

**ANNUAL EEO PUBLIC FILE REPORT**  
**KTAL-TV**  
**April 1, 2016 through March 31, 2017**

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

KTAL-TV

The information contained in this Report covers the time period beginning April 1, 2016 to and including March 31, 2017 (the “Applicable Period”). The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hire began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from April 1, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: KTAL-TV

Section 1: Vacancy Information

	<b>Full-Time Positions Filled by Job Title</b>	<b>Recruitment Source of Hire</b>	<b>Number of Interviewees</b>	<b>Recruitment Sources Utilized</b>
1	PRODUCTION ASSISTANT	QQ	10	H, Z, AA, KK, QQ
2	PRODUCTION ASSISTANT	KK	10	H, Z, AA, KK, QQ
3	NEWS REPORTER	W	3	E, F, G, H, W, Z, HH, KK, QQ
4	ACCOUNT EXECUTIVE	Z	3	W, Z
5	ACCOUNT EXECUTIVE	W	3	W, Z
6	ACCOUNT EXECUTIVE	Z	3	W, Z
7	MANAGER DIGITAL MEDIA	AA	1	AA
8	PRODUCER	KK	3	I, W, Z, PP, RR
9	PRODUCTION ASSISTANT	X	2	W, Z, BB, DD, KK, HH, MM, QQ
10	PRODUCTION ASSISTANT	W	2	W, Z, BB, DD, KK, HH, MM, QQ
11	NEWS PRODUCER ASST	QQ	3	W, X, Z, KK, MM
12	PRODUCTION ASSISTANT	KK	13	O, R, S, T, W, Z, HH, KK
13	PRODUCTION ASSISTANT	KK	13	O, R, S, T, W, Z, HH, KK
14	PRODUCTION ASSISTANT	Z	13	O, R, S, T, W, Z, HH, KK
15	PRODUCTION ASSISTANT	W	13	O, R, S, T, W, Z, HH, KK
16	PRODUCTION ASSISTANT	Z	13	O, R, S, T, W, Z, HH, KK
17	DIGITAL MEDIA MANAGER	KK	1	F, O, Z, KK
18	ACCOUNT EXECUTIVE	Z	4	F, Z, KK, RR
19	ACCOUNT EXECUTIVE	Z	4	F, Z, KK, RR
20	ACCOUNT EXECUTIVE	Z	4	F, Z, KK, RR
21	ACCOUNT EXECUTIVE	Z	4	F, Z, KK, RR
22	RECEPTIONIST	KK	6	F, O, W, JJ, KK, LL, MM, NN, RR

Total Number of Persons Interviewed During Applicable Period: 131

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: KTAL-TV

Section 2: Recruitment Source Information

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
A	American Commercial College	Judy Killough	3014 Knight Street, Shreveport, La 71105	318-861-2112	No	0
B	American School of Business	Amy Juneau	702 Professional Dr. , Shreveport, LA 71105	318-798-3333	No	0
C	Bossier Parish Community College	Kathy Busch	6220 E. Texas Street, Bossier City, LA 71111	318-678-6036	No	0
D	Centenary College	Therese Lambert	2911 Centenary Blvd, Shreveport, LA 71104	318-869-5042	No	1
E	Louisiana Technical College	N/A	2010 N. Market St, Shreveport, LA 71107	318-676-7811	No	1
F	Grambling State University	Margie Pruitt	PO Box Drawer 4291, Grambling, LA 71245	318-274-2346	No	1
G	Louisiana Tech University	Cherl Meyers	PO Box 3153 Ruston, LA 71272	318-257-4336	No	1
H	LSU Career Center	Brian Hirsch	1 University Place, Shreveport, LA 71115	318-797-5062	No	1
I	NAACP @ Louisiana State University	Dr. Leonard Moore	100 Raphael Semmes Rd., Baton Rouge, LA 70803	N/A	No	0
J	Northwestern State University	Traci LaBom	PO B5286, Natchitoches, LA 71497	318-357-5621	No	0

