

EEO PUBLIC FILE REPORT

Reporting Period: February 1, 2023 - January 31, 2024

Station Included in Report: KATC-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				13
C2	Internal Candidate / WorkLife				5
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			9
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		19
C130	Face-to-face Networking				1
C131	Agency/Search Firm				1
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		7
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1934	Acadia Career Solutions Center - - 11 North Parkerson Ave (mmorgan1@ldol.state.la.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1935	Acadiana Works, Inc. - Michael Morris - 1305 Diesi Street (mikemorris1@aol.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1936	Allen Career Solutions Center - - 602 Court St (cte64003@centurytel.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1937	Baton Rouge Business & Career Solutions Center - - (cgranger@lwc.la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1938	East & West Feliciana Career Solutions Center - - 5681 Commerce St (gscales@lwia20.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1939	East and West Feliciana Career Solutions Center - - 5681 Commerce Street, Suite E (Physical), P.O. Box 23 (Mailing) (gscales@lwia20.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1940	East St. Mary Career Solutions Center - - 7710 Hwy 182 East (tweary@ldol.state.la.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1941	East St. Mary Career Solutions Center - - 7710 Hwy 182 East, P.O. Box 2944 (dboudreaux@acadianaworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1942	Evangeline Career Solutions Center - - 1124 Vocational Drive (Physical Address), P O Box 1003 (Mailing Address) (jguillory3@acadianaworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1943	Evangeline Career Solutions Center - - 417 W Magnolia St (jguillory3@acadianaworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1944	Iberia Career Solutions Center - - 123 E Main St (rmitchell1@ldol.state.la.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1945	Iberia Career Solutions Center - - 124 East Main Street (tjack@lwc.la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1946	Iberville Career Solutions Center - - 23425 Railroad Ave, Ste 1 (Ldalbor@Lwia20.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1947	Iberville Career Solutions Center - - 23425 Railroad Avenue, Suite 1 (Ldalbor@Lwia20.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1948	Lafayette Business & Career Solution Center - - 706 E Vermilion (dboquet@lwc.la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1949	Lafayette Business and Career Solution Center - - 706 East Vermilion Street (mguillory@lwc.la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1950	LOUISIANA GOVERNOR'S OFFICE OF INDIAN AFFAIRS - Mark Ford - 150 North 3rd Street, Ste 713 (mark.ford@la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1951	Louisiana State University Baton Rouge, LA - - 1502 Patrick F. Taylor Hal (career@lsu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1952	Pointe Coupee Career Solutions Center - - 305 E Main St (lgaines@lwia20.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1953	Pointe Coupee Career Solutions Center - - 305 East Main Street (lgaines@lwia20.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1954	St. Landry Career Solutions Center - - 1305 Diesi Street (gganier@lwc.la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1955	St. Martin Parich Career Solutions Center - - 215 Evangeline Blvd. (lhebert1@acadianaworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1956	St. Martin Parich Career Solutions Center - - 215 Evangeline Blvd. (tjack@lwc.la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1957	St. Martin Parish Career Solutions Center - - 215 Evangeline Blvd (lhebert1@lwc.la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1958	University of Louisiana at Lafayette Lafayette, LA - - PO Box: 41730 (careerservices@louisiana.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1959	Vermilion Career Solutions Center - - 1115 Clover Street, P.O. Box 60, Co-house in: Acadiana Technical College Gulf Area Campus (dgoudeau@acadianaworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1960	Vermilion Career Solutions Center - - 1115 Clover Street, P.O. Box 60, Co-house in: Acadiana Technical College Gulf Area Campus (tjack@lwc.la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1961	Vermilion Career Solutions Center - - 1301 Clover St, Room 109 (deschete@ldol.state.la.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1962	West Feliciana Career Solutions Center - Greta Scales - 5681 Commerce Street (gscales@lwia20.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1963	West St. Mary Career Solutions Center - - 600 Main Street (tjack@lwc.la.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
Local Sources					
L1	South Louisiana Community College - Lafayette Campus	320 Devalcourt St Lafayette, LA 70506			
L2	Grambling State University	403 Main Street GSU Box 4264 Grambling, LA 71245	Kellye Blackburn blackburnk@gram.edu https://www.gram.edu/student-life/services/career-center/	318-274-3350	
L3	Louisiana Tech University	305 Wisteria St Ruston, LA 71270	Caitlin Dartez cedartez@latech.edu www.latech.edu	318-257-2000	
L4	Loyola University New Orleans	6363 Saint Charles Ave New Orleans, LA 70118	www.loyno.edu	504-865-3860	

