

KTAL
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

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
Sports Reporter	1-3, 7-17	2
Account Executive	1, 3-4, 7-17	4
Producer I, Lifestyle Show	1, 3, 7-17	9
Account Executive	1, 3, 6-17	6
Sports Director	1-17	5
Reporter !, MultiMedia Journalist	1, 3-4, 6-17	6
Weekend Sports Anchor	1, 3, 5, 7-17	5
Reporter, Sports	1, 3, 7-17	9
News Producer	1, 3, 7-17	9
Integrated Digital Specialist	1, 3, 7-17	9
Lifestyle Show Host	1, 3, 7-17	9
News Producer	1, 3, 7, 9-17	9
Account Executive	1, 3, 7, 9-17	9
Producer I, News	1, 3, 7, 9-17	9

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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	6
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	3
5	Internal Promotion	N	2
6	Linked In	N	6
7	Louisiana Technical College 2010 N. Market Street Shreveport, Louisiana 71107 Phone : 318-676-7811 Email : alenaharris@nltec.edu Alena Harris	N	0
8	LSUCareer Center 1 University Place Shreveport, Louisiana 71115 Email : career@lsu.edu Career Center	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	32
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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	Society of Broadcaster Engineers 9102 N Michigan Street Indianapolis, Indiana 46260 Url : http://www.sbe.com Broadcast Organization Manual Posting	N	0
13	Station Website 3150 North Market Street Shreveport, Louisiana 71107 Url : http://www.arklatexpage.com Employment Opportunities Manual Posting	N	0
14	Texas Broadcasters 502 E 11th. St Ste 200 Austin, Texas 78701 Url : http://broadcastengineering.com Broadcast Association Manual Posting	N	0
15	Wiley College 711 Wiley Avenue Marshall, Texas 75670 Phone : 903-927-3300 Email : ljenkins@wileyc.edu Latrina Jenkins	N	0
16	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
17	Xavier University Drexel Drive New Orleans, Louisiana 70125 Phone : 504-486-7411 Email : cathomas@xula.edu Carolyn 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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			49

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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.	7	Marketing & Promotions Dir Production Director
2	7/9/2020	Participation in events sponsored by community groups	The Station participated in the Louisiana Association of Broadcasters "Courageous Conversation" Webinar on Diversity, Inclusion, and Leadership Development facilitated by Deborah Elam, President and CEO of Corporate Playbook.	8	HR Business Administrator Local Sales Manager News Director General Sales Manager
3	7/23/2020	Participation in Job Fairs	The Station participated in the LA Workforce Commission Virtual 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.	1	Marketing Director
4	9/21/2020	Establishment of training programs for station personnel	EEO Training conducted by Nexstar Legal Team for all hiring managers; directors; HR	9	Marketing & Promotions Dir Local Sales Manager News Director General Sales Manager
5	10/28/2020	Participation in Job Fairs	The Station participated in the Fall 2020 Virtual 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 & Promotions Dir
6	11/5/2020	Participation in Job Fairs	The Station participated in the 2020 Virtual Red, White & You Statewide Hiring Fair sponsored by Workforce Solutions of Northeast Texas with the Texas Workforce Commission. 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	News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	1/19/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a judge for Belmont University's Best Advertising Staff Student Staff Member competition. He was able to offer feedback, mentoring and coaching to all student participants to enhance their skills in the broadcast industry. He spoke with them about job qualifications and job opportunities at the station and in the broadcast industry.	1	Marketing Director