

WBXN, WUPL, WWLTV
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

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 |
|---------------------------|---|-----------------------|
| Weekend Sports Anchor | 1-2, 5-11, 13-20, 26-27, 29-31, 35-55, 58, 63, 65-71, 75-76 | 70 |
| News Director | 3-11, 13-19, 21, 23, 25, 28-31, 35-42, 44-49, 51-60, 63-73, 75-77 | 21 |
| Account Manager | 10, 13-14, 20, 26, 32-35, 39, 43, 48-49, 58, 61, 65-66, 69-71, 73-75, 77 | 73 |
| Digital Account Executive | 10, 13-14, 20-21, 24, 26, 35, 39, 43, 48- 49, 58, 61, 65-66, 69-71, 74-75, 77 | 21 |
| Multi Media Journalist | 10, 12-14, 20-21, 26, 32, 35, 39, 43, 48- 49, 58, 62, 65-66, 69-71, 74-75, 77 | 62 |
| Digital Sales Specialist | 10-11, 13, 20, 22, 26, 32, 35, 39, 43, 48 -49, 58, 61, 65-66, 69-71, 74-75, 77 | 22 |

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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 | Agency Referral | N | 1 |
| 3 | American School of Business 702 Professional Drive Shreveport, Louisiana 71105 Phone : 318-798-3333 Fax : 318-798-3336 Patty Donovan | N | 0 |
| 4 | American Women in Radio & TV Louisiana Phone : 702-506-3290 Url : www.art.org/careerline Fax : 703-506-3266 | N | 0 |
| 5 | AR&D Louisiana Fax : 214-951-9610 Kristin Gotthardt | N | 0 |
| 6 | Ayers Institute 3010 Knight St. #300 Shreveport, Louisiana 71105 Phone : 318-868-3000 Fax : 318-868-7701 Darlene Robinson | N | 0 |
| 7 | BR School of Computers 9255 Interline Avenue Baton Rouge, Louisiana 70809 Phone : 225-923-2525 Fax : 225-923-2979 Pam Smith | N | 0 |
| 8 | Broadcast Employment Weekly Louisiana Phone : 800-922-5627 Fax : 208-377-4202 Eng. or | N | 0 |

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|-----------|--|---|--|
| 9 | Camelot Career College 2618 Wooddale Blvd Baton Rouge, Louisiana 70805 Phone : 225-928-3005 Fax : 225-927-3794 Ronnie Williams | N | 0 |
| 10 | Career Builder 200 N LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting | N | 0 |
| 11 | Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille | N | 0 |
| 12 | Corporate Recruiter | N | 3 |
| 13 | Craigs List New Orleans 222 Sutter Street San Francisco, California 94108 Phone : 415-399-5200 Url : https://neworleans.craigslist.org Jim Buckmaster Manual Posting | N | 0 |
| 14 | Current Employee | N | 7 |
| 15 | Delmont Service Center 3535 Riley Street Baton Rouge, Louisiana 70805 Phone : 225-389-5464 Fax : 225-389-4907 Julie Newman | N | 0 |
| 16 | Delta College 7380 Exchange Place Baton Rouge, Louisiana 70806 Phone : 225-927-7780 Fax : 225-927-9096 Amy Renn | N | 0 |

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|------------------|---|--|---|
| 17 | Denham Springs Housing Authority P.O. Box 910 Denham Springs, Louisiana 70727 Phone : 225-644-3301 Fax : 225-664-3309 Freddie Banks | N | 0 |
| 18 | Department of Labor Job Service 1991 Wooddale Blvd Baton Rouge, Louisiana 70806 Phone : 225-925-4311 Fax : 225-925-1845 Jennifer Johnson | N | 0 |
| 19 | Department of Social Services 3651 Cedarcrest Ave Baton Rouge, Louisiana 70816 Phone : 225-295-8900 Fax : 225-295-8966 Tommy Powell | N | 0 |
| 20 | Dillard University 2601 Gentilly Blvd. Center for Career and Professional Development New Orleans, Louisiana 70122 Phone : 504-816-4222 Url : http://www.dillard.edu Email : ccooke@dillard.edu Carretta Cooke | N | 0 |
| 21 | Employee Referral | N | 10 |
| 22 | Glassdoor glassdoor.com Sausalito, California RObert Hohman Manual Posting | N | 1 |
| 23 | Goodwill Employment Solutions 1253 Shreveport-Barksdale Shreveport, Louisiana 71105 Phone : 318-868-4701 Fax : 318-868-4936 Tammy or | N | 0 |

