

EEO PUBLIC FILE REPORT

Reporting Period: February 1, 2020 - January 31, 2021

Station Included in Report: KATC-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				5
C2	Internal Candidate / WorkLife				9
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			7
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	5
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		9
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				
C131	Agency/Search Firm				
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		2
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C180	rtdna	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	2
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1934	Acadia Career Solutions Center - - 11 North Parkerson Ave (mmorgan1@ldol.state.la.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1935	Acadiana Works, Inc. - Michael Morris - 1305 Diesi Street (mikewmorris1@aol.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1936	Allen Career Solutions Center - - 602 Court St (cte64003@centurytel.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1937	Baton Rouge Business & Career Solutions Center - - (cgranger@lwc.la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1938	East & West Feliciana Career Solutions Center - - 5681 Commerce St (gscales@lwia20.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1939	East and West Feliciana Career Solutions Center - - 5681 Commerce Street, Suite E (Physical), P.O. Box 23 (Mailing) (gscales@lwia20.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1940	East St. Mary Career Solutions Center - - 7710 Hwy 182 East (tweary@ldol.state.la.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1941	East St. Mary Career Solutions Center - - 7710 Hwy 182 East, P.O. Box 2944 (dboudreaux@acadianaworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1942	Evangeline Career Solutions Center - - 1124 Vocational Drive (Physical Address), P O Box 1003 (Mailing Address) (jguillory3@acadianaworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1943	Evangeline Career Solutions Center - - 417 W Magnolia St (jguillory3@acadianaworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1944	Iberia Career Solutions Center - - 123 E Main St (rmitchell1@ldol.state.la.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1945	Iberia Career Solutions Center - - 124 East Main Street (tjack@lwc.la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1946	Iberville Career Solutions Center - - 23425 Railroad Ave, Ste 1 (Ldalbor@Lwia20.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1947	Iberville Career Solutions Center - - 23425 Railroad Avenue, Suite 1 (Ldalbor@Lwia20.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1948	Lafayette Business & Career Solution Center - - 706 E Vermilion (dboquet@lwc.la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1949	Lafayette Business and Career Solution Center - - 706 East Vermilion Street (mguillory@lwc.la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1950	LOUISIANA GOVERNOR'S OFFICE OF INDIAN AFFAIRS - Mark Ford - 150 North 3rd Street, Ste 713 (mark.ford@la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1951	Louisiana State University Baton Rouge, LA - - 1502 Patrick F. Taylor Hal (career@lsu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1952	Pointe Coupee Career Solutions Center - - 305 E Main St (lgaines@lwia20.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1953	Pointe Coupee Career Solutions Center - - 305 East Main Street (lgaines@lwia20.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1954	St. Landry Career Solutions Center - - 1305 Diesi Street (gganier@lwc.la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1955	St. Martin Parich Career Solutions Center - - 215 Evangeline Blvd. (lhebert1@acadianaworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1956	St. Martin Parich Career Solutions Center - - 215 Evangeline Blvd. (tjack@lwc.la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1957	St. Martin Parish Career Solutions Center - - 215 Evangeline Blvd (lhebert1@lwc.la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1958	University of Louisiana at Lafayette Lafayette, LA - - PO Box: 41730 (careerservices@louisiana.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1959	Vermilion Career Solutions Center - - 1115 Clover Street, P.O. Box 60, Co-house in: Acadiana Technical College Gulf Area Campus (dgoudeau@acadianaworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1960	Vermilion Career Solutions Center - - 1115 Clover Street, P.O. Box 60, Co-house in: Acadiana Technical College Gulf Area Campus (tjack@lwc.la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1961	Vermilion Career Solutions Center - - 1301 Clover St, Room 109 (deschete@ldol.state.la.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1962	West Feliciana Career Solutions Center - Greta Scales - 5681 Commerce Street (gscales@lwia20.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1963	West St. Mary Career Solutions Center - - 600 Main Street (tjack@lwc.la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
Local Sources					
L1	South Louisiana Community College - Lafayette Campus	320 Devalcourt St Lafayette, LA 70506			
L2	Grambling State University	403 Main Street Grambling , LA 71245	Dr Sheila Fobbs fobbshe@gram.edu www.gram.edu	1-800-569-4714	
L3	Louisiana Tech University	305 Wisteria St Ruston, LA 71270	Caitlin Dartez cedartez@latech.edu www.latech.edu	318-257-2000	
L4	Loyola University New Orleans	6363 Saint Charles Ave New Orleans, LA 70118	Jill Boatright boatright@loyno.edu www.loyno.edu	504-865-3860	
L5	McNeese State University	4205 Ryan St Lake Charles, LA 70605	Paul Rainey prainey@mcneese.edu www.mcneese.edu	337-475-5613	
L6	Nichols State University	906 E 1st Street Thibodeaux, LA 70301	Kristie Tauzin Goulas kristie.tauzin@nicholls.edu www.nichols.edu/career	985-448-4508	
L7	Northwestern State University	175 Sam Sibley Dr Natchitoches, LA 71457	Karen Loach loachk@nsula.edu www.nsula.edu	318-357-6011	

