

**KCWL-LD, KNOE**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Producer	2-3, 5-6, 8-9	3
Chief Meteorologist	2-3, 5-6	3
Multimedia Journalist	2-6	4
Multimedia Journalist	2-3, 5-6	3
Meteorologist/MMJ (wknd.)	2, 5-6	5
Technical Media Producer	2, 5-6	5
Digital Content Manager	2, 5-6, 8-9	5
DIGITAL NEWS CONTENT PRODUCER - KNOE	2, 4-7, 10-13, 15-16, 18-21	16
DIGITAL PRODUCER/REPORTER - KNOE	2-7, 10-13, 15, 19-21	4
MULTIMEDIA JOURNALIST - KNOE (Monroe)	2-8, 10-13, 15, 19-21	8
METEOROLOGIST - KNOE	2, 4-8, 10-13, 15, 19-21	8
NEWS DIRECTOR - KNOE	2-7, 10-13, 15, 18-21	3
DIRECTOR OF MARKETING - KNOE	1-8, 10-13, 15, 18-21	3
ACCOUNT EXECUTIVE - KNOE	1-2, 4-8, 10-13, 15, 18-21	6
CREATIVE SERVICES VIDEOGRAPHER - KNOE	1-8, 10-15, 17-21	3
MULTIMEDIA JOURNALIST - KNOE	1-7, 10-15, 17-21	6
DIGITAL ADVERTISING CONSULTANT - KNOE	1-2, 4-8, 10-15, 17-21	8
TECHNICAL MEDIA PROD./NEWSCAST DIRECTOR - KNOE	1-7, 10-15, 17-20	3

**KCWL-LD, KNOE**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjob.com">www.tvjob.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	0
2	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	0
3	Employee Referral	N	16
4	Grambling State University 403 Main St. P.O. Box 4264 Grambling, Louisiana 71245 Phone : 318-274-2346 Url : <a href="http://www.gram.edu">http://www.gram.edu</a> Email : <a href="mailto:career@gram.edu">career@gram.edu</a> Antoinette Livingston	N	2
5	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : <a href="http://gray.tv/careers">http://gray.tv/careers</a> Human Resources Manual Posting	N	22
6	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	17
7	KNOE - On air advertising/website 1400 Oliver Road Monroe, Louisiana 71201 Phone : 318-388-8888 Url : <a href="http://www.knoe.com">http://www.knoe.com</a> Justin Fletcher Manual Posting	N	0
8	Linked In - Not Directly Contacted by SEU	N	13

**KCWL-LD, KNOE**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
9	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	0
10	Louisiana Association of Broadcasters 660 Florida Blvd. Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Url : <a href="http://www.broadcasters.org">http://www.broadcasters.org</a> Email : <a href="mailto:lab@broadcasters.org">lab@broadcasters.org</a> Polly Prince	N	0
11	Louisiana Christian University 1140 College Dr Pineville, Louisiana 71360 Phone : 318-487-7138 Url : <a href="http://www.lacollege.edu">http://www.lacollege.edu</a> Email : <a href="mailto:meredith.rennier@lacollege.edu">meredith.rennier@lacollege.edu</a> Meredith Rennier	N	0
12	Louisiana Delta Community College 7500 Millhaven Road Monroe, Louisiana 71203 Phone : 318-570-6027 Url : <a href="http://www.ladelta.edu">http://www.ladelta.edu</a> Email : <a href="mailto:mariastalling@ladelta.edu">mariastalling@ladelta.edu</a> Maria Stalling	N	0
13	Louisiana State University 158 LSU Student Union Baton Rouge, Louisiana 70803 Phone : 225-578-7180 Url : <a href="http://www.lsu.edu">http://www.lsu.edu</a> Email : <a href="mailto:jdowns@lsu.edu">jdowns@lsu.edu</a> Jesse Downs	N	0
14	Louisiana Tech University 208 Keeny Circle #3153 Ruston, Louisiana 71272 Phone : 318-257-4336 Email : <a href="mailto:careercenter@latech.edu">careercenter@latech.edu</a> Career Center Louisiana Tech University	N	0

