

WBXN, WUPL, WWLTV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 30, 2017

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
Account Executive	1, 3-5, 8-9, 11-14, 17-29, 33-40, 42-44, 46, 48-50, 52, 54-61, 64-65, 71-76	14
Creative Producer	12-14, 22-24, 27, 31, 33, 38, 47, 58, 63, 71-72, 74-75	14
MMJ/GA Reporter	3-5, 8-9, 11-14, 17-22, 24-26, 28, 31, 33-40, 42-44, 46-52, 54-60, 64-75	14
MMJ/GA Reporter	3-5, 8-9, 11-14, 17-22, 24-26, 28, 31, 33-40, 42-44, 46-52, 54-60, 64-75	75
Multi Media Account Executive	1, 4-5, 7-13, 17-22, 24-25, 27-29, 31, 33-44, 46-52, 55-61, 64-66, 68, 71-77	10
News Content Producer	4-5, 8-9, 11-13, 17-22, 24-25, 27-28, 30, 33-37, 39-43, 46-52, 54-58, 60, 65-66, 68, 71-76	75
News Content Producer	4-5, 8-9, 11-13, 17-22, 24-25, 27-28, 30, 33-37, 39-43, 46-52, 54-58, 60, 65-66, 68, 71-76	75
Front Desk/Sales Asst.	12, 14, 23-24, 31, 33, 38, 51, 53, 66, 68, 72, 75	12
Account Executive	12, 14, 23-24, 27, 31, 33, 38, 51, 66, 68, 72, 74-75	23
Account Executive	12, 14, 23-24, 27, 31, 33, 38, 51, 66, 68, 72, 74-75	23
Digital Sales Specialist	12, 14, 24, 27, 30-31, 33, 38, 45, 72, 75	14
Account Manager	12, 16, 23-24, 31, 33, 38, 51, 66, 68, 72, 75	23
Account Manager	12, 16, 23-24, 31, 33, 38, 51, 66, 68, 72, 75	31
Weekend Anchor/MMJ	1, 4-13, 15, 17-18, 20-23, 25, 27-30, 33-38, 40, 42-43, 45, 47-50, 52, 54-60, 62, 64-65, 70-76	15
Multi Skilled Journalist	1-2, 4-9, 11-14, 17-18, 20-29, 32-38, 40, 42-43, 47-50, 52, 55-60, 62, 64-65, 70-76	2
Multi Skilled Journalist	1-2, 4-9, 11-14, 17-18, 20-29, 32-38, 40, 42-43, 47-50, 52, 55-60, 62, 64-65, 70-76	32
Video Coordinator	1, 4, 6-9, 11-13, 17-18, 20-29, 31, 33-40, 42-44, 47-50, 52, 54-60, 62, 64-65, 71-76	23

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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	AARP Seniors Employment Program 820 Jordan, Suite 310 Shreveport, Louisiana 71101 Phone : 3182217611 Fax : 318-221-7612 Betty Hendrix	N	0
2	Agency Referral	N	1
3	American School of Business 702 Professional Drive Shreveport, Louisiana 71105 Phone : 318-798-3333 Fax : 318-798-3336 Patty Donovan	N	0
4	American Women in Radio & TV Louisiana Phone : 702-506-3290 Url : www.art.org/careerline Fax : 703-506-3266	N	0
5	AR&D Louisiana Fax : 214-951-9610 Kristin Gotthardt	N	0
6	Ayers Institute 3010 Knight St. #300 Shreveport, Louisiana 71105 Phone : 318-868-3000 Fax : 318-868-7701 Darlene Robinson	N	0
7	Baranco-Clark YMCA 1735 Thomas H. Delpit Dr Baton Rouge, Louisiana 70802 Phone : 225-344-6775 Fax : 225-344-6748 Frank Rideau	N	0
8	BR School of Computers 9255 Interline Avenue Baton Rouge, Louisiana 70809 Phone : 225-923-2525 Fax : 225-923-2979 Pam Smith	N	0

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9	Broadcast Employment Weekly Louisiana Phone : 800-922-5627 Fax : 208-377-4202 Eng. or	N	0
10	Bulletin Board	N	2
11	Camelot Career College 2618 Wooddale Blvd Baton Rouge, Louisiana 70805 Phone : 225-928-3005 Fax : 225-927-3794 Ronnie Williams	N	0
12	Career Builder 200 N LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	4
13	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
14	Corporate Office	N	12
15	Corporate Recruiter	N	2
16	Current Employee	N	2
17	Delmont Service Center 3535 Riley Street Baton Rouge, Louisiana 70805 Phone : 225-389-5464 Fax : 225-389-4907 Julie Newman	N	0
18	Delta College 7380 Exchange Place Baton Rouge, Louisiana 70806 Phone : 225-927-7780 Fax : 225-927-9096 Amy Renn	N	0