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L8	Southeastern Louisiana University	Hammond, LA	Allison Caswell careerservices@southeastern.edu www.southeastern.edu	985-549-2121	
L9	Southern University and A&M College at Baton Rouge	Baton Rouge, LA	Beulah Lavergne-Brown careerservices@subr.edu www.subr.edu	225-771-2200	
L10	Southern University at New Orleans	6400 Press Drive New Orleans, LA 70126	Kesha Neoco Johnson kjohnson@suno.edu www.suno.edu	504-286-5391	
L11	Tulane University	6823 Saint Charles Ave New Orleans, LA 70118	Edward Cruz csc@tulane.edu www.tulane.edu	504-865-5107	
L12	University of Louisiana at Monroe	700 University Ave Monroe, LA 71203	Kristin Chadler careercenter@ulm.edu www.ulm.edu	318-342-5338	
L13	University of New Orleans	Lakeshore Drive New Orleans, LA 70122	Myranda Degraw mndegraw@uno.edu www.new.uno.edu	504-280-6000	
L14	Xavier University of Louisiana	Drexel Dr New Orleans, LA 70125	Marian Minnard mminnard@xula.edu www.xula.edu	504-486-7411	
L15	Louisiana State University at Shreveport	1 University Pl Shreveport, LA 71115	Jennie Flynn-Mckevitt career@lsus.edu www.lsus.edu	318-797-5000	
Total Number of Interviewees Referred:					42

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Director II [JR022899]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C1934, C1935, C1936, C1937, C1938, C1939, C1940, C1941, C1942, C1943, C1944, C1945, C1946, C1947, C1948, C1949, C1950, C1951, C1952, C1953, C1954, C1955, C1956, C1957, C1958, C1959, C1960, C1961, C1962, C1963, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15	Code Number: C97 Start Date: 2020-04-20
Exec Producer [JR024270]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C1934, C1935, C1936, C1937, C1938, C1939, C1940, C1941, C1942, C1943, C1944, C1945, C1946, C1947, C1948, C1949, C1950, C1951, C1952, C1953, C1954, C1955, C1956, C1957, C1958, C1959, C1960, C1961, C1962, C1963, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C1 Start Date: 2021-01-04
General Manager, TV [JR023310]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C1934, C1935, C1936, C1937, C1938, C1939, C1940, C1941, C1942, C1943, C1944, C1945, C1946, C1947, C1948, C1949, C1950, C1951, C1952, C1953, C1954, C1955, C1956, C1957, C1958, C1959, C1960, C1961, C1962, C1963, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410	Code Number: C5 Start Date: 2020-07-27
Meteorologist, Weekend [JR022696]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C1934, C1935, C1936, C1938, C1939, C1942, C1943, C1944, C1945, C1946, C1947, C1948, C1949, C1952, C1953, C1954, C1955, C1956, C1957, C1958, C1959, C1960, C1961, C1962, C1963, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15	Code Number: C134 Start Date: 2020-05-11

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Morning Anchor, MMJ [JR023259]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1934, C1935, C1936, C1937, C1938, C1939, C1940, C1941, C1942, C1943, C1944, C1945, C1946, C1947, C1948, C1949, C1950, C1951, C1952, C1953, C1954, C1955, C1956, C1957, C1958, C1959, C1960, C1961, C1962, C1963, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15	Code Number: C2 Start Date: 2020-03-16
Multimedia Journalist [JR024048]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C1934, C1935, C1936, C1937, C1938, C1939, C1940, C1941, C1942, C1943, C1944, C1945, C1946, C1947, C1948, C1949, C1950, C1951, C1952, C1953, C1954, C1955, C1956, C1957, C1958, C1959, C1960, C1961, C1962, C1963, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15	Code Number: C235 Start Date: 2020-12-14
Multimedia Journalist [JR024223]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C1934, C1935, C1936, C1937, C1938, C1939, C1940, C1941, C1942, C1943, C1944, C1945, C1946, C1947, C1948, C1949, C1950, C1951, C1952, C1953, C1954, C1955, C1956, C1957, C1958, C1959, C1960, C1961, C1962, C1963, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15	Code Number: C3 Start Date: 2021-01-11
Sales Support Asst II [JR022306]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1934, C1935, C1936, C1937, C1938, C1939, C1940, C1941, C1942, C1943, C1944, C1945, C1946, C1947, C1948, C1949, C1950, C1951, C1952, C1953, C1954, C1955, C1956, C1957, C1958, C1959, C1960, C1961, C1962, C1963	Code Number: C2 Start Date: 2020-02-10
Traffic Copy Editor, Local [JR023110]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1934, C1935, C1936, C1937, C1938, C1939, C1940, C1941, C1942, C1943, C1944, C1945, C1946, C1947, C1948, C1949, C1950, C1951, C1952, C1953, C1954, C1955, C1956, C1957, C1958, C1959, C1960, C1961, C1962, C1963, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15	Code Number: C2 Start Date: 2020-04-03

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Attended ULL Job Fair on Wednesday February 19, 2020 in the Student Union.
	Attended LEDA Virtual Job Fair on August 6, 2020
	Attended Acadiana Diversity Job Fair Oct 2020
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Internship program for Spring semester. Acquired one intern in the Sales Department and one intern in the News Department.
Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).	Daily News broadcast Acadiana Rebound Jobs openings billboard of various positions and companies started July 13, 2020.
	"We're Hiring, Acadiana" - A partnership between KATC and the Lafayette Economic Development Authority, 15 second promo spots that promoted a website with local job listings. Spots ran from October 2020 and currently running TFN.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	KATC managers participate in The EW Scripps Company's Career Management Program that includes training to help employees develop their career skills.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	Resume Reconstruction with college seniors at ULL Feb 7, 2020
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	LAB Speakers on EDI training via Zoom
	In March 2020 and September 2020, KATC held a four-session training course mandatory for all managers and employees on Equity, Diversity and Inclusion. The purpose of this training is to further ingrain concepts and practices into how we work, how we interact, and how we communicate. It's goal was for the staff to have a common language when discussing equity, diversity, and inclusion, and for us to have eyes wide open to how our differences can and should unite us.