

KTAL
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Account Executive	1, 3, 6-16	8
Digital Content Producer / MMJ	1, 3, 6-16	8
Digital Content Producer / MMJ	1, 3, 6-16	13
Reporter !, MultiMedia Journalist	1, 3, 6-16	12
Engineer 1, Broadcast	1, 3, 6-16	8
Digital Content, Producer & Editor	1, 3, 6-16	8
Digital Content, Producer & Editor	1, 3, 6-16	8
News Producer	1, 3, 6-16	8
News Anchor, AM	1, 3, 6-16	8
Videographer & Photographer	1, 3, 6-16	12
Reporter !, MultiMedia Journalist	1, 3, 6-16	13
Promotions Manager	1, 3, 6-16	12
Weekend Sports Anchor	1, 3, 6-16	8
Weekend Sports Anchor	1, 3-4, 6-16	4
Reporter !, MultiMedia Journalist	1, 3, 5-16	5
Digital Content Producer / MMJ	1-4, 6-16	2

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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	Bossier Parish Community College 6220 East Texas Street Bossier City, Louisiana 71111 Phone : 318-678-6084 Email : kbusch@bpcc.edu Fax : 1-318-678-6156 Kathy Busch	Y	0
2	Employee Referral	N	1
3	Grambling State University P.O. Box Drawer 4291 Grambling, Louisiana 71245 Phone : 318-274-2346 Email : pierrela@gram.edu Latoya Pierre	N	0
4	Indeed.com	N	2
5	Internal Promotion	N	1
6	Louisiana Technical College 2010 N. Market Street Shreveport, Louisiana 71107 Phone : 318-676-7811 Email : alenaharris@nwltc.edu Alena Harris	N	0
7	LSUCareer Center 1 University Place Shreveport, Louisiana 71115 Email : career@lsu.edu Career Center	N	0
8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	25
9	Northwestern State University P.O.Box 5286 Natchitoches, Louisiana 721497 Phone : 318-357-5621 Email : washingtonr@nsula.edu Randi Washington	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
10	Prairie View A&M University P.O. Box 519 Prairie View, Texas 77446 Phone : 936-857-3311 Email : careers@pvamu.edu Herbert Thomas	N	0
11	Society of Broadcaster Engineers 9102 N Michigan Street Indianapolis, Indiana 46260 Url : http://www.sbe.com Broadcast Organization Manual Posting	N	0
12	Station Website 3150 North Market Street Shreveport, Louisiana 71107 Url : http://www.arklatexpage.com Employment Opportunities Manual Posting	N	5
13	Texas Broadcasters 502 E 11th. St Ste 200 Austin, Texas 78701 Url : http://broadcastengineering.com Broadcast Association Manual Posting	N	2
14	Wiley College 711 Wiley Avenue Marshall, Texas 75670 Phone : 903-927-3300 Email : ljenkins@wileyc.edu Latrina Jenkins	N	1
15	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
16	Xavier University Drexel Drive New Orleans, Louisiana 70125 Phone : 504-486-7411 Email : cathomas@xula.edu Carolyn Thomas	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:			37

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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	4/3/2019	Participation in Job Fairs	The Station participated in the Spring Career and Internship Fair at Louisiana State University Shreveport. Station personnel were able to meet potential applicants and interns to discuss job vacancies and Internship opportunities at the station and in the broadcast industry.	1	Marketing Director
2	4/16/2019	Participation in Job Fairs	The Station participated in the 2019 Career & Community Resources Expo hosted by Workforce Solutions Northeast Texas in Texarkana, TX. Station personnel were able to meet potential applicants and discuss current job vacancies and opportunities at KTAL as well as in the broadcasting industry.	1	News Director
3	6/12/2019	Establishment of an intern program designed to assist members of the community	The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. The Station hosted one (1) intern from Stephen F. Austin University during the 2019 Summer Semester.	1	Director of Marketing
4	10/2/2019	Participation in Job Fairs	The Station participated at the Fall 2019 Career and Internship Fair, LSU Shreveport. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting	1	Director of Marketing
5	11/7/2019	Participation in Job Fairs	The Station participated at the 2019 Red, White & You! Workforce Solutions Northeast Texas Veterans Job Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director