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|-----------|--|---|--|
| 24 | Graeme Newel - 602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik | N | 0 |
| 25 | Houston Chronicle Houston, Louisiana Phone : 713-220-3301 Fax : 713-354-3804 Danielle Gamble | N | 0 |
| 26 | Indeed.com 7501 North Capital of Texas Highway Building B Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Anne Murguia Manual Posting | N | 2 |
| 27 | Internet Ad-not directly contacted by SEU | N | 1 |
| 28 | Kenner Professional Women's Association P.O. Box 1227 Kenner, Louisiana 70063 Phone : 504-712-2258 Fax : 504-712-2206 Sal Lajarza | N | 0 |
| 29 | La Dept of Labor Job Center 2900 Dowdell Shreveport, Louisiana 71103 Phone : 318-676-5726 Fax : 318-676-7112 Dan Meade | N | 0 |
| 30 | La Rehabilitation Services 1525 Fairfield Ave. Room 708 Shreveport, Louisiana 71101 Phone : 318-676-7155 Fax : 318-676-7176 Dane Brittain | N | 0 |

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|-----------|--|---|--|
| 31 | La. Technical College 3250 N. Acadian Thruway East Baton Rouge, Louisiana 70805 Phone : 225-359-9201 Fax : 225-359-9354 Tammy Brown | N | 0 |
| 32 | Linked In 2029 Stierlin Court # 200 Mountain View, California 94043 Url : http://www.linkedin.com Career Service Manual Posting | N | 0 |
| 33 | Linked In | N | 1 |
| 34 | Louisiana Association of Broadcasters 660 Florida Blvd. Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Url : http://www.broadcasters.org Email : lab@broadcasters.com Fax : 1-225-267-4329 Shelly Boulet | N | 0 |
| 35 | Louisiana State University Louisiana State University 1502 Patrick F. Taylor Hall Baton Rouge, Louisiana 70803 Phone : 225-578-2162 Url : http://www.careercenter.lsu.edu Amy Caillouet Manual Posting | N | 0 |
| 36 | Louisiana Tech University P.O. Box 3153 Ruston, Louisiana 71212 Phone : 318-257-4336 Fax : 318-257-4750 Cheryl Myers | N | 0 |
| 37 | Louisiana Technical College 1115 Clover Street Abbeville, Louisiana 70511 Phone : 337-893-4984 Fax : 337-893-4991 | 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 |
|-----------|---|---|--|
| 38 | Louisiana Technical College 1101 Bertrand Drive Lafayette, Louisiana 70506 Phone : 337-262-5962 Fax : 337-262-5122 | N | 0 |
| 39 | Loyola University 6363 St. Charles Ave. Box 200 New Orleans, Louisiana 70118 Phone : 504-865-3835 Url : http://www.loyno.edu Alece Martin Manual Posting | N | 0 |
| 40 | 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 |
| 41 | Manship School of Mass Communications 221 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-2336 Fax : 225-578-2125 Helen Taylor | N | 0 |
| 42 | 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 |
| 43 | Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 323-284-5589 Url : http://www.media-match.com Tammy Romaniuk Manual Posting | N | 0 |
| 44 | Memphis Commercial Appeal Memphis, Louisiana Phone : 901-529-2700 Fax : 901-529-2278 Charles Mandell | N | 0 |

