

**KTAL**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 - March 31, 2024**

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
Multimedia Journalist / Reporter	1-3, 5-8, 11-16	6
Assignment Editor / News Producer	1, 3, 5-9, 11-16	6
News Photographer / Videographer	1, 3-8, 11-16	6
Sports Reporter	1-3, 5-8, 11-16	2
Multimedia Journalist / Reporter	1, 3, 5-8, 11-16	6
Reporter / MMJ - Texarkana	1, 3-8, 11-16	4
News Intern, Unpaid	1, 3, 5-8, 11-16	6
Digital Sales Coordinator	1, 3, 5-8, 11-16	6
Account Executive	1, 3, 5-8, 10-16	10
Special Features Reporter	1, 3-8, 11-16	4
Multimedia Journalist / Reporter	1, 3, 5-8, 11-16	6
News Photographer / Videographer	1, 3, 5-8, 11-16	6
Sports Reporter / Anchor	1, 3-8, 11-16	4
Production Assistant, Full time	1, 3, 5-8, 11-16	6
Creative Services Producer (Entry-level)	1, 3, 5-8, 11-16	6
News Producer	1, 3, 5-8, 11-16	6

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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 : minniefielda@gram.edu Latoya Pierre	N	0
4	Internal Promotion	N	5
5	Louisiana Technical College 2010 N. Market Street Shreveport, Louisiana 71107 Phone : 318-676-7811 Email : alenaharris@nltec.edu Alena Harris	N	0
6	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	46
7	Northwestern State University P.O.Box 5286 Natchitoches, Louisiana 721497 Phone : 318-357-5621 Email : washingtonr@nsula.edu Randi Washington	N	0
8	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
9	Professional/Industry Trade Organization	N	1

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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	1
11	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
12	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
13	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
14	Wiley College 711 Wiley Avenue Marshall, Texas 75670 Phone : 903-927-3300 Email : <a href="mailto:ljenkins@wileyc.edu">ljenkins@wileyc.edu</a> Latrina Jenkins	N	0
15	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
16	Xavier University Drexel Drive New Orleans, Louisiana 70125 Phone : 504-486-7411 Email : <a href="mailto:sleblan1@xula.edu">sleblan1@xula.edu</a> Carolyn Thomas	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>57</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	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 20 participants.	20	News Director Director of Digital Content Operations Director of Marketing and Promotions HR Director / Business Manager
2	Ongoing Event	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 Northwestern State University during the 2023 Summer Semester.	3	News Director News Operations Manager Lead Photographer/Videographer
3	4/10/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as a guest speaker at University of Texas, Moody College of Communications. 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
4	2/17/2024	Participation in Job Fairs	The Station participated in the Louisiana Association of Broadcasters College 2 Career Day Job Fair at Grambling University, Ruston, LA. 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	VP / GM
5	2/28/2024	Participation in Job Fairs	The Station participated in the Bossier Chamber of Commerce 2024 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.	1	Marketing and Promotions Director
6	3/19/2024	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.	9	VP / GM Director of Sales Director of Marketing and Promotions Digital Ops Director