

KPLC-TV
EEO PUBLIC FILE REPORT
February 1, 2022 – January 31, 2023¹

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
Producer-Primary	1-31	6
Producer-Primary	1-31	6
Technical Media Producer	1-31	6
Technical Media Producer	1-31	30
Producer-Primary	1-31	6
Producer-Digital News	1-31, 34	34
News Director	1-31	6
Technical Media Producer	1-31, 34	34
Technical Media Producer	1-31, 34	6
Technical Media Producer	1-31, 34	34
Producer-Primary	1-31	30
Sports Director	1-31, 34	34
Sports Anchor/Reporter	1-31	6
Meteorologist	1-31	6
Meteorologist Weekend	1-31	30
Videographer	1-24, 26-31	30
Sports Anchor/Reporter Weekend	1-24, 26-31	30
Multimedia Journalist	1-31	6
Multimedia Journalist/Anchor	1-31, 35	35
Technical Media Producer	1-24, 26-31	6
Engineer-IT	1-24, 26-31	30
MMJ-Anchor	1-31	6
Producer-Creative Services	1-31, 34	34
Producer-Primary	1-24, 26-31	6

¹ This report was revised in December 2023 to address reporting issues.

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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	Calcasieu Parish Police Jury/Human Services Dept. Tarek Polite, Director Human Services tpolite@cppj.net PO Box 3171, Lake Charles, LA 70602 337-721-4020	No	
2	Louisiana Rehabilitation Services Terilyn Beard, Rehabilitation Employment Development Specialist at Department of Social Services tbeard1@lwc.la.gov 1001 N 23 rd Street, Baton Rouge, LA 70802 337-475-8086	No	
3	SOWELA Technical Community College Joseph Lavergne, Dir of Recruitment & Career Planning joseph.lavergne@sowela.edu 3820 Sen J Bennett Johnston Ave, Lake Charles, LA 70615 337-421-6951	No	
4	Louisiana Department of Labor Crystal Scott, Site Coordinator cscott@lwia51.com 2424 Third Avenue, Lake Charles, LA 70601 337-721-4010 x5029	No	
5	Louisiana Association of Broadcasters Polly Prince Johnson, President/CEO careerpage.org 660 Florida Blvd, Baton Rouge, LA 70801 225-267-4522	No	
6	Gray Website https://gray.tv/careers#currentopenings PO Box 1490, Lake Charles, LA 70602 337-439-9071	No	30
7	Station Bulletin Board	No	
8	Dillard University Dwanna Toney, Director of Career Services jwright@dillard.edu Student Union, Suite 260, 2601 Gentilly Blvd, New Orleans, LA 70122 504-816-4222	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Grambling State University Ashley Cleveland, Business Services Manager clevelanda@gram.edu 403 Main St, Grambling, LA 71245 318-274-3811	No	
10	Jarvis Christian College Chestley Talley, Director of Career Development ctalley@jarvis.edu PO Box 1470, Hawkins, TX 75765 903-730-4890 x4040	No	
11	Lamar University Angie Thomas, Student Records Assistant Sr angela.thomas@lamar.edu 4400 S MLK Jr Pkwy, Galloway Business Building, Suite102, Beaumont, TX 77705 409-880-7163	No	
12	Louisiana State University Amy Caillouet, Manager of Employer Development amyc@lsu.edu 158G LSU Student Union, Baton Rouge, LA 70803 225-578-5627	No	
13	Louisiana State University Shreveport Jennifer Flynn-McKevitt, Director of Career Services jennifer.flynn-mcKevitt@lsus.edu Student Success Center, Noel Memorial Library Shreveport, LA 71115 318-797-5062	No	
14	Loyola University New Orleans Jill Boatright, Director of Career Development boatrigh@loyno.edu Student Success Center, 238 Monroe Library, New Orleans, LA 70118 504-865-3864	No	
15	McNeese State University Andrea Burton, Director of Professional Services aburton@mcneese.edu Burton Business Center 210C, PO Box 91450 MSU, Lake Charles, LA 70609 337-475-5142	No	
16	Prairie View A&M Herbert Thomas, Placement Coordinator hrthomas@pvamu.edu PO Box 519, Prairie View, TX 77446 936-261-3571	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Southeastern Louisiana University Ken Ridgedell, Director of Career Services kenneth.ridgedell@southeastern.edu Student Union, Room 2102, SLU 10492, Hammond, LA 70402 985-549-2121	No	
18	Southern University and A&M College Tamara Foster-Montgomery, Director Office of Career Services tamara_montgomery@subr.edu 801 Harding Blvd, Baton Rouge, LA 70807 225-771-2200	No	
19	University of Louisiana/Lafayette Kimberly Billeaudeau, Director of Career Services kimberlyb@louisiana.edu Career Services, 200 Rex Street, Lafayette, LA 70504 337-482-1444	No	
20	University of Louisiana at Monroe Kristin Chandler, Director of Career Services morris@ulm.edu Sandel Hall 139, Monroe, LA 71209 318-342-5338	No	
21	Wiley College Jeremy Hodge, Executive Director jhodge@wileyc.edu 711 Wiley Avenue, Marshall, TX 75670 903-923-1671	No	
22	Xavier University of Louisiana Tracey Jackson, Director of Career Services tjacks33@xula.edu 1 Drexel Dr, New Orleans, LA 70125 504-486-7411	No	
23	Southern University at Shreveport Antoinette Livingston, Director of Career Services twilliams@susla.edu 3050 Martin Luther King Jr Dr, Shreveport, LA 71107 318-670-9721	No	
24	Native American Journalist Association Rebecca Landsberry Baker, Executive Director rebeccalandsberry@naja.com OU Gaylord College, 395 W Lindsey St, Norman, OK 73019 405-325-2721	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Talent Dynamics Julie Pumphrey, Placement Specialist pumphrey@talentdynamics.com 106 N Denton Tap Road, Suite 210-222, Coppell, TX 75019 214-640-3180	No	
26	National Lesbian & Gay Journalist Association Adam Pawlus, Executive Director JobBoard@nlqja.org 2120 L Street, NW, Suite 850, Washington, DC 20037 202-588-9888	No	
27	National Council of Negro Women David Glenn, Jr, Director of Membership membership@ncnw.org 633 Pennsylvania Ave, NW, Washington, DC 20004 202-737-0120	No	
28	Louisiana Christian University Leneil Mercer, Counselor leneil.mercer@lacollege.edu LC Box 584, Pineville, LA 71359 318-487-7420	No	
29	Illinois Center for Broadcasting Don Clark, Staff dclark@beonair.com 530 South State Street, Chicago, IL 60605 872-241-1131	No	
30	https://indeed.com	No	12
31	https://www.linkedin.com	No	
32	Current Employee	No	
33	Former Employee	No	
34	Employee Referral	No	5
35	Gray Station	No	1
36	Miscellaneous Websites/Scapings	No	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			48

