

EEO PUBLIC FILE REPORT

Reporting Period: February 1, 2025 - January 31, 2026

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				6
C2	Internal Candidate / WorkLife				3
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			10
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	5
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		43
C130	Face-to-face Networking				5
C131	Agency/Search Firm				1
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		8
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFLAV	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	
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	

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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	
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	

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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	
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 (mikewmorris1@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	

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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	
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	

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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	
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	

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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	
C3135	US_Diversity_Network	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
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.nicholls.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	

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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			
L20	Louisiana Association of Broadcasters	660 Florida St Baton Rouge, LA 70801	Laura@broadcasters.org	(225) 267-4522	

Total Number of Interviewees Referred: 81

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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]
Account Exec, Local [JR034659]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C3135, L16, L17	Code Number: C1 Start Date: 2025-04-07
Account Exec, Local [JR034660]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C3135, L16, L17, L20	Code Number: C1 Start Date: 2025-08-11
Account Exec, Local [JR035081]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C3135, L16, L17	Code Number: C97 Start Date: 2025-09-02
Multimedia Journalist [JR034727]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C3135, L16, L17, L20	Code Number: C97 Start Date: 2025-06-23

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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 [JR035180]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424	Code Number: C130 Start Date: 2025-07-21
Multimedia Journalist [JR035423]	C1, C2, C3, C5, C69, C97, C134, C181, 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, C3135, L16, L17	Code Number: C3 Start Date: 2025-12-01
Multimedia Journalist [JR035587]	C1, C2, C3, C5, C69, C97, C134, C181, 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, C3135, L16, L17	Code Number: C97 Start Date: 2026-01-05
Producer [JR035471]	C1, C2, C3, C5, C69, C97, C134, C181, 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, C3135, L16, L17	Code Number: C1 Start Date: 2025-12-15

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p>	<p>KATC's General Manager/Vice President served as a judge on the Louisiana Association of Broadcasters Scholarship Committee(LAB). The LAB awards \$2,000 per semester (\$4,000/year) to two full-time broadcast students at Louisiana colleges. By endorsing quality education for potential broadcasters, the members of the Louisiana Association of Broadcasters believe they are guaranteeing the future quality of broadcasting in Louisiana. The LAB has established this scholarship fund to aid in the higher education of promising students.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>KATC's Executive Reporter completed Scripps' Executive Reporter Training Program, a 12-week course for first-time managers based on Franklin Covey's "6 Critical Practices for Leading a Team." The program pairs 30-minute weekly asynchronous modules with biweekly one-hour group sessions led by experienced News Directors and ends with a 360-degree learning diagnostic to shape personalized development plans. This initiative furthers Scripps' three-year leadership strategy to embed values, foster continuous learning, and build high-performing teams.</p> <p>KATC employees are eligible to participate in the E.W. Scripps Educational Assistance Program, which provides all company employees with the opportunity to pursue higher education. The program reimburses the cost of tuition and books up to \$5,250 per calendar year.</p> <p>KATC employees have access to pursue career advancement through free Linked In learning courses, Google Career Certificates in the fields of digital marketing and e-commerce, IT support, data analytics, project management and UX design, and people management essentials.</p> <p>All Scripps employees have access to an online tool, Career Compass which helps employees chart a course for their own professional development by providing information and links to career resources in a consolidated self-service format.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Reporter/Multimedia journalist and Photographer upskilling coursework is available to news gatherers employed with E.W. Scripps in developing their skills in three unique and varied ways: virtual trainings, email tips and on-demand resources. Topics include: Camerawork, Conversational Writing, Time Management, Tips & Tricks of Basic Shot Compositions, Nat Sounds & Active Interviews and Building Relationships and Cultivating Sources.</p> <p>Scripps implemented a new decision-making model to provide greater role clarity and streamline the decision-making process for all employees. This DARE model will help employees and leaders better understand their responsibilities and contribution to various decisions, leading to increased productivity and efficiency.</p> <p>Scripps Sales Process (SSP) Training. We enroll all new Account Executives and Sales leadership into this training. New 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.</p> <p>In January 2026, Scripps relaunched the Sales Product Positioning Skill Sprints across Local Media sales teams to strengthen skills that support career advancement into higher-level roles. The program, fully built in Workday with auto-enrollment, provides targeted training in strategic product positioning for all local station sales staff.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>2025.11.07 KATC's Sr News Director served as a Media Mentor at the University of Southern Mississippi. He met with students at the Roy Howard Community Journalism Center to deliver an in-person mentoring session that included showing two news stories and engaging with students about careers in broadcasting.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>2025.09.30 KATC's meteorologist served as a guest lecturer for the University of Louisiana at Lafayette's Earth Science Class for Educators, focusing on hurricanes and spoke about her role as a broadcast meteorologist. Filling in as instructor, she provided training specifically for teachers to help them gain a fundamental understanding of hurricanes, enabling them to effectively teach the topic to their students.</p>
	<p>2025.03.12 KATC's meteorologist spoke to the University of Louisiana at Lafayette's English 101 class, sharing her non-traditional educational journey, how she earned an advanced degree later in life, and her path into a career at KATC. The presentation, held in recognition of Women's History Month, highlighted her experiences and achievements as a female meteorologist.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>In April of 2025 station's HR team conducted Leading Effectively Through Accountability and Development (LEAD) Training for all managers. The purpose of this training is for developing and holding employees accountable for conduct and performance expectations while ensuring there is no discrimination. This 60-minute presentation features interactive discussions on various topics, including setting performance expectations, accountability, employee recognition, distinguishing policy from performance issues, corrective actions, and documentation. There is a strong emphasis on ensuring consistent communication from the outset of the employee lifecycle, starting with the interview process. Additionally, the training highlights the importance of managers documenting issues and involving HR for guidance on compliance, accountability, and consistency.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Managers complete the "Harassment Prevention for US Managers" e-learning course, which provides guidance on federal anti-discrimination and anti-harassment laws, including sexual harassment. The training equips management personnel with the knowledge and skills to prevent, identify, and respond to workplace harassment and discrimination, reinforcing their responsibility to maintain a respectful, inclusive environment. This targeted instruction ensures managers understand and can apply methods that promote equal employment opportunity and prevent discriminatory practices.</p>
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