

WAFB, WBXH-CD
EEO PUBLIC FILE REPORT
FEBRUARY 1, 2022– JANUARY 31, 2023

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
MORNING ALERT CENTER REPORTER	1-20, 26-45	28
NEWS PRODUCER	1-20, 26-45	28
CREATIVE SERVICE DIRECTOR	1-20, 26-45	26
DIGITAL MEDIA ACCOUNT EXECUTIVE	1-2, 4-20, 25-45	29
MARKETING PRODUCER	1-2, 4-20, 26-45	29
TECHNICAL MEDIA PRODUCER	1-2, 4-20, 25-45	29
MARKETING PRODUCER	1-2, 4-20, 26-45	29
DIGITAL CONTENT PRODUCER	1-2, 4-20, 25-45	28
NEWS REPORTER	1-2, 4-20, 25-45	28
DIGITAL SALES ASSISTANT	1-2, 4-20, 25-45	33
MMJ/REPORTER	1-2, 4-20, 25-45	28
DIGITAL MEDIA ACCOUNT EXECUTIVE	1-2, 4-20, 25-45	28
NEWS PRODUCER	1-2, 4-10, 12-14, 16-20	28
MARKETING PRODUCER	1-2, 4-20, 25-45	29

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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	LA ASSOC OF BROADCASTERS Polly Johnson 660 Florida Blvd. Baton Rouge, LA 70801 225-267-4522 lab@broadcasters.org	N	
2	LSU MANSHIP SCHOOL OF MASS COMM Sadie Wilks LSU Baton Rouge, LA 70803 225-388-2336 sadiewilks@lsu.edu	N	
3	MEDIALINE TALENT Rick or Vicky https://medialinetalent.com/ 800-237-8073 jobs@medialinetalent.com	N	
4	SALES & MARKETING EXECUTIVES Teri White P.O. Box 86336 Baton Rouge, LA 70879 225-927-8014 smesec@eatel.net	N	
5	LSU DEPT OF COMM STUDIES Mike Applin 117-A Prescott Hall Baton Rouge, LA 70803 225-578-6079 mapplin@lsu.edu	N	
6	SOUTHERN UNIVERSITY Mercedes Mackey P.O. Box 9820 Baton Rouge, LA 70813 225-771-2360 Mercedes mackey@subr.edu	N	
7	UNIVERSITY OF NORTH TEXAS Phyllis Slocum 1155 Union Cir, Penton, TX 76203 940-565-2000 slocum@unt.edu	N	
8	S.I. NEWHOUSE SCHOOL OF PUBLIC COMM Asst. Dean Karen McGee https://newhouse.syr.edu/ 315-443-2302 kmcgee@syr.edu	N	
9	COLLECTIVE TALENT.COM Michael Bille 1721 Richareson Place Tampa, FL 33606 813-254-9695 billie@michaelsmedia.com	N	
10	MICHELLE SOUTHERN VOICE Michelle Southern http://www.michellesouthernvoice.com 225-362-4929 lsumichelle@gmail.com	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	STRATEGIC IT STAFFING Acct Manager Jennifer Viley 1925 F Street Suite A, Sacramento, CA 95811 916-800-7562 jennifer@strategicitstaffing.com	N	
12	BROADCAST EMPLOYMENT SERVICES Mark C Holloway P.O. Box 4116, Oceanside, CA 92052 800-374-0119 markch@tvjobs.com	N	
13	SOUTHEASTERN UNIVERSITY Southeastern Channel GM Rick Settoon Southeastern Louisiana University, Hammond, LA 70402 985-549-2418 rick.settoon@selu.edu	N	
14	GARDERE INITIATIVE 8435 Ned Ave Apt. A Baton Rouge, LA 70820 225-769-0305 gardereinitiative@gmail.com	N	
15	SOUTHEAST LOUISIANA VETERAN HEALTH CARE SYSTEM Hezzie Weston 2400 Canal St, New Orleans, LA 70119 504-723-2453 Hezzie.Weston@va.gov	Y	
16	GRAMBLING STATE UNIV DEPT OF MASS COMM Dr. Sharon Ford-Dunn P.O. Box 4292 Grambling, LA 71245 318-274-2189 dunns@gram.edu	Y	
17	FOREVER SISTERS LLC Louisa Palmer https://www.facebook.com/myforeversisters/ myforeversisters@gmail.com	Y	
18	VITAL RESOURCES SOLUTIONS Executive Director Monique Robinson 5420 Corporate Boulevard, Baton Rouge, LA 70808 225-443-1418 mrobinson.vital@outlook.com	N	
19	THE YOUNG LEADERS ACADEMY OF BATON ROUGE Executive Director Tonya Robertson 419 North 19th Street Suite B, Baton Rouge, LA 70802 225-346-1583 tgr331@yahoo.com	Y	
20	CRESCENT HEALTH GROUP LLC CRESCENT CONSULTING GROUP, LLC 8211 Goodwood Blvd Ste A1 Baton Rouge, LA 70806 Dr. S R Judge 225-421-1921 Crescentgrp@gmail.com	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	SOUTHERN UNIVERSITY A&M COLLEGE 801 Harding Blvd. Baton Rouge, LA 70807 Dr. Yoland Campbell 225-771-4500 Yolanda.campbell@sus.edu	N	
22	SPOTS-N-DOTS Gene McKay 1635 Old Highway 41 NW, Suite 112-338, Kennesaw, GA 30152 800-884-2630 ads@spotsndots.com	N	
23	MEDIABISTRO.COM Account Manager Alexandra Spignesi 825 8th Ave, 29th Floor, New York, NY 10019 800-205-7792 alexandra@mediabistro.com	N	
24	NEWS CHECK MEDIA Patty Hersh 24 West Lancaster Ave, Suite 205, Ardmore, PA 19003 610-420-6003 phersh@newscheckmedia.com	N	
25	LINKEDIN VIA GRAY CORPORATE HR Specialist Donna Tadlock https://www.linkedin.com/	N	
26	INDEED.COM VIA GRAY CORPORATE HR Specialist Donna Tadlock https://www.indeed.com/	N	4
27	WAFB BULLETIN BOARD Office Manager Terra Mazzei 844 Government St, Baton Rouge, LA 70802 225-215-4730 Terra.Mazzei@wafb.com	N	
28	GRAY COMMUNICATIONS HR Specialist Donna Tadlock 201 Monroe Street, 20th FL, Montgomery, AL 36104 334-206-1417 donna.tadlock@gray.tv	N	19
29	REFERRALS	N	24
30	MEDIA MATCH MAGAZINE Anna P.O. Box 48220, Los Angeles, CA 90048 www.media-match.com	N	
31	SOUTHERN UNIV. AND AM COLLEGE AT BR 801 Harding Blvd, Baton Rouge, LA 70807 225-771-4500 https://www.handshake.com/	N	
32	LOUISIANA TECH UNIVERSITY 201 Mayfield Ave, Ruston, LA 71270 318-257-2000 https://www.handshake.com/	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	LOUISIANA STATE UNIVERSITY LSU, Baton Rouge, LA 70803 225-578-3202 https://www.handshake.com/	N	1
34	GRAMBLING STATE UNIVERSITY 403 Main St, Grambling, LA 71245 318-247-3811 https://www.handshake.com/	N	
35	NORTHWESTERN UNIVERSITY 175 Sam Sibley Dr, Natchitoches, LA 71457 318-357-6011 https://www.handshake.com/	N	
36	TULANE UNIVERSITY 6823 St Charles Ave, New Orleans, LA 70118 504-865-5000 https://www.handshake.com/	N	
37	UNIVERSITY OF LOUISIANA AT LAFAYETTE 104 East University Avenue, Lafayette, LA 70504 337-482-1000 https://www.handshake.com/	N	
38	LOUISIANA STATE UNIVERSITY SHREVEPORT One University PL, Shreveport, LA 71115 318-797-8000 https://www.handshake.com/	N	
39	LOYOLA UNIVERSITY NEW ORLEANS 6363 St Charles Ave, New Orleans, LA 70118 504-865-3240 https://www.handshake.com/	N	
40	NICHOLLS STATE UNIVERSITY 906 E 1 st St, Thibodaux, LA 70301 877-642-4655 https://www.handshake.com/	N	
41	SOUTHEASTERN LOUISIANA UNIVERSITY 500 W University Ave, Hammond, LA 70402 985-549-2000 https://www.handshake.com/	N	
42	SOUTHERN UNIVERSITY AT NEW ORLEANS 6400 Press Dr., New Orleans, LA 70126 504-286-5000 https://www.handshake.com/	N	
43	UNIVERSITY OF LOUISIANA MONROE 700 University Ave, Monroe, LA 71209 318-342-1000 https://www.handshake.com/	N	
44	XAVIER UNIVERSITY OF LOUISIANA 1 Drexel Dr., New Orleans, LA 70125 504-486-7411 https://www.handshake.com/	N	
45	WAFB EMPLOYMENT PROMO https://careers-raycommmedia.icims.com AS OF MARCH: https://gray.tv/careers#currentopenings	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			49

