

KPLC
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2024

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
Account Executive	1, 4, 6-11, 13-23, 25-28, 30-33, 35	9
Producer-Creative Services	1, 4-7, 9-13, 15-23, 25-27, 29-31, 33, 35	5
Multimedia Marketing Consultant	1, 4, 6-11, 13-23, 25-28, 30-31, 33, 35	9
Meteorologist	1, 4, 6-23, 25-28, 30-33, 35	12
NEWS PRODUCER (PRIMARY) - KPLC	1-2, 4, 6-7, 9-11, 13, 15-23, 25-27, 30- 31, 33-35	9
NEWS PRODUCER (PRIMARY) - KPLC	1-2, 4, 6-7, 9-11, 13, 15-23, 25-27, 30- 31, 33-35	9
CREATIVE SERVICES PRODUCER - KPLC	1-2, 4, 6-7, 9-11, 13, 15-23, 25-27, 30- 31, 33-35	9
MULTIMEDIA JOURNALIST - KPLC	1-4, 6-7, 9-11, 13, 15-23, 25-27, 30-31, 33-35	3
MULTIMEDIA JOURNALIST - KPLC	1-4, 6-7, 9-11, 13, 15-23, 25-27, 30-31, 33-35	9
VIDEOGRAPHER - KPLC	1-4, 6-7, 9-11, 13, 15-23, 25-27, 30-31, 33-35	9
MULTIMEDIA MARKETING CONSULTANT - KPLC	1-2, 4, 6-7, 9-11, 13, 15-27, 30-31, 33- 35	24
EXECUTIVE NEWS PRODUCER - KPLC	1-2, 4, 6-7, 9-11, 13, 15-23, 25-27, 30- 31, 33-35	7
SALES ASSISTANT - KPLC	1-2, 4, 6-7, 9-11, 13, 15-23, 25-27, 30- 31, 33-35	9
MULTIMEDIA JOURNALIST (F/T) - KPLC	1-2, 4-7, 9-11, 13, 15-23, 25-27, 30-31, 33-35	5

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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	Calcasieu Parish Police Jury PO Box 3171 Lake Charles, Louisiana 70602 Phone : 337-721-4020 Email : tpolite@cppj.net Tarek Polite	N	0
2	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	0
3	Current Employee	N	2
4	Dillard University 2601 Gentilly Blvd Student Union Suite 260 New Orleans, Louisiana 70122 Phone : 504-816-4222 Dwanna Toney Manual Posting	N	0
5	Employee Referral	N	4
6	Grambling State University 403 Main St Grambling, Louisiana 71245 Phone : 318-274-2081 Ashley Cleveland Manual Posting	N	0
7	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	4
8	Illinois Center for Broadcasting 530 South State Street Chicago, Illinois 60605 Phone : 872-241-1131 Email : dclark@beonair.com Don Clark	N	0
9	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	18

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10	Jarvis Christian College PO Box 1470 Hawkins, Texas 75765 Phone : 903-730-4890 X4040 Chestley Talley Manual Posting	N	0
11	Lamar University Galloway Business Building Suite 102 Beaumont, Texas 77705 Phone : 409-880-7163 Angie Thomas Manual Posting	N	0
12	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	3
13	Louisiana Association of Broadcasters 660 Florida Blvd Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Polly Prince Johnson Manual Posting	N	0
14	Louisiana Christian University LC Box 584 Pineville, Louisiana 71359 Phone : 318-487-7420 Email : Leneil.mercer@lacollege.edu Leneil Mercer	N	0
15	Louisiana Department of Labor 2424 Third Ave Lake Charles, Louisiana 70601 Phone : 337-721-4010 x5029 Crystal Scott Manual Posting	N	0
16	Louisiana Rehabilitation Services 1001 N 23rd St Baton Rouge, Louisiana 70802 Phone : 337-475-8086 Email : tbeard1@lwc.la.gov Terilyn Beard	N	0