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19	Denham Springs Housing Authority P.O. Box 910 Denham Springs, Louisiana 70727 Phone : 225-644-3301 Fax : 225-664-3309 Freddie Banks	N	0
20	Department of Labor Job Service 1991 Wooddale Blvd Baton Rouge, Louisiana 70806 Phone : 225-925-4311 Fax : 225-925-1845 Jennifer Johnson	N	0
21	Department of Social Services 3651 Cedarcrest Ave Baton Rouge, Louisiana 70816 Phone : 225-295-8900 Fax : 225-295-8966 Tommy Powell	N	0
22	Dillard University 2601 Gentilly Blvd. Center for Career and Professional Development New Orleans, Louisiana 70122 Phone : 504-816-4222 Url : http://www.dillard.edu Email : cchooke@dillard.edu Carretta Cooke	N	0
23	Employee Referral	N	13
24	Glassdoor glassdoor.com Sausalito, California RObert Hohman Manual Posting	N	0
25	Goodwill Employment Solutions 1253 Shreveport-Barksdale Shreveport, Louisiana 71105 Phone : 318-868-4701 Fax : 318-868-4936 Tammy or	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
26	Goodwill Industries/GAPS Training 800 West 70th Street Shreveport, Louisiana 71106 Phone : 318-869-2575 Fax : 318-869-2574	N	0
27	Graeme Newel - 602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
28	Hispanic Chamber of Commerce P.O. Box 5985 Metairie, Louisiana 70009 Phone : 504-885-4262 Fax : 504-887-5422 Karen Rivas	N	0
29	Houston Chronicle Houston, Louisiana Phone : 713-220-3301 Fax : 713-354-3804 Danielle Gamble	N	0
30	Indeed.com 7501 North Capital of Texas Highway Building B Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Anne Murguia Manual Posting	N	1
31	Indeed.com	N	15
32	Job posting on internet	N	1
33	JuJu juju.com New York, North Carolina Phone : (212) 537-3898 Brendan Cruickshank Manual Posting	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
34	Kenner Professional Women's Association P.O. Box 1227 Kenner, Louisiana 70063 Phone : 504-712-2258 Fax : 504-712-2206 Sal Lajarza	N	0
35	La Dept of Labor Job Center 2900 Dowdell Shreveport, Louisiana 71103 Phone : 318-676-5726 Fax : 318-676-7112 Dan Meade	N	0
36	La Rehabilitation Services 1525 Fairfield Ave. Room 708 Shreveport, Louisiana 71101 Phone : 318-676-7155 Fax : 318-676-7176 Dane Brittain	N	0
37	La. Technical College 3250 N. Acadian Thruway East Baton Rouge, Louisiana 70805 Phone : 225-359-9201 Fax : 225-359-9354 Tammy Brown	N	0
38	Linked In 2029 Stierlin Court # 200 Mountain View, California 94043 Url : http://www.linkedin.com Career Service Manual Posting	N	0
39	Louisiana College/Dept of Communications Arts 1140 College Dr - Box 554 Pineville, Louisiana 71359 Phone : 318-487-7598 Fax : 318-487-7191 Bennett Strange	N	0
40	Louisiana Technical College 1115 Clover Street Abbeville, Louisiana 70511 Phone : 337-893-4984 Fax : 337-893-4991	N	0

