



## 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 |
|----------------------------|---|--------------------|
| MMJ/Sports MMJ             | 17, 18, 19, 20, 22                              | 22                 |
| News Director              | 7, 18, 19, 20, 22, 25                           | 19                 |
| MMJ                        | 7, 18, 19, 20, 22, 25                           | 19                 |
| Digital News Producer      | 19, 20, 22, 25                                  | 25                 |
| Sports Anchor/Reporter/MMJ | 19, 22, 25, 26                                  | 19                 |
| Evening Producer           | 17, 18, 19, 20, 22                              | 18                 |
| Meteorologist/MMJ          | 7, 18, 19, 20, 22, 25                           | 19                 |
| Morning Producer           | 17, 18, 19, 20, 22, 25                          | 22                 |
| Morning Anchor             | 7, 18, 19, 20, 22, 25                           | 19                 |
| Technical Media Producer   | 19, 20, 22, 25                                  | 19                 |
| News Producer              | 19, 20, 22, 25                                  | 19                 |
| Videographer/Editor        | 19, 20, 22, 25                                  | 19                 |
| News Producer              | 19, 20, 22, 25                                  | 19                 |
| Account Executive          | 18, 19, 22, 26                                  | 19                 |
| Traffic Coordinator        | 19, 22, 25                                      | 19                 |
| MMJ                        | 18, 19, 20, 22, 25                              | 19                 |
| Technical Media Producer   | 18, 19, 22, 25                                  | 18                 |
| Technical Media Producer   | 18, 19, 22, 25                                  | 22                 |
| News Anchor/Producer       | 18, 19, 20, 22, 25                              | 18                 |
| Executive Producer         | 18, 19, 20, 22, 25                              | 19                 |
| Technical Media Producer   | 18, 19, 22, 26                                  | 19                 |
| Digital Producer/Reporter  | 7, 18, 19, 20, 22, 25                           | 22                 |
| MMJ                        | 19, 20, 22, 26                                  | 19                 |
|                            |   |                    |
|                            |   |                    |
|                            |   |                    |
|                            |   |                    |
|                            |   |                    |



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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

| <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                | McCann School of Business and Technology<br>Alisha Holland: <a href="mailto:alisha.holland@mccann.edu">alisha.holland@mccann.edu</a><br>Career Services<br>2319 Louisville Ave, Monroe, LA 71201<br>(318) 998-5726 fax: (318) 324-9883<br><a href="http://www.mccann.edu">www.mccann.edu</a> | No   | 0   |
| 2                | Centenary College<br>Debbie Bury : <a href="mailto:dbury@centenary.edu">dbury@centenary.edu</a><br>Career Services, 2911 Centenary Blvd.<br>Smith 205-D, Shreveport, LA 71134<br>(318) 869-5360<br><a href="http://www.centenary.edu">www.centenary.edu</a>                                  | No   | 0   |
| 3                | Louisiana Delta Community College<br>Maria Stalling : <a href="mailto:mariastalling@ladelta.edu">mariastalling@ladelta.edu</a><br>7500 Millhaven Rd., Monroe, LA 71203<br>(318) 570-6027<br><a href="http://www.ladelta.edu">www.ladelta.edu</a>   | No   | 0   |
| 4                | Grambling State University<br>Kellye Blackburn: <a href="mailto:blackburnk@gram.edu">blackburnk@gram.edu</a><br>Career Planning and Placement<br>403 Main St., Grambling, LA 71245<br>(318) 374-3350<br><a href="http://www.gram.edu">www.gram.edu</a><br>Send through Handshake             | No   | 0   |

