



### Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): **KTAL-TV Texarkana, TX** and is required to be placed in the public inspection files of this station and posted on its website, if it has a website.

The information contained in this Report covers the time period beginning April 1, 2007 to and including March 31, 2008.

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, (which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hires for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Sections 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Section 2 under the column “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Section 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hires accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Section 1 to

Annual EEO Public File Report Form

Covering the Period from April 1, 2007 to March 31, 2008

Station Comprising Station Employment Unit: **KTAL-TV**

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hires	Total Number of Interviewees from All Sources for This Position
1	Receptionist	Employee Referral	1
2	Master Control Operator	Employee Referral	8
3	Account Executive	Television Ad	1
4	Account Executive	Station Website	1
5	Account Executive	Station Website	7
6	Assistant Chief Engineer	TAB.org	5
7	Video Journalist/Reporter	Employee Referral	4
8	Anchor	TV Jobs	7
9	Commercial Video Editor	Employee Referral	3
10	Master Control Operator	Employee Referral	1
11	Sales Assistant	Employee Referral	1
12	Sports Director	TV Jobs	7
13	Master Control Operator	Employee Referral	10
14	Master Control Operator	Employee Referral	10
15	Program Coordinator	LSU Career Website	4
16	Marketing Director	TV Jobs	1
17	Photographer	Employee Referral	7
18	Account Executive	Television Ad	3
19	Producer	Employee Referral	1
20	Sales Assistant	Texarkana Workforce	4
21	Sports Anchor	TV Jobs	1
22	News Director	Corporate Website	5

Section 2 to

Annual EEO Public File Report Form

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Station Comprising Station Employment Unit: **KTAL-TV**

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Station Website – <a href="http://www.arklatexhomepage.com">www.arklatexhomepage.com</a> Joel Lynch 318-629-6000	11	8
B	Corporate Website – <a href="http://www.nexstar.tv">www.nexstar.tv</a> Rhonda Randolph 318-629-6000	10	2
C	Internal Posting Department Head 3150 N. Market Shreveport, LA 71107 318-629-6000 and 318-629-5627	2	22
D	Trade Website – <a href="http://www.tvjobs.com">www.tvjobs.com</a> Andy Pontz 318-629-6000	17	22
E	LSU-S Planning & Placement* One University Place Shreveport, LA 71115 (318) 797-5062 Brian Hirsch	5	22
F	Academic Career Enhancement Center* Southern University 3050 Martin Luther King, Jr. Dr Shreveport, LA 71060 (318) 674-3473 Rubie Scere	2	22

G	Shreveport Job Corps Center* 2800 W. College Street Shreveport, LA 71109 (318) 227-9331  Ms. Crystal Johnson	0	22
H	Career Center* Texarkana College 2500 N. Robison Road Texarkana, TX 75599 (903) 838-4541  Georgia McFaul	1	22
I	East Texas Workforce Center* P. O. Box 400 Marshall, TX 75672 (903) 935-7814  Beverly Ueckert	1	22
J	Texarkana Workforce Center* 1118 Wood Street Texarkana, TX 75504 (903) 794-4163 Doris Gardner	1	22
K	Caddo Community Action Agency* 4055 St. Vincent Avenue Shreveport, LA 71108 (318) 603-4371 Laurance Guidry	0	22
L	Louisiana Technical College* 2010 N. Market Street Shreveport, LA 71107 (318) 676-7811 Amber Saunders	0	22
M	Bossier Parish Community College* Job Placement Center 6220 East Texas St. Bossier City, LA 71111 (318) 746-5627 Kathy Busch	1	22
N	NAACP* 3964 Lakeshore Drive P. O. Box 36893 Shreveport, LA 71109 (318) 621-0710 Julia Small	0	22

O	Texas A&M University* 2600 N. Robison Road Texarkana, TX 75503 (903) 223-3000 Carl Gregg	0	22
P	Spots & Dots Fax only 607-729-7331	0	0
Q	Louisiana Department of Workforce Job Center P.O. Box 6298 Bossier City, LA 71111	1	22
R	Louisiana Department of Workforce Job Center 2900 Dowdell Street Shreveport, LA 71103	1	22
S	Employee Referral KTAL-TV 3150 N. Market Street Shreveport, LA 71107 (318) 629-6000 Department Head	15	22
T	On-Air Announcement KTAL-TV 3150 N. Market Street Shreveport, LA 71107 (318) 629-6000 Joel Lynch	9	9
U	ANPPM/Project AYUDA* Ace Williamson 820 Jordan Street, Suite 310 Shreveport, LA 71101 (318) 629-6000	0	22
V	Bossier Parish Community College* Telecommunication: Denise Chambers 6220 East Texas St. Bossier City, LA 71111 (318) 746-9851	0	22
W	Centenary College* Gregory Vanhossier 2911 Centenary Blvd Shreveport, LA 71134 (318) 869-5011	0	22

0	Centenary College* Jennifer Strange 2911 Centenary Blvd Shreveport, LA 71134 (318) 869-5011	0	10
Y	Texas Broadcast Association (TAB) Web-Only <a href="mailto:Craig@Tab.org">Craig@Tab.org</a> Spots and Dots (607)729-7331	8	22
AA	Southern University* Chris Jackson 3050 Martin Luther King Jr. Drive Shreveport, LA 71060	0	13
BB	Louisiana State University John Nolan (Chair, Comm. Dept.) One University Place Shreveport, LA 71115-2399	0	13
CC	Stephen F. Austin University P.O. Box 13032 SFA Station Nacogdoches, TX 75962-3032	0	7
DD	Stephen F. Austin University P.O. Box 13032 SFA Station Nacogdoches, TX 75962-3032	0	7
EE	Stephen F. Austin University P.O. Box 13032 SFA Station Nacogdoches, TX 75962-3032	0	7
FF	Project Love <a href="http://www.projectlovechurch.com">www.projectlovechurch.com</a> Sister Melissa Harris 635 Fairfield Avenue Shreveport, LA 71106	0	2

\* Indicates sources that have requested notification of job openings.

Section 3 to

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Station Comprising Station Employment Unit: **KTAL-TV**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KTAL-TV

1) Type: News Internship Program

Date: January 2002 to Current

Participating Employees: News Department

Host/Sponsor of Activity: KTAL, Shreveport, LA/Texarkana, TX

Description: Offer internship program to local college students interested in the broadcast industry in the roles as reporters, photographers and producers.

2) Type: Career Fair

Date: October 16, 2007

Participating Employees: Scott Thomas, General Manager; Rhonda Randolph, Business Manager

Host/Sponsor of Activity: Texas Association of Broadcasters in cooperation with Stephen F. Austin University Communications Department; Nacogdoches, TX.

Description: Recruitment of broadcast positions.

3) Type: Career Fair

Date: March 6, 2008

Participating Employees: Chanute Robinson, Program Coordinator; Michal Murff, News Manager.

Host/Sponsor of Activity: Centenary College of Louisiana; Shreveport, LA

Description: Recruitment of all position to include, broadcast, sales, and technical positions.