

2018 EEO Report
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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
Sales Account Executive	1, 3-4, 8-13, 16-19, 22-27, 31-32, 35, 37, 39, 41-47, 50-52, 57	44
Newscast Director	1-2, 4-6, 8-13, 15-19, 22-27, 32, 35-37, 39, 41-47, 50-52, 55-57	6
News Photographer/Live Truck Operator/Editor	1-2, 4-5, 8-13, 16-19, 22-27, 31-32, 37, 41-47, 50-52, 54, 56-57	54
Traffic Assistant	1-2, 4-5, 8-13, 16-20, 22-27, 31-32, 35, 37, 41-47, 50-52, 55-57	5
Director of Sales	1-4, 8-14, 17-20, 22-27, 31-32, 34-35, 37, 41-47, 50-52, 56-57	14
Anchor/Reporter	1-6, 8-13, 18-19, 22-27, 31, 35, 37, 41-43, 45-48, 50-52, 56-57	6
Weekend Anchor/MMJ	1, 3-6, 8-9, 11-13, 18-19, 22-27, 31-32, 35, 37, 41-43, 45-47, 50-52, 56-57	6
Digital Marketing Specialist	1, 3-6, 8-9, 11-13, 18-19, 22-27, 31-32, 35, 37, 41-43, 45-47, 50-52, 55-57	6
Reporter/Video Journalist (MMJ)	1-6, 8-11, 13, 18-19, 22-26, 28-33, 37, 41-43, 45-47, 50-52, 56-57	6
Sales Manager	1-5, 8-12, 18-19, 22-27, 31-33, 37, 41-47, 51-52, 55-57	55
Creative Services Producer	1-6, 8-13, 18-19, 22-27, 31-33, 35, 37, 41-43, 45-47, 51-52, 56-57	6
Investigative Producer	1-5, 7-13, 18-19, 22-27, 31-33, 35, 37, 41-43, 45-47, 51-52, 56-57	7
News Photographer/Live Truck Operator/Editor	1-4, 8-11, 13, 18-19, 22-27, 31-33, 35, 37, 41-47, 51-52, 56	44
News Producer	1-4, 8-13, 18-19, 21-27, 31-33, 35, 37, 41-47, 49, 51-52, 56-57	44
Newscast Director	1-2, 4, 8-13, 18-19, 22-27, 31-33, 35, 37, 41-47, 50-52, 56-57	44
Sales Account Executive	1-4, 8-13, 15, 18-19, 22-27, 31-33, 35, 37-38, 40-45, 47, 51-53, 55-57	15

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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	AARP Seniors Employment Program 820 Jordan, Suite 310 Shreveport, Louisiana 71101 Phone : 3182217611 Fax : 318-221-7612 Betty Hendrix	N	0
2	American Women in Radio & TV Louisiana Phone : 702-506-3290 Url : www.art.org/careerline Fax : 703-506-3266	N	0
3	Ayers Institute 3010 Knight St. #300 Shreveport, Louisiana 71105 Phone : 318-868-3000 Fax : 318-868-7701 Darlene Robinson	N	0
4	Camelot Career College 2618 Wooddale Blvd Baton Rouge, Louisiana 70805 Phone : 225-928-3005 Fax : 225-927-3794 Ronnie Williams	N	0
5	Current Employee	N	19
6	Current Employee - Transfer/Promotion	N	6
7	Current Employee/Internal Promotion	N	1
8	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
9	Delmont Service Center 3535 Riley Street Baton Rouge, Louisiana 70805 Phone : 225-389-5464 Fax : 225-389-4907 Julie Newman	N	0