| RS Number | RS Information   | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 5         | Louisiana Christian University<br>Meredith Rennier: <a href="mailto:Meredith.rennier@lacollege.edu">Meredith.rennier@lacollege.edu</a><br>The Center for Calling & Career<br>1140 College Dr.<br>Hixson Student Center, Third Floor<br>Pineville, LA 71360<br>(318) 487-7138<br><a href="http://www.lacollege.edu">www.lacollege.edu</a>                           | No  | 0  |
| 6         | Louisiana State University<br>Jesse Downs: <a href="mailto:jdowns@lsu.edu">jdowns@lsu.edu</a><br>LSU Career Center, 158 LSU Student Union,<br>Baton Rouge, LA 70803<br>(225)578-7180<br><a href="http://www.lsu.edu">www.lsu.edu</a><br>Send through Handshake   | No  | 0  |
| 7         | Louisiana Assoc. of Broadcasters<br>Polly Prince : <a href="mailto:lab@broadcasters.org">lab@broadcasters.org</a><br>660 Florida Blvd, Baton Rouge, LA 70801<br>(225) 267-4522 Fax: (225) 267-4329<br><a href="http://www.broadcasters.org">www.broadcasters.org</a>   | No  | 0  |
| 8         | Northwestern State University<br>Career and Placement Center; College Ave.<br>3 <sup>rd</sup> Floor Student Union Rm 306, Natchitoches, LA 71497<br>(318) 357-4050<br><a href="http://www.nsula.edu">www.nsula.edu</a><br>Send through Handshake   | No  | 0  |
| 9         | Southeastern Louisiana University<br>Ken Ridgedell, Director<br><a href="mailto:careerservices@southeastern.edu">careerservices@southeastern.edu</a><br>Career Placement Services, Student Union Room 2102,<br>Hammond, LA 70402<br>(985) 549-2121 Fax: (985) 549-2126<br><a href="http://www.southeastern.edu">www.southeastern.edu</a><br>Send through Handshake | No  | 0  |
| 10        | Southern University Career Center<br>Tamara Montgomery: <a href="mailto:tamara_montgomery@subr.edu">tamara_montgomery@subr.edu</a><br>Career Center; Southern Branch Post Office<br>Baton Rouge, LA 70813<br>(225) 771-2200 Fax: (225) 771-3272<br><a href="http://www.subr.edu">www.subr.edu</a><br>Send through Handshake  | No  | 0  |

| RS Number | RS Information   | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 11        | Southern University at New Orleans<br>Karen Francis: <a href="mailto:kfrancis@suno.edu">kfrancis@suno.edu</a><br>Career Placement; 223 University Center<br>New Orleans, LA 70126<br>(504) 286-5343<br><a href="http://www.suno.edu">www.suno.edu</a><br>Send through Handshake  | No  | 0  |
| 12        | University of Louisiana at Lafayette<br>Kimberly Billeaudeau, Director<br><a href="mailto:kimberlyb@louisiana.edu">kimberlyb@louisiana.edu</a><br>Career Placement Center, Office of Career Services<br>Agnes Edwards Hall 104, 200 Rex St.<br>Lafayette, LA 70504<br>(337) 482-1444 Fax: (337) 482-1450<br><a href="http://www.career.louisiana.edu">www.career.louisiana.edu</a><br>Send through Handshake | No  | 0  |
| 13        | University of Louisiana at Monroe<br>Shonnie Hall-Trotter: <a href="mailto:hall@ulm.edu">hall@ulm.edu</a><br>ULM Career Center <a href="mailto:careercenter@ulm.edu">careercenter@ulm.edu</a><br>700 University Ave, Sandel Hall 139, Monroe, LA 71209<br>(318) 342-5331<br><a href="http://www.ulm.edu">www.ulm.edu</a><br>Send through Handshake   | No  | 0  |
| 14        | Xavier University of Louisiana<br>Tracy Jackson: <a href="mailto:tjacks33@xula.edu">tjacks33@xula.edu</a><br>Office of Career Services<br>1 Drexel Drive, New Orleans, LA 70125<br>(504) 520-7364 Fax: (514) 520-7914<br><a href="http://www.xula.edu">www.xula.edu</a>  | No  | 0  |
| 15        | West Monroe Chamber of Commerce<br>Kristopher Kelley: <a href="mailto:kkelley@westmonroechamber.org">kkelley@westmonroechamber.org</a><br>112 Professional Dr., West Monroe, LA 71291<br>(318) 325-1961 Fax: (318) 325-4296<br><a href="http://www.westmonroechamber.org">www.westmonroechamber.org</a>  | No  | 0  |
| 16        | Monroe Chamber of Commerce<br>Daphne Garrett: <a href="mailto:dgarrett@monroe.org">dgarrett@monroe.org</a><br>1811 Auburn Ave Suite 1, Monroe, LA 71201<br>(318) 323-3461 Fax: (318) 812-7594<br><a href="http://www.monroe.org">www.monroe.org</a>  | No  | 0  |

