

EEO Report 2016
EEO PUBLIC FILE REPORT
January 22, 2016 - January 21, 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
Receptionist	1-3, 5, 7, 9-14, 16-20, 22, 24-29, 33-35, 38, 40, 42-43, 47, 49-50	42
Regional Sales Account Executive	1-3, 5-14, 16-19, 22, 24-29, 33-35, 38, 40, 43, 47, 50	8
Sales Account Executive	1, 3, 5, 7, 9-13, 16-20, 22-29, 33-36, 38-40, 42-43, 47, 50	42
Reporter/Video Journalist (MMJ)	1-3, 5, 7-13, 16-20, 22-25, 27-29, 33-36, 38-40, 42-43, 47, 50	42
National Sales Assistant	1-3, 5, 7, 9-14, 16-20, 22-25, 27-29, 33-36, 38-40, 42-43, 47, 49-50	14
Creative Services/Marketing Producer	1-3, 5, 7, 9-14, 16-20, 22-25, 27-28, 33-36, 38-40, 42-43, 47, 50	14
Executive Producer	1-3, 5, 7-13, 15-20, 22-29, 33-36, 38-40, 43, 47, 50	8
Morning Show Producer	1-3, 5, 7-11, 13, 15-19, 22-25, 27-29, 33-36, 38-40, 42-43, 47, 50	8
Morning Show Producer	1-3, 5, 7-11, 13, 15-19, 22-25, 27-29, 33-36, 38-40, 42-43, 47, 50	8
Content Management Center/Web Producer	1-2, 5, 7, 9-13, 15-20, 22-25, 27-29, 33-36, 38-40, 42-43, 47, 50	42
Audio Operator	1-2, 5, 7-9, 11-13, 15-19, 22-25, 27-29, 33-35, 38-40, 42-43, 47, 50	8
Newscast Director - Full Time	1-2, 5, 7-13, 15-19, 22-25, 27-29, 33-35, 38-40, 42-43, 45, 47, 50	42
Producer	1-2, 5, 7, 9-13, 15-19, 22-25, 27-29, 33-35, 38-40, 42-43, 47, 50	42
Weekend Anchor/Reporter	1-2, 5, 7-13, 17-20, 22-25, 27-29, 33-35, 37-40, 43, 47, 50	8
Interactive Ad Operations Specialist – Katc.com	1-2, 5, 7, 9-14, 17-19, 22-25, 27-29, 33-35, 38-40, 42-43, 47, 49-50	49
Photographer/Live Truck Operator/Editor	1-2, 4-5, 7-13, 15, 17-19, 22-29, 33-35, 38-43, 47, 50	8
Reporter/Video Journalist (MMJ)	1-2, 4-5, 7, 9-13, 15, 17-19, 22-23, 25-29, 33-34, 38-43, 47, 50	42
Interactive Director	1-2, 4-5, 7-13, 15, 17-19, 22-29, 33-35, 38-43, 47, 49-50	8
Digital Sales Specialist	1-2, 4-5, 7, 9-13, 15, 17-19, 22-29, 33-35, 37-43, 47-48, 50	48
Broadcast Engineer: IT System Administrator	1-2, 4-5, 7, 9-15, 17-20, 22-28, 33-35, 37-43, 47, 50	42
Investigative Producer	1-2, 4-5, 7-13, 15, 17-18, 22-25, 27-28, 33-35, 38-43, 47, 50	42

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Sales Account Executive	1, 5, 7, 9-10, 12-13, 17-18, 22-25, 27-28, 33-35, 38-43, 47, 50	42
Web Producer	1, 4-5, 7-10, 12-13, 17-18, 20, 22-25, 27-28, 33-35, 38-41, 43, 47, 50	8
Anchor/Reporter	1-2, 4-5, 7-10, 13, 15, 17-18, 22-25, 27-28, 30, 33-35, 38-41, 43, 47, 50	8
Meteorologist	6, 19-21, 31-32, 36-37, 42, 44, 46	42