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10	Delta College 7380 Exchange Place Baton Rouge, Louisiana 70806 Phone : 225-927-7780 Fax : 225-927-9096 Amy Renn	N	0
11	Denham Springs Housing Authority P.O. Box 910 Denham Springs, Louisiana 70727 Phone : 225-644-3301 Fax : 225-664-3309 Freddie Banks	N	0
12	Department of Labor Job Service 1991 Wooddale Blvd Baton Rouge, Louisiana 70806 Phone : 225-925-4311 Fax : 225-925-1845 Jennifer Johnson	N	0
13	Department of Social Services 3651 Cedarcrest Ave Baton Rouge, Louisiana 70816 Phone : 225-295-8900 Fax : 225-295-8966 Tommy Powell	N	0
14	Employee Promotion	N	1
15	Employee Referral	N	2
16	Goodwill Employment Solutions 1253 Shreveport-Barksdale Shreveport, Louisiana 71105 Phone : 318-868-4701 Fax : 1-318-868-4936 Job Services	N	0
17	Goodwill Industries/GAPS Training 800 West 70th Street Shreveport, Louisiana 71106 Phone : 318-869-2575 Fax : 318-869-2574	N	0

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18	Hispanic Chamber of Commerce P.O. Box 5985 Metairie, Louisiana 70009 Phone : 504-885-4262 Fax : 504-887-5422 Karen Rivas	N	0
19	Houston Chronicle Houston, Louisiana Phone : 713-220-3301 Fax : 713-354-3804 Danielle Gamble	N	0
20	Kenner Professional Women's Association P.O. Box 1227 Kenner, Louisiana 70063 Phone : 504-712-2258 Fax : 504-712-2206 Sal Lajarza	N	0
21	LA Association of Broadcasters 660 Florida Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Email : lab@broadcasters.org Fax : 1-225-267-4329 Polly Johnson	N	1
22	La Rehabilitation Services 1525 Fairfield Ave. Room 708 Shreveport, Louisiana 71101 Phone : 318-676-7155 Fax : 318-676-7176 Dane Brittain	N	0
23	Louisiana College/Dept of Communications Arts 1140 College Dr - Box 554 Pineville, Louisiana 71359 Phone : 318-487-7598 Fax : 318-487-7191 Bennett Strange	N	0
24	Louisiana Technical College 1115 Clover Street Abbeville, Louisiana 70511 Phone : 337-893-4984 Fax : 337-893-4991	N	0

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25	Loyola University, Career Services 6363 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-3835 Fax : 1-504-865-2382 Mark LaHood	N	0
26	Manship School of Mass Communications 221 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-2336 Fax : 225-578-2125 Helen Taylor	N	0
27	Martin Luther King Community Center 4100 Gus Young Avenue Baton Rouge, Louisiana 70802 Phone : 225-389-7804 Fax : 225-389-7816 E.C. Baham	N	0
28	Native American Broadcasting Consortium P.O. Box 83111 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 1-402-472-8675 ..	N	0
29	Native American Journalist Association 3359 36th Avenue South Minneapolis, Texas 55406 Phone : 612-729-9244 Url : www.naja.com Fax : 612-729-9373 Referral Director	N	0
30	Native American Public Broadcasting P.O. Box 68501 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-1785 Referral Director	N	0
31	New Orleans Tribune 2335 Esplanade Ave New Orleans, Louisiana 70119 Phone : 504-945-0772 Fax : 1-504-949-4129 Louise Cardrich	N	0

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32	News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department	N	0
33	Northwestern State University P.O. Box 5293 Natchitoches, Louisiana 71497 Phone : 318-357-6361 Fax : 318-357-5690 Placement Office	N	0
34	Other Source	N	2
35	Our Lady of Holy Cross College 4123 Woodland Dr New Orleans, Louisiana 70131 Phone : 504-394-7744 Fax : 504-391-2421 Stanton McNeely	N	0
36	Panola College 1109 Panola Carthage, Louisiana 75633 Phone : 903-693-2051 Fax : 903-693-2018 Temcka Jeter	N	0
37	Remington College 1900 N. Lobdell Blvd. Baton Rouge, Louisiana 70806 Phone : 225-922-3900 Fax : 225-922-3999 Carol Caddy	N	0
38	Shopper/Classified Department 8252 West El Cajon Drive Baton Rouge, Louisiana 70815 Phone : 800-256-4460 Fax : 225-926-2742 Brenda	N	0
39	Society of Professional News Journalists P.O. Box 77 Green Castle, Wisconsin 46135 Phone : 318-653-3333 Fax : 317-653-4631	N	0

