

KTAL

EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

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" ("MRSLS") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Production Assistant, Full time	1, 3, 6-9, 11-16	3
Reporter / MMJ	1, 5-9, 11-16	5
Reporter / Weekend Anchor	1, 3, 6-9, 11-16	3
News Producer	1-2, 6-9, 11-16	7
MMJ Reporter / Digital Anchor	1-2, 6-9, 11-16	7
Account Executive	1-2, 6-9, 11-16	7
Account Executive	1-2, 6-9, 11-16	7
Reporter / Weekend Anchor	1-3, 6-9, 11-16	3
News Producer	1-2, 6-9, 11-16	7
Account Executive, Sales	1-2, 6-16	10
Lifestyle Show Host	1-2, 6-9, 11-16	7
Reporter / MMJ	1-2, 6-9, 11-16	7
Lifestyle Show Producer	1-2, 6-9, 11-16	7
Reporter / MMJ	1-2, 6-9, 11-16	7
Digital Content Producer	1-2, 6-16	7
Director of Marketing / Creative Services	1-4, 6-16	7
Account Executive, Sales	1-2, 6-9, 11-16	7
Senior Creative Services Producer	1-3, 6-9, 11-16	7
Senior Account Executive	1-2, 6-9, 11-16	7
Asst. Chief Engineer	1-2, 6-16	10
Multimedia Journalist / Reporter	1-3, 6-9, 11-16	7
SPORTS DIRECTOR	1-4, 6-9, 11-16	4
DIGITAL EXECUTIVE PRODUCER	1-3, 6-9, 11-16	3
Creative Services Producer (Entry-level)	1-2, 6-9, 11-16	7
Digital Content Producer	1-2, 6-16	10

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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	Grambling State University P.O. Box Drawer 4291 Grambling, Louisiana 71245 Phone : 318-274-2346 Email : minniefielda@gram.edu Latoya Pierre	N	0
3	Internal Promotion	N	11
4	Intracompany Transfer	N	3
5	Linked In	N	2
6	Louisiana Technical College 2010 N. Market Street Shreveport, Louisiana 71107 Phone : 318-676-7811 Email : alenaharris@nlccc.edu Alena Harris	N	0
7	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	56
8	Northwestern State University P.O.Box 5286 Natchitoches, Louisiana 721497 Phone : 318-357-5621 Email : washingtonr@nsula.edu Randi Washington	N	0
9	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

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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
10	Re-hire	N	5
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	0
13	Texas Broadcasters 502 E 11th. St Ste 200 Austin, Texas 78701 Url : http://broadcastengineering.com Broadcast Association Manual Posting	N	0
14	Wiley College 711 Wiley Avenue Marshall, Texas 75670 Phone : 903-927-3300 Email : ljenkins@wileyc.edu Latrina Jenkins	N	0
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 : sleblan1@xula.edu Carolyn Thomas	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			77

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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	Ongoing Event	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. During the current reporting term, there were 16 participants.	16	News Director Director of Digital Operations HR Director Marketing / Promotions Director
2	4/12/2022	Participation in Job Fairs	The Station participated in the Bossier Chamber of Commerce Veteran & Spouse Job and Resource 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.	2	Digital Ops Director HR Director/Business Administrator
3	6/13/2022	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 Southeastern Louisiana University, during the 2022 Summer Semester.	4	News Director Sports Director Sports Anchor Sports Reporter
4	8/3/2022	Participation in Job Fairs	The Station participated at the 2022 National Association of Black Journalists Convention and Career Fair in Las Vegas, NV August 3 - 7, 2022. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
5	3/6/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as a guest speaker at University of North Texas. He was able to speak with student participants about job qualifications and job opportunities at the Station and in the broadcast industry.	1	News Director
6	3/20/2023	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.	10	VP / GM Director of Sales HR Director Digital Ops Director