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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	American Women in Radio & TV Louisiana Phone : 702-506-3290 Url : www.art.org/careerline Fax : 703-506-3266	N	0
3	Ayers Institute 3010 Knight St. #300 Shreveport, Louisiana 71105 Phone : 318-868-3000 Fax : 318-868-7701 Darlene Robinson	N	0
4	Baranco-Clark YMCA 1735 Thomas H. Delpit Dr Baton Rouge, Louisiana 70802 Phone : 225-344-6775 Fax : 225-344-6748 Frank Rideau	N	0
5	BR School of Computers 9255 Interline Avenue Baton Rouge, Louisiana 70809 Phone : 225-923-2525 Fax : 225-923-2979 Pam Smith	N	0
6	Broadcast Employment Weekly Louisiana Phone : 800-922-5627 Fax : 208-377-4202 Eng. or	N	0
7	Camelot Career College 2618 Wooddale Blvd Baton Rouge, Louisiana 70805 Phone : 225-928-3005 Fax : 225-927-3794 Ronnie Williams	N	0
8	Current Employee	N	17

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9	Delmont Service Center 3535 Riley Street Baton Rouge, Louisiana 70805 Phone : 225-389-5464 Fax : 225-389-4907 Julie Newman	N	0
10	Delta College 7380 Exchange Place Baton Rouge, Louisiana 70806 Phone : 225-927-7780 Fax : 225-927-9096 Amy Renn	N	0
11	Denham Springs Housing Authority P.O. Box 910 Denham Springs, Louisiana 70727 Phone : 225-644-3301 Fax : 225-664-3309 Freddie Banks	N	0
12	Department of Labor Job Service 1991 Wooddale Blvd Baton Rouge, Louisiana 70806 Phone : 225-925-4311 Fax : 225-925-1845 Jennifer Johnson	N	0
13	Department of Social Services 3651 Cedarcrest Ave Baton Rouge, Louisiana 70816 Phone : 225-295-8900 Fax : 225-295-8966 Tommy Powell	N	0
14	Employee Referral	N	8
15	Goodwill Employment Solutions 1253 Shreveport-Barksdale Shreveport, Louisiana 71105 Phone : 318-868-4701 Fax : 318-868-4936 Tammy or	N	0
16	Goodwill Industries/GAPS Training 800 West 70th Street Shreveport, Louisiana 71106 Phone : 318-869-2575 Fax : 318-869-2574	N	0

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17	Hispanic Chamber of Commerce P.O. Box 5985 Metairie, Louisiana 70009 Phone : 504-885-4262 Fax : 504-887-5422 Karen Rivas	N	0
18	Houston Chronicle Houston, Louisiana Phone : 713-220-3301 Fax : 713-354-3804 Danielle Gamble	N	0
19	Kenner Professional Women's Association P.O. Box 1227 Kenner, Louisiana 70063 Phone : 504-712-2258 Fax : 504-712-2206 Sal Lajarza	N	0
20	LA Association of Broadcasters 660 Florida Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Email : lab@broadcasters.org Fax : 1-225-267-4329 Polly Johnson	N	0
21	La Dept of Labor Job Center 2900 Dowdell Shreveport, Louisiana 71103 Phone : 318-676-5726 Fax : 318-676-7112 Dan Meade	N	0
22	La Rehabilitation Services 1525 Fairfield Ave. Room 708 Shreveport, Louisiana 71101 Phone : 318-676-7155 Fax : 318-676-7176 Dane Brittain	N	0
23	La. Technical College 3250 N. Acadian Thruway East Baton Rouge, Louisiana 70805 Phone : 225-359-9201 Fax : 225-359-9354 Tammy Brown	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
24	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
25	Louisiana Technical College 1115 Clover Street Abbeville, Louisiana 70511 Phone : 337-893-4984 Fax : 337-893-4991	N	0
26	Louisiana Technical College 1101 Bertrand Drive Lafayette, Louisiana 70506 Phone : 337-262-5962 Fax : 337-262-5122	N	0
27	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
28	Manship School of Mass Communications 221 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-2336 Fax : 225-578-2125 Helen Taylor	N	0
29	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
30	National Council of Negro Women of GNO, Inc P. O. Box 15856 New Orleans, Louisiana 70140 Phone : 504-587-9065 Fax : 504-566-7231 Lennard Noble	N	0