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participated in an EEO Recruitment PSA campaign Sponsored by KPLC-TV Designed to recruit individuals wanting to work in the broadcast television industry	From February 1, 2022, through January 31, 2023, KPLC-TV ran a weekly PSA schedule informing organizations who distribute employment opportunities to contact KPLC-TV should they be interested in being notified of job openings. Participants from the station was the EEO Coordinator.
2	Participated in virtual school education classes Sponsored by Beauregard Parish School System Potential career opportunities Events designed to educate elementary school children of career opportunities in weather broadcasting	On February 15, 2022, the station participated in speaking to elementary students at KR Hanchey Elementary School in DeRidder, LA about the opportunities of working in broadcast television with an emphasis on weather. Participants from the station was a Meteorologist.
3	Participated in an FCC EEO training webinar Sponsored by Wiley Rein, LLP Webinar designed to train staff on FCC EEO rules and regulations	On February 17, 2022, the station participated in a training webinar on the FCC's EEO Rules, and Regulations conducted by Joan Stewart. Participants from the station were the EEO Coordinator, Business Office Manager, and the General Manager.
4	Participated in Job/Career Fair Sponsored by McNeese State University Potential career and internship opportunities Event designed for employers and students to discuss future job opportunities in broadcast television	On February 23, 2022, the station participated in a job/career fair at McNeese State University. Participants from the station were the News Director, the Assistant News Director, Manager Digital News, and Multimedia Journalist.
5	Participated in school education classes Sponsored by Calcasieu Parish School System Potential career opportunities Events designed to educate elementary school children of career opportunities in weather broadcasting	On March 4, 2022, the station participated in speaking to elementary students at Barbe Elementary School in Lake Charles, LA about the opportunities of working in broadcast television with an emphasis on weather. Participants from the station was the Chief Meteorologist.
6	Participated in school education classes Sponsored by Calcasieu Parish School System Potential career opportunities Events designed to educate elementary school children of career opportunities in weather broadcasting	On March 10, 2022, the station participated in speaking to elementary students at Maplewood Middle School in Sulphur, LA about the opportunities of working in broadcast television with an emphasis on weather. Participants from the station was the Chief Meteorologist.

