	N	6
5	Careers at KRQE (station local website) 13 Broadcast Plaza SW Albuquerque, New Mexico 87104 Phone : 505-764-5211 Url : <a href="http://www.krqe.com">http://www.krqe.com</a> Email : <a href="mailto:allison.giron@krqe.com">allison.giron@krqe.com</a> Allison Giron	N	6
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 : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0

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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
8	Eastern New Mexico University 1500 S. Avenue K Station 34 Portales, New Mexico 88130 Phone : 575-562-2539 Email : lane.baldonado@enmu.edu Lane Baldonado	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	4
11	Indeed.com	N	52
12	Internal Promotion	N	6
13	Intracompany Transfer	N	1
14	Linked In	N	27
15	National Academy of Television Arts & Sciences PO Box 74116 Rocky Mountain Chapter Phoenix, Arizona 85087 Phone : 602-345-1532 Email : jotoole@emmyonline.tv Jessica O' Toole	N	0
16	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
17	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

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18	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
19	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
20	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
21	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
22	New Mexico Workforce Connection ** Removed RS JAN 2024 ** 301 Rail Runner Ave. Bernalillo, New Mexico 87004 Phone : 505-771-2160 Email : lorraine.ruggles@state.nm.us Lorraine Ruggles	N	0
23	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	9

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24	Santa Fe Community College 6401 Richards Ave. Office of Student Affairs Santa Fe, New Mexico 87508 Phone : 505-428-1406 Url : <a href="http://www.sfcc.edu/career_services/employer_services">www.sfcc.edu/career_services/employer_services</a> Email : <a href="mailto:sara.baca@sfcc.edu">sara.baca@sfcc.edu</a> Sara Baca	N	0
25	Social Media Post (Facebook, Twitter, LinkedIn) 13 Broadcast Plaza SW Albuquerque, New Mexico 87104 Phone : 505-764-5235 Email : <a href="mailto:allison.giron@krqe.com">allison.giron@krqe.com</a> Auriella Ortiz	N	0
26	Society of Professional Journalists - Rio Grande Chapter 125 Lincoln Ave., Suite 400 Lincoln Plaza Santa Fe, New Mexico 87501 Phone : 505-255-6400 Email : <a href="mailto:spjriogrande@gmail.com">spjriogrande@gmail.com</a> Sarah Gustavus	N	0
27	The Craig Newmark Graduate School of Journalism 219 W 40th Street New York, New York 10018 Phone : 646-758-7800 Angeles Rodriquez Negron Manual Posting	Y	0
28	The University of Texas 1 University Station Austin, Texas 78712 Phone : 512-471-9421 Url : <a href="http://www.utexas.edu">http://www.utexas.edu</a> Matt Berndt Manual Posting	Y	0
29	TV and Radio Jobs 27034 Helmond Drive Calabasas, California Phone : 818-879-0858 Michael Madden Manual Posting	N	0

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30	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	0
31	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	1
32	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>114</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	6/5/2023	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, production, sports and wether.</p> <p>The SEU hosted one (1) student from the University of New Mexico during the 2023 Summer, 2023 Winter and 2024 Spring semesters.</p>	2	News Director Executive Producer
2	8/21/2023	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
3	10/26/2023	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at Sandia Prep High School Communication class. She spoke about job qualifications and career decisions and job requirements.	1	Investigative Reporter
4	11/13/2023	Participation in Job Fairs	The SEU participated at theAtrisco Heritage High School Academy Career Fair. SEU personnel were able to meet with the students and discuss vacancies at the Stations and in the broadcasting industry.	2	News Anchor Community Relations Director
5	11/13/2023	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
6	11/15/2023	Participation in other activities designed by the station employment unit	The SEU offered a facility tour for senior high school students from Sandia Prep digital media class. SEU personnel spoke about job qualifications, careers and opportunities at the Stations and within the broadcast industry.	4	NM Living Anchor NM Living Host Meteorologist Community Relations Director
7	2/5/2024	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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8	2/5/2024	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at the University of New Mexico Journalism class. She spoke about career decisions and job requirements.	1	News Anchor
9	2/22/2024	Participation in Job Fairs	The SEU participated at the El Dorado High School Job Fair. SEU personnel were able to meet with senior high school students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Anchor
10	4/18/2024	Co Sponsoring Job Fair	The SEU co-sponsored a Business Expo & Career Resource Fair with the Santa Fe Chamber of Commerce. SEU personnel were able to meet with individuals from the community and discuss vacancies at the Stations and in the broadcasting industry.	2	Account Executive Account Executive
11	4/29/2024	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
12	5/24/2024	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 HR/Business Admin General Sales Manager News Director