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31	Native American Broadcasting Consortium P.O. Box 83111 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-8675	N	0
32	Native American Public Broadcasting P.O. Box 68501 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-1785 Referral Director	N	0
33	New Orleans Tribune 2335 Esplanade Ave New Orleans, Louisiana 70119 Phone : 504-945-0772 Fax : 1-504-949-4129 Louise Cardrich	N	0
34	Northwestern State University P.O. Box 5293 Natchitoches, Louisiana 71497 Phone : 318-357-6361 Fax : 318-357-5690 Placement Office	N	0
35	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
36	Panola College 1109 Panola Carthage, Louisiana 75633 Phone : 903-693-2051 Fax : 903-693-2018 Temeka Jeter	N	0
37	PromaxBDA 5700 Wilshire Blvd Suite 275 Los Angeles, Louisiana 90036 Phone : 310-788-7600 Fax : 1-310-788-7616 Carla Calavitta	N	0

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38	Remington College 1900 N. Loddell Blvd. Baton Rouge, Louisiana 70806 Phone : 225-922-3900 Fax : 225-922-3999 Carol Caddy	N	0
39	Southern University of New Orleans 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5395 Fax : 504-286-5390 Joe Marion	N	0
40	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
41	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
42	Station Website	N	39
43	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
44	The Advocate P.O. Box 588 Baton Rouge, Louisiana 70801 Phone : 225-383-1111 Fax : 225-388-0129 Classified Department	N	0
45	Times Picayune/Classified Department New Orleans, Louisiana 70140 Phone : 504-826-3230 Fax : 504-826-3334 Delores Jones	N	0

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46	Tulane University 6823 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-5107 Fax : 504-865-6712 Sandy Somerville	N	0
47	University of Texas-Tyler 3900 University Drive Tyler, Louisiana 75701 Phone : 903-566-7253 Fax : 903-566-7287 Placement Director	N	0
48	Word of Mouth Referral	N	1
49	www.Indeed.com	N	10
50	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:			75

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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	2/24/2016	Participation in Job Fairs	Had a booth at the ULL Job fair on 2/24/16 to recruit possible employees.	4	Administrative Assistant Business Manager Chief Engineer Operations Manager
2	4/19/2016	Participation in Job Fairs	We had a booth at the SLCC Job fair on 4/19/16 to recruit possible employees for our openings.	1	Administrative Assistant
3	5/10/2016	Participation in Job Fairs	We had a booth at the LEDA Job fair on 5/10/16 to recruit possible employees for our openings.	4	Administrative Assistant Business Manager Chief Engineer Operations Manager
4	6/12/2016	Establishment of an intern program designed to assist members of the community	We had 3 interns during the summer from ULL who came in a few hours during the week and sat with different people in the News Room to see what it takes to put on a live television newscast.	4	News Director Sports Director Executive Producer Morning News Anchor
5	9/21/2016	Participation in Job Fairs	We had a booth at the ULL Job fair on 9/21/16 to recruit possible employees for our openings.	2	Business Manager Administrative Assistant
6	10/8/2016	Participation in Job Fairs	We had a booth at the Louisiana Association of Broadcasters Job fair on 10/8/16 to recruit possible employees for our openings.	2	Administrative Assistant Business Manager
7	10/26/2016	Participation in events or programs sponsored by educational institutions	Andrew Shenkan, our General Manager, spoke at ULL to a Media Buying class about the benefits of working at a commercial television station.	1	General Manager
8	1/10/2017	Provision of training to management	7 people sat in on a telephone webinar with Cooley attorney to discuss the FCC EEO Report.	7	Business Manager News Director Marketing Director Chief Engineer