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41	Louisiana Technical College 1101 Bertrand Drive Lafayette, Louisiana 70506 Phone : 337-262-5962 Fax : 337-262-5122	N	0
42	Loyola University, Career Services 6363 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-3835 Fax : 1-504-865-2382 Mark LaHood	N	0
43	Manship School of Mass Communications 221 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-2336 Fax : 225-578-2125 Helen Taylor	N	0
44	Martin Luther King Community Center 4100 Gus Young Avenue Baton Rouge, Louisiana 70802 Phone : 225-389-7804 Fax : 225-389-7816 E.C. Baham	N	0
45	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 323-284-5589 Url : http://www.media-match.com Tammy Romaniuk Manual Posting	N	0
46	Memphis Commercial Appeal Memphis, Louisiana Phone : 901-529-2700 Fax : 901-529-2278 Charles Mandell	N	0
47	National Lesbian and Gay Journalist Association 1420 K Street NW # 910 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : http://www.nlga.org Email : info@nlga.org Bach Polakowski	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
48	Native American Broadcasting Consortium P.O. Box 83111 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-8675	N	0
49	Native American Public Broadcasting P.O. Box 68501 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-1785 Referral Director	N	0
50	New Orleans Tribune 2335 Esplanade Ave New Orleans, Louisiana 70119 Phone : 504-945-0772 Fax : 1-504-949-4129 Louise Cardrich	N	0
51	NOLA.com 365 Canal Street Ste 3100 New Orleans, Louisiana 70130 Phone : 504-299-3519 Url : http://www.nola.com Wendy Miller Manual Posting	N	0
52	Northwestern State University P.O. Box 5293 Natchitoches, Louisiana 71497 Phone : 318-357-6361 Fax : 318-357-5690 Placement Office	N	0
53	Other Source	N	1
54	Our Lady of Holy Cross College 4123 Woodland Dr New Orleans, Louisiana 70131 Phone : 504-394-7744 Fax : 504-391-2421 Stanton McNeely	N	0

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55	Panola College 1109 Panola Carthage, Louisiana 75633 Phone : 903-693-2051 Fax : 903-693-2018 Temeka Jeter	N	0
56	PromaxBDA 5700 Wilshire Blvd Suite 275 Los Angeles, Louisiana 90036 Phone : 310-788-7600 Fax : 1-310-788-7616 Carla Calavitta	N	0
57	Remington College 1900 N. Lobdell Blvd. Baton Rouge, Louisiana 70806 Phone : 225-922-3900 Fax : 225-922-3999 Carol Caddy	N	0
58	Southern University 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5389 Url : http://www.suno.edu Email : jmarion@suno.edu Fax : 1-504-286-5390 Joe Marion	N	0
59	Southern University of New Orleans 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5395 Fax : 504-286-5390 Joe Marion	N	0
60	Southern University-Baton Rouge Southern Branch Post Office - Box 9770 Baton Rouge, Louisiana 70813 Phone : 225-771-2200 Fax : 225-771-3272 Al Barron	N	0

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61	Spots 'N' Dots 600 West Peachtree Street NW Ste 350 Atlanta, Georgia 30398 Phone : 888-884-2630 Url : http://www.spotsndots.com Penny Borg Manual Posting	N	0
62	State of LA Governor's Office of Women's Services 2716-A Wooddale Blvd Baton Rouge, Louisiana 70805 Phone : 225-925-6922 Fax : 225-922-2574 Consuella Savoie	N	0
63	Station Website	N	1
64	TCP, Inc./Agape' Care Providers, Inc 781 Behrman Highway, Ste. 107 Terrytown, Louisiana 70056 Phone : 504-392-1398 Fax : 504-392-0825 Lisa Jordan	N	0
65	The Advocate P.O. Box 588 Baton Rouge, Louisiana 70801 Phone : 225-383-1111 Fax : 225-388-0129 Classified Department	N	0
66	The Advocate 329 Baronne Street New Orleans, Louisiana 70112 Phone : 504-636-7400 Url : http://www.theneworleansadvocate.com Brittany O'Conner Manual Posting	N	0
67	The Charlotte Observer/Classified Department Charlotte, Louisiana Phone : 704-358-5340 Fax : 704-358-5340 Kim	N	0

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68	Times Picayune 365 Canal Street Ste 3100 New Orleans, Louisiana 70130 Phone : 504-299-3519 Url : http://www.nola.com Wendy Miller Manual Posting	N	0
69	Times Picayune/Classified Department New Orleans, Louisiana 70140 Phone : 504-826-3230 Fax : 504-826-3334 Delores Jones	N	0
70	Tulane University 6823 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-5107 Fax : 504-865-6712 Sandy Somerville	N	0
71	Tulane University 6823 St. Charles Avenue Collins C. Diboll Complex New Orleans, Louisiana 70118 Phone : 504-865-5107 Url : http://www.hiretulane.com Email : jobs@tulane.edu Fax : 1-504-856-6712 Susan Mickey	N	0
72	TV Jobs (DBA Broadcast Employment Services) P.O. Box 4116 Oceanside, California 92052 Phone : 877-988-9808 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	2
73	University of Texas-Tyler 3900University Drive Tyler, Louisiana 75701 Phone : 903-566-7253 Fax : 903-566-7287 Placement Director	N	0