| RS Number         | RS Information  | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-------------------|---|---|--|
| 17                | Station On-air Advertisement – KNOE, KAQY, NNOE<br>Justin Fletcher: <a href="mailto:justin.fletcher@knoe.com">justin.fletcher@knoe.com</a><br>1400 Oliver Rd., Monroe, LA 71201<br>(318) 388-8888<br><a href="http://www.knoe.com">www.knoe.com</a> | No  | 0  |
| 18                | Employee Referral   |   | 10   |
| 19                | <a href="http://graytv.com">graytv.com</a> (People Matter)  | No  | 64   |
| 20                | Broadcast Employment Services<br>P.O. Box 4116, Oceanside, CA 92052<br>1-800-374-0119<br><a href="mailto:info@tvjobs.com">info@tvjobs.com</a><br><a href="http://tvjobs.com">tvjobs.com</a>   | No  | 5  |
| 21                | Spots N Dots<br>1-888-884-2630 x701<br><a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a><br><a href="http://www.spotsanddots.com">www.spotsanddots.com</a> (Pay)   | No  | 0  |
| 22                | <a href="http://www.indeed.com">www.indeed.com</a>  | No  | 22   |
| 23                | TV News Check<br>Paul Greeley: <a href="mailto:paul@newscheckmedia.com">paul@newscheckmedia.com</a><br>817-578-6324<br><a href="http://www.tvnewscheck.com">www.tvnewscheck.com</a> (Pay)   | No  | 0  |
| 24                | Media Recruiter<br>Art Scott: <a href="mailto:art@mediarecruiter.com">art@mediarecruiter.com</a><br>303-400-5150<br><a href="http://www.Mediarecruiter.com">www.Mediarecruiter.com</a> (Pay)  | No  | 0  |
| 25                | <a href="http://www.Linkedin.com">www.Linkedin.com</a>  | No  | 3  |
| 26                | <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>  | No  | 0  |
| Total Interviewed |   |   | 104  |



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**III. RECRUITMENT INITIATIVES**

|           | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b> | <b>Brief Description of Activity</b>  |
|-----------|--|---|
| <b>1</b>  | Participate in Job Fair                                    | KNOE News Director participated in the Louisiana Tech University Job Fair February 10, 2022.  |
| <b>2</b>  | Participate in Job Fair                                    | KNOE News Director participated in the Louisiana Association of Broadcasters Job Fair February 12, 2022.  |
| <b>3</b>  | Participate in Job Fair                                    | KNOE News Director participated in the virtual Grambling State University Job Fair February 15, 2022.   |
| <b>4</b>  | Provide EEO Training to Management Level Personnel         | On February 17, 2022, our VP/General Manager and Office Manager participated in a training on the FCC's EEO Rules, and Regulations provided by Joan Stewart of Wiley Rein, LLP. |
| <b>5</b>  | Participate in Job Fair                                    | KNOE News Director participated in the Grambling State University Job Fair March 23, 2022.  |
| <b>6</b>  | Participate in Job Fair                                    | KNOE News Director and Promotions Director participated in the University of Louisiana Monroe Job Fair March 24, 2022.  |
| <b>7</b>  | Participate in Job Fair                                    | KNOE News Director participated in the Louisiana Christian University Job Fair April 7, 2022.   |
| <b>8</b>  | Participate in Job Fair                                    | KNOE News Director and General Sales Manager participated in the West Monroe Chamber of Commerce SOAR Career Fair at ULM June 30, 2022.   |
| <b>9</b>  | Participate in Job Fair                                    | KNOE News Director participated in the Southeastern Louisiana University Job Fair September 29, 2022.   |
| <b>10</b> | Participate in Job Fair                                    | KNOE News Director participated in the Louisiana Christian University Job Fair November 3, 2022.  |