# Red River Radio Network
## EEO Report:   covering the employment period from February 1, 2023 until January 31, 2024.

KLDN-Lufkin
KDAQ-Shreveport
KLSA – Alexandria
KBSA-El Dorado
KTYK-Overton

**We had one position filled during this time period,  a full time News Director position.**
**.**
For this position, ads were placed in the Shreveport Sun (an historically black newspaper) the university (LSUS) and station websites, the Corporation for Public Broadcasting job site, publicmedia.org, as well as on the Louisiana State hiring website.   All applicants had to apply via the State website, which automatically blocks certain information (such as race) from reaching the search committee, thereby providing an extra level of assurance that EEO requirements are being met.  Out of all the applicants, 6 applicants were looked at closely, with multiple persons interviewed either by phone or in person, if possible.   3 finalists were selected and directly interviewed during the last week of July, 2023.

Jeffrey Ferrell was hired for the news director position on August 1, 2023.   Jeff has over three decades of experience as a broadcast journalist, and has a Masters Degree from Louisiana Tech University, with additional university time towards a Doctorate.  .

On an ongoing basis, Red River Radio has maintained a  program  of working with interns who are interested in broadcasting.   These interns  learn the basics of radio and broadcast production through the creation of projects intended for airing on Red River Radio. These internships  include opportunities  for LSUS students and for students from other area colleges as well.   Information about our internships is provided on our website: www.redriverradio.org.   Currently, we have two paid interns working for the station who are also  students at our licensee.  Internships can be focused on either broadcast journalism or production.

We maintain an open door policy for interns and students from Centenary College, Southern University, Grambling State, Wiley College, Stephan F. Austin and other schools who have expressed an interest in addition to making available student work and volunteer opportunities to full time students attending LSUS, as well as to members of our community.   We have an active list of dozens of volunteers who participate in a variety of tasks at our station.

Red River Radio also encourages volunteers who have an interest in broadcasting to take advantage of training and volunteer opportunities  throughout each year.  This includes hosting programs, commentaries or assisting our production team in live events. Volunteer opportunities exist for those who desire to learn about broadcasting as a potential career choice. These opportunities are less specialized than our intern program but provide a good opportunity to gain experience in broadcasting. Red River Radio encourages volunteers who have an interest in broadcasting to take advantage of training and volunteer opportunities throughout each year.

Red River Radio also has an open association with Grambling State University (home of our Grambling translator) for the purpose of providing production opportunities for

students in the Communications department.   Grambling is also the location of our translator serving that area, part of a long-time collaboration dating back decades.

Red River Radio maintains a collaboration with the Louisiana School for Math, Sciences and the Arts where High School students gain an understanding of radio and broadcast production. This was also paused during the pandemic, however we have a number of produced programming segments from this collaboration that we aired in the past.  Our intent to is restart this program when the school is ready to do so.

Red River Radio also participates in job fairs held on the campus of Louisiana State University Shreveport on a regular basis.

Finally, the network also abides by the equal employment opportunities policies of the University.  Any positions open will be advertised and filled according to the rules of LSUS and the State of Louisiana.

Submitted January 9, 2024