

**WLAE-TV New Orleans, LA
EEO Public File Report
February 1, 2020 – January 31, 2021**

I. Vacancy List

Job Title	Recruitment Sources	Recruitment Source Referring Hires
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NO OPENINGS

LA Department of Labor
LA Works Online Posting
Unsolicited/Freelance Pool
Craigslist
WLAE Website
NOLA.com
Tulane University
Production Hub
Zip Recruiter
Indeed

II. Master Recruitment Source List

Recruitment Source	Received Vacancy Notification?	Number Referred This Period
Craigslist www.craigslist.com	-	-
NOLA.Com www.nola.com	-	-
Unsolicited Resumes WLAE accepts unsolicited resumes from the general public. Resumes are kept on file for a period of six months and utilized as a primary recruitment source when vacancies occur.	-	-
LA Department of Labor 2900 Dowdell St. Shreveport, LA 71103	-	-
LA Works online www.laworks.net	-	-

WLAE Website www.wlae.com	-	-
Tulane University website www.tulane.edu	-	-
Production HUB Website www.productionhub.com	-	-
Zip Recruiter Website www.ziprecruiter.com	-	-
Indeed Website www.indeed.com.com	-	-

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III. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description Of Activity
1. Initiative No. 5 – Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	WLAE annually establishes and manages an internship program during the school year. Students from Loyola University, UNO, Delgado and Tulane University are invited to participate acquiring the skills necessary to pursue a career in broadcasting. Course credit is available for the semester in which the internship was served. In 2020 due to the COVID-19 Pandemic, the internship program was suspended until after the crisis.

2. Initiative No. 6 – Participate in job banks, internet programs and other programs designed to promote outreach (i.e., that are not primarily directed to providing notification of specific job vacancies).

WLAE established and maintained a Freelance Pool by which individuals across the community were provided opportunities to gain experience in the area of broadcast production.

3. Initiative No. 10 – Participate in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

WLAE staff members are often invited to participate as speakers for elementary, high school and college career days. Due to the COVID-19 Pandemic these activities were put on hold for 2020. WLAE did participate in the following virtual career fairs: University of New Orleans Virtual Career Fair, September 24, 2020; Loyola University Virtual Career Fair, September 24, 2020; Tulane University Virtual Job Fair, October 9, 2020.

4. Initiative No. 14 – Provide training to Management level personnel as to methods of preventing discrimination.

In January of 2020, WLAE General Manager attended the annual NETA Conference with EEO information. Senior management staff attended the virtual LAHMA Conference in November 2020 with discussion on employment practices during COVID-19. WLAE staff also completed the CPB sponsored 2020 sexual harassment on-line training course.

5. Initiative No. 16 – Participate in other activities than the ones listed that the licensee has designed to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

A. Posted general and specific employment information on on-online bulletin boards maintained by Willwoods Community for its owned and operated affordable housing facilities.

B. Posted general and specific information on WLAE website.

C. Conducted annual Tuition Auction in April 2020 virtually online with 20 local elementary, high schools and colleges participating.

D. Outreach activities throughout the community

**associated with the many local
productions taped in the region.
(Put on hold during COVID-19)**

**E. Use of social media such as
Facebook, Instagram and
Twitter.**