**KCWL-LD, KNOE**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	Northwestern State University 3rd Floor Student Union Rm 306 Natchitoches, Louisiana 71497 Phone : 318-357-4050 Url : <a href="http://www.nsula.edu">http://www.nsula.edu</a> Email : <a href="mailto:cunninghamr@nsula.edu">cunninghamr@nsula.edu</a> Rachel Cunningham	N	0
16	Other Source	N	2
17	Southeastern Louisiana University SLU P.O.Box 10492 Hammond, Louisiana 70402 Phone : 985-549-2121 Url : <a href="http://www.southeastern.edu">www.southeastern.edu</a> Email : <a href="mailto:careerservices@southeastern.edu">careerservices@southeastern.edu</a> Allison Caswell	N	0
18	Southern University Career Center 801 Harding Blvd. TH Harris Hall Suite 1100 Baton Rouge, Louisiana 70807 Phone : 225-771-2200 Url : <a href="http://www.subr.edu">http://www.subr.edu</a> Email : <a href="mailto:tamara_montgomery@subr.edu">tamara_montgomery@subr.edu</a> Tamara Montgomery	N	0
19	University of Louisiana at Lafayette Office of Career Services, Agnes Edwards Hall Room 200 Rex St. Lafayette, Louisiana 70504 Phone : 337-482-1444 Url : <a href="http://www.career.louisiana.edu">http://www.career.louisiana.edu</a> Email : <a href="mailto:kimberlyb@louisiana.edu">kimberlyb@louisiana.edu</a> Kimberly Billeaudeau	N	0
20	University of Louisiana at Monroe 700 University Ave, Sandal Hall 139 Monroe, Louisiana 71209 Phone : 318-342-5331 Url : <a href="http://www.ulm.edu">http://www.ulm.edu</a> Email : <a href="mailto:hall@ulm.edu">hall@ulm.edu</a> Shonnie Hall-Trotter	N	0

**KCWL-LD, KNOE**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
21	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>72</b>

**KCWL-LD, KNOE**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/25/2023	Participation in Job Fairs	KNOE News Director participated in the Louisiana Association of Broadcasters College 2 Career Day at the University of Louisiana Lafayette February 25, 2023.	1	News Director
2	3/28/2023	Participation in Job Fairs	KNOE News Director participated in the 2023 Spring Career and Graduate School Fair at Grambling State University on March 28, 2023.	2	News Director Assistant News Director
3	4/20/2023	Provision of training to management	KNOE's General Manager and Office Manager attended the Fcc's Equal Employment Opportunity Rules Webinar for Gray Television on April, 20, 2023	2	VP/General Manager Office Manager
4	5/12/2023	Participation in events sponsored by organizations representing the community	The Secular Homeschoolers of Northern Louisiana brought their Science Club ages 11-14 to learn about forecasting and careers in the meteorology field.	2	Morning Meteorologist Weekend Meteorologist
5	Ongoing Event	Establishment of an intern program designed to assist members of the community	Hired a summer intern from Mississippi State to work in the newsroom. The intern will work in all aspects of the news department.	1	News Director
6	Ongoing Event	Establishment of an intern program designed to assist members of the community	Hired an intern from Louisiana Tech University for summer and fall semesters. The intern will work in all aspects of the news department.	1	News Director
7	Ongoing Event	Establishment of an intern program designed to assist members of the community	Hired a news intern from the University of Louisiana Monroe starting June 2023 for one-full year. The intern will work in the weather department and fill in on-air when necessary.	1	News Director
8	9/28/2023	Participation in Job Fairs	The News Director and Assistant News Director attended the University of Louisiana at Monroe Career Fair on September 28, 2023.	2	News Director Assistant News Director
9	10/3/2023	Participation in Job Fairs	KNOE News Director and Assistant News Director participated in the Northwestern State University Job Fair October 3, 2023.	2	News Director Assistant News Director
10	10/12/2023	Participation in Job Fairs	News Director and Assistant News Director attended the Grambling State University Fall Career Fair on October 12, 2023.	2	News Director Assistant News Director

**KCWL-LD, KNOE**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
11	Ongoing Event	Establishment of an intern program designed to assist members of the community	Hired an intern from the University of Louisiana Monroe for fall and spring semesters. The intern will work in all aspects of the news department.	1	News Director