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17	Louisiana State University 158G LSU Student Union Baton Rouge, Louisiana 70803 Phone : 225-578-5627 Amy Caillouet Manual Posting	N	0
18	Louisiana State University Shreveport Student Success Center Noel Memorial Library Shreveport, Louisiana 71115 Phone : 318-797-5062 Jennifer Flynn-McKevitt Manual Posting	N	0
19	Loyola University New Orleans Student Success Center 238 Monroe Library New Orleans, Louisiana 70118 Phone : 504-865-3864 Jill Boatright Manual Posting	N	0
20	McNeese State University Burton Business Center 210C PO Box 91450 Lake Charles, Louisiana 70609 Phone : 337-475-5142 Andrea Burton Manual Posting	N	0
21	National Council of Negro Women 633 Pennsylvania Ave NW Washington, District of Columbia 20004 Phone : 202-737-0120 Email : membership@ncnw.org David Glenn	N	0
22	National Lesbian & Gay Journalist Association 2120 L Street NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : JobBoard@nljja.org Adam Pawlus	N	0
23	Native American Journalist Association OU Gaylord College 395 W. Lindsey Street Norman, Oklahoma 73019 Phone : 405-325-2721 Email : rebeccalandsberry@naja.com Rebecca Landsberry Baker	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Non-Employee Referral	N	1
25	Prairie View A&M PO Box 519 Prairie View, Texas 77446 Phone : 936-261-3571 Herbert Thomas Manual Posting	N	0
26	Southeastern Louisiana University Student Union Room 2102 SLU 10492 Hammond, Louisiana 70402 Phone : 985-549-2121 Ken Ridgedell Manual Posting	N	0
27	Southern University And A&M College 801 Harding Blvd Baton Rouge, Louisiana 70807 Phone : 225-771-2200 Tamara Foster-Montgomery Manual Posting	N	0
28	Southern University at Shreveport 3050 Martin Luther King Dr. Shreveport, Louisiana 71107 Phone : 318-670-9721 Email : alivingston@susla.edu Antoinette Livingston	N	0
29	Southern University at Shreveport 3050 Martin Luther King Jr Dr Shreveport, Louisiana 71107 Phone : 318-670-9721 Email : awilliams@susla.edu AJ Williams	N	0
30	SOWELA Technical Community College 3820 Sen J Bennett Johnston Ave Lake Charles, Louisiana 70615 Phone : 337-421-6951 Email : joseph.lavergne@sowela.edu Joseph Lavergne	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	University of Louisiana at Lafayette 200 Rex Street Lafayette, Louisiana 70504 Phone : 337-482-1444 Kimberly Billeaudeau Manual Posting	N	0
32	University of Louisiana at Monroe Sandel Hall 139 Monroe, Louisiana 71209 Phone : 318-342-5338 Kristin Chandler Manual Posting	N	0
33	Wiley College 711 Wiley Avenue Marshall, Texas 75670 Phone : 903-923-1671 Jeremy Hodge Manual Posting	N	0
34	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
35	Xavier University of Louisiana 1 Drexel Drive New Orleans, Louisiana 70125 Phone : 504-786-7411 Tracey Jackson Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			32

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/9/2023	Establishment of an intern program designed to assist members of the community	The station continued an internship with a McNeese State University student majoring in Journalism. The internship continues until April 27, 2023. Participants from the station is the News Director.	1	News Director
2	Ongoing Event	Participation in other activities designed by the station employment unit	Promotional spot that runs weekly stating we are an Equal Opportunity Employer and that we regularly distribute employment opportunities.	1	EEO Coordinator
3	2/25/2023	Participation in Job Fairs	On February 25, 2023, the station participated in the College 2 Career Day Exhibition for students majoring in Journalism, Mass Communication, or Broadcasting. The event was sponsored by the Louisiana Association of Broadcasters. Participant from the station was the News Director.	1	News Director
4	3/7/2023	Participation in Job Fairs	On March 7, 2023, the station participated in an advertising and communications networking fair. The event was sponsored by Louisiana State University. Participants from the station was the News Director.	1	News Director
5	3/16/2023	Participation in events or programs sponsored by educational institutions	On March 16, 2023, the station participated in speaking to the Strategic Communications and News Production classes at McNeese State University about careers in broadcasting, internships, and broadcasting during a crisis. Participant from the station was the General Manager.	1	General Manager
6	4/20/2023	Provision of training to management	On April 20, 2023, the station participated in a training webinar on the FCC's EEO Rules and Regulations conducted by Joan Stewart with Wiley Rein, LLP. Participants from the station were the EEO Coordinator and Business Office Manager.	2	EEO Coordinator Office Manager

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7	5/31/2023	Provision of training to management	On May 31, 2023 the station participated in an EEO and FCC legal update session held by Charles Spenser of Phelps Dunbar, LLC, Joe Chautin & Mark Balkin of Hardy, Carey, Chautin, & Balkin, LLP at the Louisiana Association of Broadcasters Convention.	1	General Manager
8	6/5/2023	Establishment of an intern program designed to assist members of the community	The station participated in an internship with a McNeese State University student majoring in Journalism. The internship was from June 5, 2023, through August 8, 2023. Participants from the station is the News Director and Assistant News Director.	2	News Director Assistant News Director
9	6/7/2023	Participation in events or programs sponsored by educational institutions	On June 7, 2023 the station participated in a speaking engagement to the Calcasieu Parish School Board's summer television production class about careers in broadcasting and media and gave production techniques and tips. Participant from the station was the General Manager.	1	General Manager
10	6/20/2023	Participation in events sponsored by organizations representing the community	On June 20, 2023 the station provided a tour for the students enrolled in the Calcasieu Parish School Board TV Production program. They saw the live production of the Noon News and what happens behind the scenes to execute the program. Participants from the station were the General Manager, News Director, and the Operations Manager.	1	General Manager News Director Operations Manager
11	10/9/2023	Participation in events sponsored by organizations representing the community	On October 9, 2023, the station participated in a station tour for the students enrolled in The Leadership Center for Youth program. They saw a live newscast on air and what happens behind the scenes to execute the program. Participants from the station was the News Director, General Manager, and Operations Manager.	2	General Manager News Director Operations Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	1/17/2024	Establishment of an intern program designed to assist members of the community	The station participated in an internship with a SOWELA Technical Community College student majoring in Digital Arts and Communication with an emphasis on Media Production. The internship was from January 17, 2024 through May 5, 2024. Participants from the station is the News Director and Assistant News Director.	2	News Director Assistant News Director