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|-----------|---|---|--|
| 45 | Native American Broadcasting Consortium P.O. Box 83111 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-8675 | N | 0 |
| 46 | Native American Public Broadcasting P.O. Box 68501 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-1785 Referral Director | N | 0 |
| 47 | New Orleans Tribune 2335 Esplanade Ave New Orleans, Louisiana 70119 Phone : 504-945-0772 Fax : 1-504-949-4129 Louise Cardrich | N | 0 |
| 48 | Nicholls State University P.O. Box 2006 Thibodaux, Louisiana 70310 Phone : 985-448-4508 Url : http://www.nicholls.edu Kristie Tausin Manual Posting | N | 0 |
| 49 | NOLA.com 365 Canal Street Ste 3100 New Orleans, Louisiana 70130 Phone : 504-299-3519 Url : http://www.nola.com Wendy Miller Manual Posting | N | 0 |
| 50 | Non-Employee Referral | N | 2 |
| 51 | Northwestern State University P.O. Box 5293 Natchitoches, Louisiana 71497 Phone : 318-357-6361 Fax : 318-357-5690 Placement Office | N | 0 |

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|-----------|---|---|--|
| 52 | 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 |
| 53 | Panola College 1109 Panola Carthage, Louisiana 75633 Phone : 903-693-2051 Fax : 903-693-2018 Temeka Jeter | N | 0 |
| 54 | PromaxBDA 5700 Wilshire Blvd Suite 275 Los Angeles, Louisiana 90036 Phone : 310-788-7600 Fax : 1-310-788-7616 Carla Calavitta | N | 0 |
| 55 | RegionalHelpWanted.com, Inc 1 Civic Center Plaza, Suite 506 Poughkeepsie, Louisiana 12601 Phone : 800-365-8630 Fax : 845-485-8398 Sybil Miller | N | 0 |
| 56 | Remington College 1900 N. Lobdell Blvd. Baton Rouge, Louisiana 70806 Phone : 225-922-3900 Fax : 225-922-3999 Carol Caddy | N | 0 |
| 57 | Shreveport Times 222 Lake Street Shreveport, Louisiana 71101 Phone : 318-459-3355 Fax : 318-459-3392 Isabelle | N | 0 |

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|-----------|--|---|--|
| 58 | Southern University 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5389 Url : http://www.suno.edu Email : jmarion@suno.edu Fax : 1-504-286-5390 Joe Marion | N | 0 |
| 59 | Southern University of New Orleans 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5395 Fax : 504-286-5390 Joe Marion | N | 0 |
| 60 | 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 |
| 61 | Spots 'N' Dots 600 West Peachtree Street NW Ste 350 Atlanta, Georgia 30398 Phone : 888-884-2630 Url : http://www.spotsndots.com Penny Borg Manual Posting | N | 0 |
| 62 | Station Website | N | 2 |
| 63 | 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 |
| 64 | The Advocate P.O. Box 588 Baton Rouge, Louisiana 70801 Phone : 225-383-1111 Fax : 225-388-0129 Classified Department | N | 0 |

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|-----------|---|---|--|
| 65 | The Advocate 329 Baronne Street New Orleans, Louisiana 70112 Phone : 504-636-7400 Url : http://www.theneworleansadvocate.com Brittany O'Conner Manual Posting | N | 0 |
| 66 | Times Picayune 365 Canal Street Ste 3100 New Orleans, Louisiana 70130 Phone : 504-299-3519 Url : http://www.nola.com Wendy Miller Manual Posting | N | 0 |
| 67 | Times Picayune/Classified Department New Orleans, Louisiana 70140 Phone : 504-826-3230 Fax : 504-826-3334 Delores Jones | N | 0 |
| 68 | Tulane University 6823 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-5107 Fax : 504-865-6712 Sandy Somerville | N | 0 |
| 69 | Tulane University 6823 St. Charles Avenue Collins C. Diboll Complex New Orleans, Louisiana 70118 Phone : 504-865-5107 Url : http://www.hiretulane.com Email : jobs@tulane.edu Fax : 1-504-856-6712 Susan Mickey | N | 0 |
| 70 | TV Jobs (DBA Broadcast Employment Services) P.O. Box 4116 Oceanside, California 92052 Phone : 877-988-9808 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark Holloway | N | 2 |

