

WBXN, WUPL, WWLTV
EEO PUBLIC FILE REPORT
January 21, 2017 - January 20, 2018

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
Meteorologist	10-11, 13, 21-23, 26, 30, 32-33, 38, 45, 51, 58, 66-67, 69-70, 74-75	22
Creative Producer	10, 21, 26, 33, 38, 58, 69-70, 74-75	75
Assistant News Director	1, 3, 5-11, 14, 16-17, 19-22, 24, 26-29, 33-37, 40-42, 45-46, 48-49, 52-56, 58-62, 65, 68-70, 73-76	22
Multi Platform Producer	1, 3-11, 16-17, 19-21, 23-27, 29, 33-38, 40-43, 45-46, 48-49, 52-56, 58-62, 65, 69-70, 73-76	75
Director Marketing & Insights	1, 3, 5-12, 16-21, 23-29, 34-37, 39-43, 45-46, 48-49, 52-56, 59-62, 65, 69-70, 73-76	75
Digital News Content Producer	3-11, 15-22, 24-28, 33-37, 39-41, 46-50, 52-56, 59-65, 68-76	22
Multi Platform Producer	3-11, 15-22, 24, 26-29, 33-37, 39-43, 45-50, 52-56, 59-65, 68-76	22
Multi Platform Producer	3-11, 15-22, 24, 26-29, 33-37, 39-43, 45-50, 52-56, 59-65, 68-76	22
Multi Platform Producer	3-11, 15-22, 24, 26-29, 33-37, 39-43, 45-50, 52-56, 59-65, 68-76	29
Photojournalist	3-11, 15-21, 24, 26-29, 32-37, 39-46, 48-50, 52-56, 59-65, 68-76	32
Digital News Content Producer	1, 3-9, 11, 15, 17-19, 21-22, 26-28, 32, 34-37, 39-43, 45-50, 52-56, 59-65, 68-76	22
Sports MMJ	1-6, 8-11, 16-21, 24-29, 31, 33-37, 40-50, 52-57, 59-65, 68-76	2
Sports MMJ	1-6, 8-11, 16-21, 24-29, 31, 33-37, 40-50, 52-57, 59-65, 68-76	70

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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 Women in Radio & TV Louisiana Phone : 702-506-3290 Url : www.art.org/careerline Fax : 703-506-3266	N	0
4	AR&D Louisiana Fax : 214-951-9610 Kristin Gotthardt	N	0
5	Ayers Institute 3010 Knight St. #300 Shreveport, Louisiana 71105 Phone : 318-868-3000 Fax : 318-868-7701 Darlene Robinson	N	0
6	Baranco-Clark YMCA 1735 Thomas H. Delpit Dr Baton Rouge, Louisiana 70802 Phone : 225-344-6775 Fax : 225-344-6748 Frank Rideau	N	0
7	BR School of Computers 9255 Interline Avenue Baton Rouge, Louisiana 70809 Phone : 225-923-2525 Fax : 225-923-2979 Pam Smith	N	0
8	Broadcast Employment Weekly Louisiana Phone : 800-922-5627 Fax : 208-377-4202 Eng. or	N	0

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9	Camelot Career College 2618 Wooddale Blvd Baton Rouge, Louisiana 70805 Phone : 225-928-3005 Fax : 225-927-3794 Ronnie Williams	N	0
10	Career Builder 200 N LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	0
11	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
12	Corporate Office	N	1
13	Craigs List New Orleans 222 Sutter Street San Francisco, California 94108 Phone : 415-399-5200 Url : https://neworleans.craigslist.org Jim Buckmaster Manual Posting	N	0
14	Current Employee	N	1
15	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
16	Delmont Service Center 3535 Riley Street Baton Rouge, Louisiana 70805 Phone : 225-389-5464 Fax : 225-389-4907 Julie Newman	N	0