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L5	McNeese State University	4205 Ryan St Lake Charles, LA 70605	Toby Osburn tosburn@mcneese.edu www.mcneese.edu		
L6	Nichols State University	906 E 1st Street Thibodaux, LA 70301	Kristie Tauzin Goulas kristie.tauzin@nicholls.edu www.nichols.edu/career	985-448-4508	
L7	Northwestern State University	175 Sam Sibley Dr Natchitoches, LA 71457	Karen Loach loachk@nsula.edu www.nsula.edu	318-357-6011	
L8	Southeastern Louisiana University	Hammond, LA	Allison Caswell careerservices@southeastern.edu www.southeastern.edu	985-549-2121	
L9	Southern University and A&M College at Baton Rouge	Baton Rouge, LA	Beulah Lavergne-Brown careerservices@subr.edu www.subr.edu	225-771-2200	
L10	Southern University at New Orleans	6400 Press Drive New Orleans, LA 70126	Kesha Neoco Johnson kjohnson@suno.edu www.suno.edu	504-286-5391	
L11	Tulane University	6823 Saint Charles Ave New Orleans, LA 70118	Edward Cruz csc@tulane.edu www.rulane.edu	504-865-5107	
L12	University of Louisiana at Monroe	700 University Ave Monroe, LA 71203	Kristin Chadler careercenter@ulm.edu www.ulm.edu	318-342-5338	
L13	University of New Orleans	2000 Lakeshore Drive New Orleans, LA 70148	Satcha Sanon ssanon@uno.edu https://www.uno.edu/career-services	504-280-6019	
L14	Xavier University of Louisiana	Drexel Dr New Orleans, LA 70125	Marian Minnard mminnard@xula.edu www.xula.edu	504-486-7411	
L15	Louisiana State University at Shreveport	One University Place Shreveport, LA 71115	Jennifer Flynn-McKevitt Jennifer.Flynn-McKevitt@lsus.edu http://www.lsus.edu/offices-and-services/career-services	318-797-5062	
L16	University of Louisiana at Lafayette	200 Rex Street Lafayette, LA 70504	Carla Fontenot carla.fontenot@louisiana.edu https://career.louisiana.edu/	337-654-3657 337-482-1444 337-482-1446	
L17	Louisiana State University	158 Student Union Baton Rouge, LA 70803	Kyle O'Neal koneal10@lsu.edu https://www.lsu.edu/careercenter/index.php	225-578-7082	
L18	Lensa	17 W Gay St, Westchester, PA 19380			
L19					
L20	Louisiana Association of Broadcasters				
Total Number of Interviewees Referred:				56	

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Digital Strategist [JR031020]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C1934, C1935, C1936, C1937, C1938, C1939, C1940, C1941, C1942, C1943, C1944, C1945, C1946, C1947, C1948, C1949, C1950, C1951, C1952, C1953, C1954, C1955, C1956, C1957, C1958, C1959, C1960, C1961, C1962, C1963, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2023-04-10
Exec Reporter [JR031799]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C1934, C1935, C1936, C1937, C1938, C1939, C1940, C1941, C1942, C1943, C1944, C1945, C1946, C1947, C1948, C1949, C1950, C1951, C1952, C1953, C1954, C1955, C1956, C1957, C1958, C1959, C1960, C1961, C1962, C1963, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C130 Start Date: 2023-10-30
Multimedia Journalist [JR031327]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C1934, C1935, C1936, C1937, C1938, C1939, C1940, C1941, C1942, C1943, C1944, C1945, C1946, C1947, C1948, C1949, C1950, C1951, C1952, C1953, C1954, C1955, C1956, C1957, C1958, C1959, C1960, C1961, C1962, C1963, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C3 Start Date: 2023-08-21
Multimedia Journalist [JR031701]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C1934, C1935, C1936, C1937, C1938, C1939, C1940, C1941, C1942, C1943, C1944, C1945, C1946, C1947, C1948, C1949, C1950, C1951, C1952, C1953, C1954, C1955, C1956, C1957, C1958, C1959, C1960, C1961, C1962, C1963, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2023-09-04

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR031779]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C1 Start Date: 2023-08-21
Multimedia Journalist [JR031780]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C1934, C1935, C1936, C1937, C1938, C1939, C1940, C1941, C1942, C1943, C1944, C1945, C1946, C1947, C1948, C1949, C1950, C1951, C1952, C1953, C1954, C1955, C1956, C1957, C1958, C1959, C1960, C1961, C1962, C1963, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2023-08-28
Multimedia Journalist [JR031781]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C134 Start Date: 2023-09-11
Multimedia Journalist [JR031782]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C171, C198, C199, C2424	Code Number: C97 Start Date: 2023-11-27
Multimedia Journalist [JR031783]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C1934, C1935, C1936, C1937, C1938, C1939, C1940, C1941, C1942, C1943, C1944, C1945, C1946, C1947, C1948, C1949, C1950, C1951, C1952, C1953, C1954, C1955, C1956, C1957, C1958, C1959, C1960, C1961, C1962, C1963, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2023-10-16
Multimedia Journalist [JR032336]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C1934, C1935, C1936, C1937, C1938, C1939, C1940, C1941, C1942, C1943, C1944, C1945, C1946, C1947, C1948, C1949, C1950, C1951, C1952, C1953, C1954, C1955, C1956, C1957, C1958, C1959, C1960, C1961, C1962, C1963, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C131 Start Date: 2024-01-08

