

**KTAL**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2021 - March 31, 2022**

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
Reporter !, MultiMedia Journalist	1, 3, 7-11, 13-15, 17-19	7
Sports Reporter	1-3, 8-11, 13-15, 17-19	2
Lifestyle Show Host	1, 3, 8-15, 17-19	12
Director of Marketing	1, 3, 8-11, 13-15, 17-19	9
Digital Content Producer	1, 3, 8-11, 13-15, 17-19	9
News Producer	1, 3, 5, 8-11, 13-15, 17-19	9
News Producer	1, 3, 5, 8-11, 13-15, 17-19	5
Technical Director	1, 8-11, 13-15, 17-19	9
Production Assistant, Full time	1, 3, 8-15, 17-19	12
Reporter / MMJ	1, 3, 8-11, 13-15, 17-19	9
Digital Content Producer	1, 7-11, 13-15, 17-19	7
IT SYSTEMS TECHNICIAN	1, 4, 8-11, 13-15, 17-19	4
News Director	1, 5-6, 8-11, 13-15, 17-19	6
Account Executive - KMSS FOX 33	1, 8-15, 17-19	12
Lifestyle Show Producer	1, 5, 8-11, 13-15, 17-19	5
Creative Services Producer (Entry-level)	8-11, 13-15, 17-19	9
Account Executive - KMSS FOX 33	1, 3, 8-11, 13-15, 17-19	9
Digital Content Producer	1, 8-11, 13-15, 17-19	9
Digital Content Producer	1, 3, 8-11, 13-15, 17-19	9
News Producer	1, 5, 8-11, 13-15, 17-19	5
Reporter / MMJ	1, 6-11, 13-19	7
Promotions / Commercial Producer	1-3, 5, 8-11, 13-15, 17-19	2
Digital Content Producer	1, 3, 8-11, 13-15, 17-19	9
Digital Content Producer	1, 3, 7-11, 13-15, 17-19	9

Nexstar did not actively distribute job vacancy notices to Indeed or LinkedIn Corporation. However said sources re-posted some but not all of the SEU's www.Nexstar.tv job vacancy notices without Nexstar's knowledge.

Recruiting Source # 1 - Bossier Parish Community College has experienced technical issues throughout this reporting term. Consequently, this source was unavailable to receive certain job vacancy notices - a situation beyond Nexstar's control.

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Senior Marketing Manager	1-2, 8-11, 13-15, 17-19	2
News Producer	1, 3, 5, 8-11, 13-15, 17-19	5
AM News Anchor	1, 3, 8-11, 13-15, 17-19	9
Lifestyle Show Producer	1-3, 8-11, 13-15, 17-19	2
Anchor / Reporter	1, 8-11, 13-15, 17-19	9
Meteorologist III	1, 8-11, 13-15, 17-19	9
Reporter / MMJ	1, 7-11, 13-15, 17-19	7

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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	4
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	1
5	Internal Promotion	N	6
6	Intracompany Transfer	N	3
7	Linked In	N	7
8	Louisiana Technical College 2010 N. Market Street Shreveport, Louisiana 71107 Phone : 318-676-7811 Email : alenaharris@nltec.edu Alena Harris	N	0
9	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	72
10	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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11	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
12	Re-hire	N	3
13	Society of Broadcaster Engineers 9102 N Michigan Street Indianapolis, Indiana 46260 Url : <a href="http://www.sbe.com">http://www.sbe.com</a> Broadcast Organization Manual Posting	N	0
14	Station Website 3150 North Market Street Shreveport, Louisiana 71107 Url : <a href="http://www.arklatexpage.com">http://www.arklatexpage.com</a> Employment Opportunities Manual Posting	N	0
15	Texas Broadcasters 502 E 11th. St Ste 200 Austin, Texas 78701 Url : <a href="http://broadcastengineering.com">http://broadcastengineering.com</a> Broadcast Association Manual Posting	N	0
16	TVJobs.com	N	1
17	Wiley College 711 Wiley Avenue Marshall, Texas 75670 Phone : 903-927-3300 Email : ljenkins@wileyc.edu Latrina Jenkins	N	0
18	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
19	Xavier University Drexel Drive New Orleans, Louisiana 70125 Phone : 504-486-7411 Email : cathomas@xula.edu Carolyn Thomas	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>97</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	4/1/2021	Establishment of training programs for station personnel	The Station has an established Training Program that allows Station personnel to acquire skills that could qualify them for higher level positions. There were thirteen (13) participants this term.	15	News Director Marketing and Promotions Director News Production Supervisor
2	4/8/2021	Participation in Job Fairs	The Station participated in the East Texas Baptist University Career Fair. Station personnel were able to virtually meet potential applicants and interns to discuss job vacancies and Internship opportunities at the station and in the broadcast industry.	2	Local Sales Manager KTAL Sales
3	8/4/2021	Participation in Job Fairs	The Station participated in the LA Workforce Commission Back-To-Work Employer Job Fair. Station personnel were able to virtually meet potential applicants and interns to discuss job vacancies and Internship opportunities at the station and in the broadcast industry.	2	Local Sales Manager Digital Sales Manager
4	10/20/2021	Participation in Job Fairs	The Station participated in the 2021 Fall Job & Careers Fair sponsored by Bossier Parish Community College. 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.	3	Local Sales Manager Director of Digital Operations Marketing Director
5	10/20/2021	Participation in Job Fairs	The Station participated in the 2021 Fall Job & Career Fair at Bossier Parish Community College, Bossier City. 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.	2	Local Sales Manager Director of Digital Operations

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6	2/12/2022	Participation in Job Fairs	The Station participated in the Louisiana Association of Broadcasters 2022 Student Workshop & Job Fair at Louisiana State University, Baton Rouge. 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	Sports Director
7	2/16/2022	Participation in Job Fairs	The Station participated in the 2022 Northwestern State University, Natchitoches Spring Career Fair. 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 & Promotions Dir
8	3/3/2022	Provision of training to management	The Station conducted 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.	8	