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	BROADCASTING OF OUTREACH RECUITMENT TO LOCAL ORGANIZATIONS REARDING JOB OPENINGS	<p>WAFB airs the below promotion recruiting organizations who would like to receive our job openings:</p> <p>“WAFB-TV a Gray Communications station is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become a part of our full-time job opportunity notifications mailing list. If your organization is interested in becoming a part of this list, and you distribute job information or can provide referrals as a part of your regular activity, we would like to hear from you. We would then notify you of each full-time opening and ask you to refer individuals to us for consideration. Send your request to: terra.mazzei@gray.tv</p>
2	EEO TRAINING FOR MANAGEMENT	<p>February 17, 2022, Webinar Training on EEO job posting and processes. It was held by Joan Stewart, Attorney at Law. Attending was our Office Manager.</p>
3	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	<p>On the date of February 12, 2022, our General Manager, participated in Student Workshop at LSU hosted by LAB. He spoke with students from all over LA about broadcasting careers, reviewed resumes and video reels, and interviewed possible candidates.</p>
4	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	<p>On the dates of April 11 & 12, 2022 our Assistant News Director participated in Loyola Gray J-Lab program. She met with senior journalism students one-on-one mentoring, discussing storytelling, and producing. Helped them produce their 5pm newscast.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On the date of November 16, 2022, our Creative Services Manager participated in Junior Achievement Leading Ladies event with Woodland High School. She spoke about her career and careers in Media and Journalism. There were 75 students and 25 mentors in attendance.
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