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40	Southeastern University Career Development Service SLU Box 10492 Hammond, Louisiana 70402 Phone : 504-549-2121 Fax : 504-549-2126 Sam Domiano	N	0
41	Southern University of New Orleans 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5395 Fax : 504-286-5390 Joe Marion	N	0
42	Southern University-Baton Rouge Southern Branch Post Office - Box 9770 Baton Rouge, Louisiana 70813 Phone : 225-771-2200 Fax : 225-771-3272 Al Barron	N	0
43	State of LA Governor's Office of Women's Services 2716-A Wooddale Blvd Baton Rouge, Louisiana 70805 Phone : 225-925-6922 Fax : 225-922-2574 Consuella Savoie	N	0
44	Station Website	N	17
45	TCP, Inc./Agape' Care Providers, Inc 781 Behrman Highway, Ste. 107 Terrytown, Louisiana 70056 Phone : 504-392-1398 Fax : 504-392-0825 Lisa Jordan	N	0
46	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0

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47	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
48	The Advocate P.O. Box 588 Baton Rouge, Louisiana 70801 Phone : 225-383-1111 Fax : 225-388-0129 Classified Department	N	0
49	ULL P.O. Box 49430 Lafayette, Louisiana 70504 Phone : 337-482-1444 Email : careerservices.louisiana.edu Fax : 1-337-482-1450 Evelyn Rogers	N	1
50	United Negro College Fund 120 Wall Street F19 New York, New York 10005 Phone : 212-747-0612 Fax : 212-820-0157 Executive Director	N	0
51	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
52	University of Texas-Tyler 3900 University Drive Tyler, Louisiana 75701 Phone : 903-566-7253 Fax : 903-566-7287 Placement Director	N	0
53	Women's Employment & Training Center 2716-B Wooddale Blvd Baton Rouge, Louisiana 70805 Phone : 25-922-2060 Fax : 225-922-2067 Linda Cavin	N	0

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54	Word of Mouth Referral	N	1
55	www.Indeed.com	N	8
56	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
57	Xavier University 1 Drexel Avenue - P.O. Box 65A New Orleans, Louisiana 70125 Phone : 504-486-7411 Fax : 504-520-7914 Director of	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			59

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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	2/5/2018	Establishment of an intern program designed to assist members of the community	Two people were here as Interns for Credit in the newsroom. They sat with different employees in the Newsroom watching what each person did to create a News show.	4	Daniel Phillips Meteorologist Andrew Clay Sports Director Letitia Walker News Director Ian Auzenne Executive Producer
2	2/7/2018	Participation in other activities designed by the station employment unit	Rob Perillo, our Chief Meteorologist spoke the the Beaver Club of Lafayette about potential careers at KATC and also spoke about hurricane season and all that entails	1	Rob Perilla Chief Meteorologist
3	2/24/2018	Participation in events sponsored by community groups	Louisiana Association of Broadcasters Job Fair/Career Day. We had a table with descriptions of our job openings and we described different career opportunities at our Television Station	2	Cathy Schexnayder Business Manager Vicky Cormier Administrative Assistant
4	2/28/2018	Participation in events or programs sponsored by educational institutions	News Director went to our college University of Louisiana at Lafayette to speak to a class in Broadcast News Writing	1	Letitia Walker News Director
5	5/8/2018	Participation in Job Fairs	Lafayette Economic Development Authority hosted it's annual Job Fair and we participated in this job fair. We had a booth where we discussed job openings and the benefits of a career in the broadcasting industry.	3	Cathy Schexnayder Business Manager Vicky Cormier Administrative Assistant Donald Ward Operations Manager
6	9/7/2018	Participation in events or programs sponsored by educational institutions	News Director went to our college, University of Louisiana at Lafayette to speak about Broadcasting News and to look over College Students Portfolio's	1	Letitia Walker News Director
7	11/25/2018	Participation in other activities designed by the station employment unit	Students from our college ULL came to the station and put on a mock college Newscast.	2	Letitia Walker News Director Joel Billeaud Production Supervisor