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74	US Department of Veterans Affairs - New Orleans 517 N Rampart Street 5th Floor New Orleans, Louisiana 70116 Phone : 504-658-2930 Url : http://www.vetaffairs.com Email : veteran@la.gov Fax : 1-504-658-2931 Lloyd Cole	N	0
75	WWL-TV Website 1024 N Rampart Street New Orleans, Louisiana 70116 Phone : 504-529-6333 Url : http://www.wwltv.com Tom Planchet Manual Posting	N	5
76	Xavier University 1 Drexel Avenue - P.O. Box 65A New Orleans, Louisiana 70125 Phone : 504-486-7411 Fax : 504-520-7914 Director of	N	0
77	Xavier University 1 Drexel Drive Ste 305 New Orleans, Louisiana 70125 Phone : 504-520-7364 Url : http://www.xula.edu Carolyn Thomas Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			62

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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	2/29/2016	Participation in events or programs sponsored by educational institutions	From Feb 29th to March 4, SEU hosted several student s from Loyola University's TV News producing course for a job shadowing program. Students shadowed news producers and learned about television news production.	1	Special Projects Mgr
2	3/15/2016	Participation in events or programs sponsored by educational institutions	On March 15th the SEU hosted a station tour for Broadcast Journalist high school students from Mount Carmel Academy.	2	Producer Special Projects Manager
3	4/1/2016	Participation in scholarship programs	WWL-TV provide tuition assistance to staff Meterologist to take classes in Forecasting and Hydrometeorology.	1	Meteorologist
4	4/21/2016	Establishment of training programs for station personnel	Sales production manager selected to participate in TEGNA's Media's Executive Leadership Program. This program is focused on frowing the competencies and capabilities necessary to be a successful General Manager.	1	Sales Production Manager
5	4/26/2016	Provision of training to management	Break Through to Excellence- G/O Digital's Leadership Summit was held in Phoenix, Arizona and attended by the Digital and Local Sales Managers for WWLTV. The summit focused on leadership, enhancing sales through websites and social media along with brand building.	3	Local Sales Manager Local Sales Manager Digital Sales Manager
6	4/29/2016	Participation in events or programs sponsored by educational institutions	Account Executive attended a career day panel speaking to 7th and 8th grade students from South Plaquemines High School about careers in Broadcast Sales.	1	Account Excutive
7	5/6/2016	Participation in events or programs sponsored by educational institutions	On May 6th, the Chief Meteorologist attended a career day at Mayfield Elementary School to talk to students about education, training and personal skills needed to be a Meteorologist.	2	Meteorologist
8	6/2/2016	Participation in events sponsored by community groups	On June 2nd, the Morning Show Anchor hosted a group of 12 to 15 year old campers from Excite All Stars Summer Camp to learn about broadcasting.	1	Anchor

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	6/6/2016	Establishment of an intern program designed to assist members of the community	From June 1st through August 12th, our SEU hosted three students from Louisiana State University for a paid internship (college credit). These students learned about and experienced careers in broadcasting by working in our News Department under the supervision of the Special Projects Manager.	1	Special Projects Manager
10	9/14/2016	Provision of training to management	Department Head group attended training led by Covington and Burling to review FCC obligations.	6	GM Marketing Director Asst. Technology Director News Director
11	9/15/2016	Establishment of training programs for station personnel	On 9/15 through 9/17 our Social Media Coordinator attended the National Online News Association Conference in Denver. The TEGNA foundation grant to ONA provides ongoing training and recognition to advance journalism in the digital space. ONA's mission is to inspire innovation and excellence among journalists to better serve the public.	1	Social Media Coordinator
12	9/16/2016	Participation in events or programs sponsored by educational institutions	Sports Director and Weekend Meteorologist participated in a career day by a local high school so that students can learn more about careers in Journalism.	2	Meteorologist Sports Director
13	10/8/2016	Participation in Job Fairs	On October 8th, the SEU participated in a job Fair hosted by Louisiana Association of Broadcasters during the 2nd Annual LAB Student Workshop.	2	HR Director President/GM
14	1/5/2017	Establishment of training programs for station personnel	WWLTV sent (2) employees to TEGNA's Content Summit in McLean, Virginia designed to give our management team new ways to examine content issues and get noticed, increase audience on all platforms and hire a diverse staff that is representative of the communities we serve.	2	Creative Services Director Digital News Manager