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17	Delta College 7380 Exchange Place Baton Rouge, Louisiana 70806 Phone : 225-927-7780 Fax : 225-927-9096 Amy Renn	N	0
18	Denham Springs Housing Authority P.O. Box 910 Denham Springs, Louisiana 70727 Phone : 225-644-3301 Fax : 225-664-3309 Freddie Banks	N	0
19	Department of Labor Job Service 1991 Wooddale Blvd Baton Rouge, Louisiana 70806 Phone : 225-925-4311 Fax : 225-925-1845 Jennifer Johnson	N	0
20	Department of Social Services 3651 Cedarcrest Ave Baton Rouge, Louisiana 70816 Phone : 225-295-8900 Fax : 225-295-8966 Tommy Powell	N	0
21	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 : ccooke@dillard.edu Carretta Cooke	N	0
22	Employee Referral	N	7
23	Glassdoor glassdoor.com Sausalito, California RObert Hohman Manual Posting	N	1

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24	Goodwill Employment Solutions 1253 Shreveport-Barksdale Shreveport, Louisiana 71105 Phone : 318-868-4701 Fax : 1-318-868-4936 Job Services	N	0
25	Goodwill Industries/GAPS Training 800 West 70th Street Shreveport, Louisiana 71106 Phone : 318-869-2575 Fax : 318-869-2574	N	0
26	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
27	Hispanic Chamber of Commerce P.O. Box 5985 Metairie, Louisiana 70009 Phone : 504-885-4262 Fax : 504-887-5422 Karen Rivas	N	0
28	Houston Chronicle Houston, Louisiana Phone : 713-220-3301 Fax : 713-354-3804 Danielle Gamble	N	0
29	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	6
30	Indeed.com	N	1
31	Internal Candidate	N	1
32	Job posting on internet	N	3

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33	JuJu juju.com New York, North Carolina Phone : (212) 537-3898 Brendan Cruickshank Manual Posting	N	0
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Louisiana Technical College 1115 Clover Street Abbeville, Louisiana 70511 Phone : 337-893-4984 Fax : 337-893-4991	N	0
41	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
42	Manship School of Mass Communications 221 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-2336 Fax : 225-578-2125 Helen Taylor	N	0
43	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
44	Nat'l Association of Black Journalists 8701 Adelphi Road Adelphi, Maryland 20783 Phone : 301-445-7100 Url : http://www.nabj.org Laura Schuebel Manual Posting	N	2
45	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
46	Native American Broadcasting Consortium P.O. Box 83111 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-8675	N	0

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47	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	N	0
48	Native American Public Broadcasting P.O. Box 68501 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-1785 Referral Director	N	0
49	New Orleans Tribune 2335 Esplanade Ave New Orleans, Louisiana 70119 Phone : 504-945-0772 Fax : 1-504-949-4129 Louise Cardrich	N	0
50	News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department	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	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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54	Panola College 1109 Panola Carthage, Louisiana 75633 Phone : 903-693-2051 Fax : 903-693-2018 Temeka Jeter	N	0
55	PromaxBDA 5700 Wilshire Blvd Suite 275 Los Angeles, Louisiana 90036 Phone : 310-788-7600 Fax : 1-310-788-7616 Carla Calavitta	N	0
56	Remington College 1900 N. Lobdell Blvd. Baton Rouge, Louisiana 70806 Phone : 225-922-3900 Fax : 225-922-3999 Carol Caddy	N	0
57	Society of Professional News Journalists P.O. Box 77 Green Castle, Wisconsin 46135 Phone : 318-653-3333 Fax : 317-653-4631	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	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
62	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
63	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
64	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	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

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67	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
68	Tulane University 6823 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-5107 Fax : 504-865-6712 Sandy Somerville	N	0
69	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
70	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	4
71	United Negro College Fund 120 Wall Street F19 New York, New York 10005 Phone : 212-747-0612 Fax : 212-820-0157 Executive Director	N	0
72	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0

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73	University of Texas-Tyler 3900 University Drive Tyler, Louisiana 75701 Phone : 903-566-7253 Fax : 903-566-7287 Placement Director	N	0
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	11
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			39