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
K	Shreveport Job Corp Center	Carol Darby	2815 Lillian St, Shreveport LA 71103	318-226-8494	No	0
L	Southern University	Diondrea Edward	3050 ML King Jr. Drive, Shreveport, LA 71106	318-676-3474	No	0
M	Texarkana College	Job Placement	2500 North Robinson Rd, Texarkana TX 75599	903-838-4541	No	0
N	University of Louisiana at Monroe	Ray Watson	Harris Hall-North Wing. Monroe, LA 71209	318-342-5343	No	0
O	Wiley College	Eva Harris	711 Wiley Ave, Marshall, TX 75670	903-927-3300	No	2
P	Prairie View A & M University	Herbert Thomas	PO Box 519Prairie Vie, TX 77446	936-857-3311	No	0
Q	Xavier University	Carolyn Thomas	1 Drexel Drive, New Orleans, LA 70125	504-486-7411	No	0
R	St. Philip's College	Susan Sprole	1801 Martin Luther King Dr., San Anton, TX 78203	210-531-3397	No	0
S	Philander Smith College	Stanley Ellis	1 Dr. Trudie Kibby Reed Dr., Little Rock, AR 72202	501-370-5372	No	0
T	Paul Quinn College	Cynthia Marshall	3837 Simpson Stuart Rd., Dallas, TX 75241	214-302-3532	No	0
U	Dillard University	Dowain Lee	2601 Gentilly Blvd., New Orleans, LA 70122	504-816-4360	No	0
V	L.U.L..C. COUNCIL #16001	Job Placement	PO Box 5042 Bossier City, LA 71171	318-688-5553	No	0
W	Corporate Website	None	<a href="http://www.nexstar.tv">www.nexstar.tv</a>	None	Yes	33
X	Station website	None	<a href="http://www.arklatexhomepage.com">www.arklatexhomepage.com</a>	None	Yes	1

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
Y	Texas Association of Broadcasters	None	<a href="http://broadcastengineering.com">http://broadcastengineering.com</a>	None	No	0
Z	Word of Mouth	None	None	None	No	17
AA	In House	Supervisor	3150 North Market Street, Shreveport, LA 71107	None	Yes	5
BB	Ouachita One Stop For Jobs	None	3158 Louisville Ave, Monroe LA 71201	None	No	0
CC	Our Lady of Holy Cross College	Pam Lopez	4123 Woodland Dr., New Orleans 70131	None	No	0
DD	Loyola University	Brian Creel	6363 St. Charles Ave., New Orleans 70118	None	No	0
EE	Arkansas Work Force Center	Lillie Green	523 E. 6 <sup>th</sup> Street, El Dorado AR 71730	None	No	0
FF	Society of Broadcast Engineers		www.sbe.com		Yes	0
GG	Media Line	None	<a href="http://www.medialine.com">www.medialine.com</a>	None	No	0
HH	TV Jobs	None	<a href="http://www.tvjob.com">www.tvjob.com</a>	None	No	2
JJ	TV Station Spots	None	Channel 6	None	Yes	2
KK	Walk In	None	3150 N Market	None	No	15
LL	Magazine Advertising			None	Yes	2
MM	Social Media	None	Facebook, Linked In	None	No	5
NN	Louisiana Work Force				NO	9
OO	Texas Workforce					0
PP	Joint Job Fair				NO	4
QQ	MONSTER.COM		<a href="http://www.monster.com">www.monster.com</a>		NO	12
RR	CAREERBUILDER.COM		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		NO	17

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2015 through March 31, 2016

Station(s) Comprising the Station Employment Unit: KTAL-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KTAL-TV

	<b>Recruitment Initiative</b>	<b>Description</b>
1	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On March 30, 2017, the station's General Manager conducted an EEO training session which included information and a discussion on the station's recruiting program, hiring practices and preventing discrimination. The training session was mandatory attendance for all management level personnel.
2	Participate in job fairs by station personnel who have substantial responsibility for hiring decisions	<ol style="list-style-type: none"> <li>1. On April 6, 2016, the Station's Operations Manager and General Sales Manager attended the Louisiana State University Shreveport ("LSUS") job fair.</li> <li>2. One May 26, 2016 the Station's Operations Manager and News Director attended the Louisiana Workforce Commission job fair.</li> <li>3. On October 5, 2016, the Station's Operations Manager, News Director and Local Sales Manager attended the LSUS job fair.</li> <li>4. On October 8, 2016, the Station's News Director attended the Louisiana Association of Broadcasters job fair</li> <li>5. On November 10, 2016, the Station's General Manager and Operations Manager attended the Texarkana Workforce Commission job fair.</li> <li>6. On March 22, 2017, the Station's Operations Manager attended the LSUS job fair.</li> </ol>
3	The establishment of an internship program designed to assist members of the community to acquire skills needed for Broadcast employment	During this reporting period, the station hosted an intern from the University of the Columbians in Kentucky (Summer Semester 2016) and one intern from Centenary College of Louisiana (Spring Semester 2017).