7	<p>Participated in school education classes</p> <p>Sponsored by Diocese of Lake Charles</p> <p>Potential career opportunities</p> <p>Events designed to educate elementary school children of career opportunities in weather broadcasting</p>	<p>On March 11, 2022, the station participated in speaking to elementary students at Our Lady Queen of Heaven School in Lake Charles, LA about the opportunities of working in broadcast television with an emphasis on weather. Participants from the station was the Chief Meteorologist.</p>
8	<p>Participated in school education classes</p> <p>Sponsored by Calcasieu Parish School System</p> <p>Potential career opportunities</p> <p>Events designed to educate elementary school children of career opportunities in weather broadcasting</p>	<p>On March 31, 2022, the station participated in speaking to elementary students at Vincent Settlement Elementary School in Sulphur, LA about the opportunities of working in broadcast television with an emphasis on weather. Participants from the station was the Chief Meteorologist.</p>
9	<p>Participated in an EEO & FCC Legal Update</p> <p>Sponsored by LAB</p> <p>Designed to update management on EEO & FCC rules and regulations</p>	<p>On June 2, 2022, the station participated in an update on EEO & FCC rules and regulations conducted by Charles Spenser, Phelps Dunbar LLP and Joe Chautin and Mark Balkin with Hardy, Carey, Chautin and Balkin LLP. Participant from the station was the General Manager.</p>
10	<p>Participated in a school education class</p> <p>Sponsored by Calcasieu Parish School Board</p> <p>Designed to educate students on careers in broadcasting and video production</p>	<p>On June 15, 2022, the station participated in speaking to high school students enrolled in the Calcasieu Parish Summer Television Production class about careers in broadcasting and video production. Participants from the station was the General Manager.</p>
11	<p>Participated in a station tour</p> <p>Sponsored by KPLC-TV</p> <p>Designed to educate students on executing a live newscast</p>	<p>On June 28, 2022, the station participated in a station tour for the Calcasieu Parish TV Production summer class where they were able to see how a live newscast is performed. Participants from the station were the General Manager, News Director, Noon Anchor, Meteorologist, and Operations Manager.</p>
12	<p>Participated in school education classes</p> <p>Sponsored by Calcasieu Parish School System</p> <p>Potential career opportunities</p> <p>Events designed to educate elementary school children of career opportunities in weather broadcasting</p>	<p>On October 6, 2022, the station participated in speaking to elementary students at E K Key Elementary School in Sulphur, LA about the opportunities of working in broadcast television with an emphasis on weather. Participants from the station was the Chief Meteorologist, and Meteorologist.</p>
13	<p>Participated in a college to career conference</p> <p>Sponsored by the University of Louisiana at Lafayette</p> <p>Designed to educate students on careers in broadcast television</p>	<p>On October 15, 2022, the station participated in conference for students attending ULL about careers in broadcasting upon graduating. Participant from the station was the News Director.</p>
14	<p>Participated in a college education class</p> <p>Sponsored by the University of Louisiana at Lafayette</p> <p>Designed to educate students on the Principles of Electronic Media</p>	<p>On November 9, 2022, the station participated in speaking to college students attending ULL about electronic media. Participant from the station was the News Director</p>

15	<p>Participated in an Internship Program</p> <p>Sponsored by KPLC-TV</p> <p>Designed to educate students with hands-on experience in broadcast television</p>	<p>On January 9, 2023, the station started an internship with a McNeese State University student majoring in Journalism. Participants from the station is the News Director.</p>
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