EEO PUBLIC FILE REPORT**II. Full-Time Vacancies Filled During the Reporting Period**

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Sr Reporter [JR031777]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C1934, C1935, C1936, C1937, C1938, C1939, C1940, C1941, C1942, C1943, C1944, C1945, C1946, C1947, C1948, C1949, C1950, C1951, C1952, C1953, C1954, C1955, C1956, C1957, C1958, C1959, C1960, C1961, C1962, C1963, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2023-09-11

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	2023-02-25: KATC General Manager participated in the Louisiana Association of Broadcasters (LAB) College2Career Day where he talked about careers in broadcasting, including KATC open positions. The event was attended by job seekers from surrounding colleges. Following the event, LAB forwarded a Dropbox full of resumes for review/employment consideration.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	Scripps Sales Process (SSP) and Scripps Strategic Marketing (SSM) Training. We enroll all new Account Executives and Sales leadership into this training. KATC Sales staff attended this web-facilitated training by internal Scripps sales training representatives to help build skills necessary to be successful with the Scripps selling procedures. This is a multi-day training program focused on prospecting/ appointment setting and the client needs analysis through the entire sales cycle learning new approaches to each step and practicing with real prospects in their market.
	Employees can access our LinkedIn learning library and can search topics that are relevant to their career and interest in developing certain skills to advance their careers.
	The company provides an Educational Assistance Program to enable all employees the opportunity to gain knowledge and skills that could qualify them for higher level positions. During a calendar year, the program reimburses employees for tuition and books, up to \$4,000. During the reporting period, KATC had three employees take advantage of this benefit.
	Scripps launched a brand-new Upskilling Program geared towards Multimedia journalists and reporters. KATC employees can attend live, virtual sessions to develop and improve their skills needed for storytelling. Employees can also access 13 different learning courses targeting different skills as part of this Upskilling Program.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	2024-01-23 - 2024-01-25. KATC's Executive Reporter attended an onsite workshop in Cincinnati. Scripps' learning and leadership development team partnered with the senior director of storytelling and content strategy to host this executive reporter workshop. The focus is to enhance storytelling, writing coaching techniques, create opportunities for relationship building and idea sharing among other executive reports and provide cross-functional learning opportunities.
Establishment of a mentoring program for station personnel.	KATC has an onboarding program (Scripps One) where each new hire is partnered with an onboarding buddy. The onboarding buddy is an experienced employee who serves as an added resource for providing guidance and answering any questions for their first several months. Follow up check-ins occur at 1-3 week and 4-6-week intervals into a new hire's employment.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	2023-02-24: KATC Meteorologist spent time with students at Carencro Catholic teaching them the approach to delivering a weather forecast as part of their career exploration.
	2023-02: As part of their Black History Month exploration, KATC MMJ/Sports Reporter was invited as guest speaker at Dusen Elementary to share her journalism journey. Insights were provided to give students career choices and learn ways to make their goals reality.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Scripps provides virtual classroom training opportunities for all managers on equity, diversity and inclusion. Training is facilitated by Scripps employees and members of SEEK research, BRBS World and Kneeland Institute for training on Inclusive Journalism. 1) Sessions on Unconscious bias and microaggressions included facilitated conversation aimed at developing a common language to describe equity, diversity and inclusion as well as Implicit bias or the different experiences and points of view we all come to work with are defined and the discussion provides ways to recognize and mitigate it. 2) All news and creative services employees participate in a facilitated training aimed at developing a respectful, culturally competent business and newsroom culture that recognizes bias, celebrates diversity and welcomes the perspectives it brings. 3) A viewing and discussion of SEEK research on Experiences the news as an African American/Black person summarized the finding from the people of color research. 4) A viewing and discussion of SEEK research experiencing the news as a Hispanic American.

Managers are assigned mandatory web-based trainings in 1) Harassment Prevention training in order to provide guidance on preventing and responding to all forms of workplace harassment and discrimination, including sexual harassment. The courses' intent is to help develop a set of values in managerial and supervisory employees that will assist them in preventing and effectively responding to incidents of discrimination and workplace harassment. 2) Skillsoft: EEO and Lawful Hiring Course as part of their onboarding. This is a 30-minute, self-directed, digital course that teaches about the Equal Employment Opportunity laws that guide our company's recruitment efforts and aid in carrying out hiring practices that are fair and lawful. 3) Whistleblowing, Reporting, and Retaliation for Managers. This micro training explores what an effective manager response to receiving a complaint looks like, from offering support to addressing retaliation concerns, all with the goal of ensuring employee confidence in the reporting process.