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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	3/6/2017	Participation in job banks, internet programs and other programs designed to promote outreach	Executive Producer and Producer hosted a group of broadcast journalism students from Mount Carmel Academy on March 27, 2017 and spoke to them about careers in broadcasting and media and watch noon newscast live in the studio and control room.	2	Executive Producer Producer
2	3/27/2017	Participation in other activities designed by the station employment unit	Executive Producer and Producer hosted a group of broadcast journalism students from Mount Carmel Academy on March 27, 2017 and spoke to them about careers in broadcasting and media and watch noon newscast live in the studio and control room.	2	Executive Producer Producer
3	4/3/2017	Participation in job banks, internet programs and other programs designed to promote outreach	Hosted two Loyola University students as part of a shadowing program. They observed a newscast and shadowed a news producer. They also had an opportunity to discuss with Newsroom staff the type career opportunities available in the broadcast and journalism industry.	1	Executive Producer
4	5/17/2017	Establishment of an intern program designed to assist members of the community	Station hired three interns from Louisiana State University to work in the Newsroom during the Summer of 2017. This program was administered by the Executive News Producer.	4	Executive Producer Intern Intern Intern
5	6/27/2017	Provision of training to management	The Human Resources Director attended the HR Summit in McLean, VA for two days with a focus on transformation. The summit was full of interactive sessions, breakout groups, entertaining presentations and more. A good amount of time was spent with HR peers working through various aspects of our transformation.	1	HRBP
6	7/13/2017	Participation in other activities designed by the station employment unit	Executive Producer and Account Executive hosted a tour for St. Christopher School Summer Camp where a group of middle school children aged 9 to 12 learned about jobs in broadcasting and digital media and observed the noon newscast in production.	2	Exec. Producer AE

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7	7/14/2017	Participation in events or programs sponsored by educational institutions	Sports Director spoke to high school students about careers in television news during the St. Tammany Parish Schools "Summer Institute". Students must achieve grade requirements to participate.	1	Sports Director
8	8/8/2017	Participation in Job Fairs	Station personnel participated in representing the station at the National Association of Black Journalists in New Orleans, LA.	4	HR Director Creative Services Director Marketing Manager
9	9/29/2017	Participation in events or programs sponsored by educational institutions	Newsroom Producer and Newsroom Anchor spoke to Journalism class at Loyola University about how they manager their social media profiles, a brief rundown of the 504 show, how it's taped, roles, how decisions are made about what is broadcast and what is posted online.	2	Anchor Producer
10	10/20/2017	Participation in events or programs sponsored by educational institutions	Sports Director participated in a career day by a local high school so that students can learn more about careers in journalism.	1	Sports Director
11	10/26/2017	Participation in events sponsored by community groups	Account Executive participated in a panel put on by Youthforce Nola on October 26, 2017 to discuss her job as a Broadcast TV Account Executive and the marketing/advertising industry.	1	Account Executive
12	11/6/2017	Participation in events or programs sponsored by educational institutions	MMJ spoke to an Advanced Journalism class at Loyola University about her job, reporting, live reports and morning shows.	1	MMJ
13	11/13/2017	Participation in job banks, internet programs and other programs designed to promote outreach	Hosted 20 students from a local high school for a studio tour and interview with morning show anchor. Among the topics discussed was the type career opportunities available in the broadcast and journalism industry.	1	Anchor
14	12/13/2017	Establishment of training programs for station personnel	The Newsroom staff attending social media training provided by TEGNA Strategic Content Partnerships focused on empowering the team to succeed on social media using tactics unique to their rolls in the newsroom.	79	Newsroom Staff

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15	1/2/2018	Establishment of training programs for station personnel	Tegna Labor Relations provides a series of monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and then the HRBP shares this topical information with their executive team.	1	HRBP
16	1/2/2018	Establishment of training programs for station personnel	VP Labor Relations conducted 1 hour 180 All Employees training sessions Workplace Violence Prevention and Situational Awareness training for all station employees and leaders. There were three date options. Those that could not make the live training options were provided a link to watch a recorded version.	160	All Employees