

# 2024 ANNUAL EEO PUBLIC FILE REPORT

## Louisiana Educational Television Authority d/b/a Louisiana Public Broadcasting

Stations:	WLPB-TV, Baton Rouge, LA KLTL-TV, Lake Charles, LA KLPB-TV, Lafayette, LA KLTM-TV, Monroe, LA KLPA-TV, Alexandria, LA KLTS-TV, Shreveport, LA
Reporting Period:	January 23, 2023 – January 22, 2024
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

1 college student participated at LPB during the reporting period: 1 Student/Intern working in the Production department. Each intern works a maximum of 20 hours/weekly per semester.

Interns are referred to LPB from Department of Communication at both Louisiana State University, and Southern University who need internship hours toward graduation. Interns take on professional level assignments in writing and research.

*Participated in at least 4 **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

The LPB Human Resources department along with our current Production student/intern attended the Spring 2023 Opportunity Knocks Career Fair on Wednesday, April 12th, 2023, at 10:00AM. This career fair was sponsored by the LSU Olinde Career Center. It was rewarding to interact directly with students from diverse backgrounds and majors, especially mass

communications, and broadcast journalism. The experience of meeting well-prepared students who could effectively communicate their skills and interests simplified the process of identifying top talent.

*Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.*

Employees participated in the annual training requirements for state employees on 2023 Code of Ethics for Public Servants due December 31, 2023, and CPTP Preventing Sexual Harassment -and- CPTP SCS PSH for Supervisor 2023 WBT due by September 30, 2023, which is CPB requirement.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE	# INTERVIEWED
05/01/2023	IT Technical Specialist 1	Civil Service website	4
05/15/2023	Human Resources Analyst A	Civil Service website	1
05/30/2023	Accountant 1	Civil Service website	2
05/30/2023	TV Engineer 3	Civil Service website	1
06/12/2023	Anchor/Reporter/Producer	Civil Service website	4
06/26/2023	TV Engineer 2	Civil Service website	1
08/14/2023	TV Production Manager	Civil Service website	7
08/21/2023	Administrative Coordinator 1	Civil Service website	1
08/25/2023	Human Resources Analyst A	Civil Service website	7
11/27/2023	TV Senior Director	Civil Service website	2
11/27/2023	Administrative Assistant 6	Civil Service website	5
12/18/2023	TV Manager	Civil Service website	1
12/28/2023	TV Camera Operator 3	Civil Service website	4
01/18/2024			
01/03/2024	Accountant Manager3	Civil Service website	3

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
State Civil Service	43
<b>Total Number of Persons Interviewed during the Reporting Period:</b>	<b>43</b>

## RECRUITING SOURCES USED

As a state-owned licensee, LPB is required to use the Louisiana State Civil Service to recruit for openings at the stations. In order to remain in compliance with State Civil Service requirements, LPB must inform it of all job vacancies. Job openings are posted on the State Civil Service website at <https://jobs.la.gov/> and the LPB website at [www.lpb.org/jobs](http://www.lpb.org/jobs). They are also posted on the Government Jobs website and run by Indeed. LA Careers Online Application and Applicant Tracking System is used to manage the recruitment process from the creation of the requisition to the filling of the job.

State Civil Service is the central human resources agency for the state of Louisiana. As both a regulatory and consultative agency, it provides systems and services that will enable state agencies to make merit-based, quality decisions regarding the hiring, development, and retention of skilled and capable individuals.

Its policies are guided by the provisions of Article X of the Louisiana State Constitution and are implemented in a manner which is both efficient as possible and cost effective to the citizens of Louisiana. Such policies are founded upon the principles of equal pay for equal work, equal opportunity, ability-based employment and promotion, and freedom from political influence.