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|-----------|--|---|--|
| 71 | University of New Orleans University Center Rm 268 New Orleans, Louisiana 70148 Phone : 504-280-6225 Url : http://www.uno.edu Adrienne Mustiful Manual Posting | N | 0 |
| 72 | University of Texas-Tyler 3900University Drive Tyler, Louisiana 75701 Phone : 903-566-7253 Fax : 903-566-7287 Placement Director | N | 0 |
| 73 | Unsolicited | N | 2 |
| 74 | US Department of Veterans Affairs - New Orleans 517 N Rampart Street 5th Floor New Orleans, Louisiana 70116 Phone : 504-658-2930 Url : http://www.vetaffairs.com Email : veteran@la.gov Fax : 1-504-658-2931 Lloyd Cole | N | 0 |
| 75 | WWL-TV Website 1024 N Rampart Street New Orleans, Louisiana 70116 Phone : 504-529-6333 Url : http://www.wwltv.com Tom Planchet Manual Posting | N | 2 |
| 76 | 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 |
| 77 | Xavier University 1 Drexel Drive Ste 305 New Orleans, Louisiana 70125 Phone : 504-520-7364 Url : http://www.xula.edu Carolyn Thomas Manual Posting | N | 0 |

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|--|-----------------------|--|---|
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 36 |

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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 | 2/18/2015 | Participation in events or programs sponsored by educational institutions | Morning show anchor conducted a job shadow day for a local student to learn more about careers in Journalism. | 1 | Anchor |
| 2 | 3/26/2015 | Participation in events or programs sponsored by educational institutions | On March 26th, a group of participants from the International Fellows program (part of the National Defense University) visited our SEU to learn more about the role of WWL and local television as well as the difference between local and national media organizations. | 1 | Managing Editor/Anchor |
| 3 | 4/22/2015 | Participation in events or programs sponsored by educational institutions | Six high school participants in the St. Tammany Parish Public Schools to Work Interns were given a tour of the studio, newsroom, promotions and control room by the Promotions manager | 1 | Promotion manager |
| 4 | 4/27/2015 | Provision of training to management | Sales management and staff in the sales department were trained on BRS sales Transformation | 34 | General Sales Manager General Manager |
| 5 | 5/12/2015 | Participation in events or programs sponsored by educational institutions | Participated in the Jesuit High School career shadowing program by welcoming a graduating senior to the station. | 1 | Special Projects Mgr |
| 6 | 5/18/2015 | Participation in events or programs sponsored by educational institutions | Two local area high school students participated in a week long internship at the SEU learning all aspects of television operations. They spent time in the Newsroom, Sales, Promotion, Web and Production Department. | 9 | LSM |
| 7 | 6/1/2015 | Establishment of an intern program designed to assist members of the community | From June 1st through August 30th, our SEU hosted three students from Louisiana State University for a paid internship (college credit). These students learned about and experienced careers in broadcasting by working with our news department under the supervision of the Special Projects Manager. | 1 | Special Projects Mgr |
| 8 | 6/10/2015 | Participation in events or programs sponsored by educational institutions | Morning Show anchor conducted a job shadow day for high school student to learn more about careers in journalism. | 1 | Anchor |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|----|-------------|---|--|-------------------------------------|--------------------------|
| 9 | 6/18/2015 | Participation in events sponsored by community groups | Hosted journalists from Seoul, South Korea as part of a program to learn about disaster management and the role of media. The group toured the station and discussed the role of WWL during and after the Katrina disaster | 1 | Specialty Reporter |
| 10 | 7/23/2015 | Participation in events sponsored by community groups | General manager participated in a panel discussion on the topic of media to a group of fellows in the Ortique Leadership Institute. The General manager discussed the role and responsibilities of television media. | 1 | General Manager |
| 11 | 10/24/2015 | Participation in events sponsored by community groups | Morning Show Anchor participated in a career interview by a local high school student to learn more about careers in Journalism | 1 | Anchor |
| 12 | 10/24/2015 | Participation in events or programs sponsored by educational institutions | Morning Show Anchor conducted a job shadow day for a local student to learn more about careers in journalism. | 1 | Anchor |
| 13 | 12/21/2015 | Participation in events or programs sponsored by educational institutions | Morning show anchor conducted a job shadow day for a local high school student to learn more about careers in Journalism. | 1 | Anchor |