

WBXN, WUPL, WWLTV
EEO PUBLIC FILE REPORT
January 21, 2018 - January 20, 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
Weekend Anchor/MSJ	2-11, 14-21, 23-24, 26-28, 33-37, 39, 41, 43-45, 49-54, 57-59, 61-65, 67-71, 74, 76-78, 80-82, 84	76
Lead Generation Specialist	1-5, 7-9, 14-21, 24-30, 33-45, 50-54, 57-59, 61-62, 64-65, 67-71, 74, 76-78, 80-82, 84	21
Photojournalist/Visual Storyteller	1-4, 7-11, 14-19, 22, 24-25, 27-28, 33-36, 39, 41, 43-45, 49-54, 58-59, 61-62, 64-65, 67-70, 76-78, 80-84	82
Bureau Chief / Multi Skilled Journalist	9-10, 12, 20-21, 23, 26, 29, 33, 40, 42, 46-49, 55-56, 60, 66, 72-73, 75-76, 79, 81-83, 85	21
Local Sales Manager	9-10, 12, 21, 23, 26, 29, 31-33, 46-49, 56, 60, 66, 72-73, 76, 81-83	32
Digital Content Producer/Weekend Content Manager	9-10, 12-13, 23, 26, 29, 33, 38, 40, 42, 46-49, 55-56, 60, 66, 72-73, 75-76, 79, 81-83, 85	13
Host / Senior Producer - Lifestyle Show	9-10, 12, 23, 26, 29, 31, 33, 40, 42, 46-49, 55-56, 60, 66, 72-73, 75-76, 79, 81-83, 85	9

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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	AR&D Louisiana Fax : 214-951-9610 Kristin Gotthardt	N	0
4	Ayers Institute 3010 Knight St. #300 Shreveport, Louisiana 71105 Phone : 318-868-3000 Fax : 318-868-7701 Darlene Robinson	N	0
5	Baranco-Clark YMCA 1735 Thomas H. Delpit Dr Baton Rouge, Louisiana 70802 Phone : 225-344-6775 Fax : 225-344-6748 Frank Rideau	N	0
6	BR School of Computers 9255 Interline Avenue Baton Rouge, Louisiana 70809 Phone : 225-923-2525 Fax : 225-923-2979 Pam Smith	N	0
7	Broadcast Employment Weekly Louisiana Phone : 800-922-5627 Fax : 208-377-4202 Eng. or	N	0

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8	Camelot Career College 2618 Wooddale Blvd Baton Rouge, Louisiana 70805 Phone : 225-928-3005 Fax : 225-927-3794 Ronnie Williams	N	0
9	Career Builder 200 N LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	2
10	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
11	Corporate Office	N	2
12	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
13	Current Employee/Internal Promotion	N	1
14	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
15	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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16	Delta College 7380 Exchange Place Baton Rouge, Louisiana 70806 Phone : 225-927-7780 Fax : 225-927-9096 Amy Renn	N	0
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	4
22	Former Employee Referral	N	1
23	Glassdoor glassdoor.com Sausalito, California RObert Hohman Manual Posting	N	0

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24	Goodwill Employment Solutions 1253 Shreveport-Barksdale Shreveport, Louisiana 71105 Phone : 318-868-4701 Fax : 1-318-868-4936 Job Services	N	0
25	Goodwill Industries/GAPS Training 800 West 70th Street Shreveport, Louisiana 71106 Phone : 318-869-2575 Fax : 318-869-2574	N	0
26	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
27	Hispanic Chamber of Commerce P.O. Box 5985 Metairie, Louisiana 70009 Phone : 504-885-4262 Fax : 504-887-5422 Karen Rivas	N	0
28	Houston Chronicle Houston, Louisiana Phone : 713-220-3301 Fax : 713-354-3804 Danielle Gamble	N	0
29	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	0
30	Indeed.com	N	2
31	Internal Candidate	N	2
32	Job Board	N	1

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33	JuJu juju.com New York, North Carolina Phone : (212) 537-3898 Brendan Cruickshank Manual Posting	N	0
34	Kenner Professional Women's Association P.O. Box 1227 Kenner, Louisiana 70063 Phone : 504-712-2258 Fax : 504-712-2206 Sal Lajarza	N	0
35	La Dept of Labor Job Center 2900 Dowdell Shreveport, Louisiana 71103 Phone : 318-676-5726 Fax : 318-676-7112 Dan Meade	N	0
36	La Rehabilitation Services 1525 Fairfield Ave. Room 708 Shreveport, Louisiana 71101 Phone : 318-676-7155 Fax : 318-676-7176 Dane Brittain	N	0
37	La. Technical College 3250 N. Acadian Thruway East Baton Rouge, Louisiana 70805 Phone : 225-359-9201 Fax : 225-359-9354 Tammy Brown	N	0
38	Linked In	N	2
39	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

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40	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
41	Louisiana Technical College 1115 Clover Street Abbeville, Louisiana 70511 Phone : 337-893-4984 Fax : 337-893-4991	N	0
42	Loyola University 6363 St. Charles Avenue Box 200 New Orleans, Louisiana 70118 Phone : 504-865-3860 Url : loyno.edu Email : career@loyno.edu Jill Boatright	N	0
43	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
44	Manship School of Mass Communications 221 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-2336 Fax : 225-578-2125 Helen Taylor	N	0
45	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

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46	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
47	Nat'l Association of Black Journalists 8701 Adelphi Road Adelphi, Maryland 20783 Phone : 301-445-7100 Url : http://www.nabj.org Laura Schuebel Manual Posting	N	0
48	Nat'l Association of Hispanic Journalists 529 14th Street NW Ste 1000 Washington, District of Columbia 20064 Phone : 202-662-7168 Url : http://www.nahj.org Grace Lopez Manual Posting	N	0
49	National Lesbian and Gay Journalist Association 1420 K Street NW # 910 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : http://www.nlga.org Email : info@nlga.org Bach Polakowski	N	0
50	Native American Broadcasting Consortium P.O. Box 83111 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 1-402-472-8675 ..	N	0
51	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

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52	Native American Public Broadcasting P.O. Box 68501 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-1785 Referral Director	N	0
53	New Orleans Tribune 2335 Esplanade Ave New Orleans, Louisiana 70119 Phone : 504-945-0772 Fax : 1-504-949-4129 Louise Cardrich	N	0
54	News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department	N	0
55	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
56	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
57	Northwestern State University P.O. Box 5293 Natchitoches, Louisiana 71497 Phone : 318-357-6361 Fax : 318-357-5690 Placement Office	N	0
58	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

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59	Panola College 1109 Panola Carthage, Louisiana 75633 Phone : 903-693-2051 Fax : 903-693-2018 Temeka Jeter	N	0
60	Press Club of New Orleans 846 Howard Avenue New Orleans, Louisiana 70113 Phone : 504-259-4687 Url : http://www.pressclubneworleans.com Email : info@pressclubneworleans.com Kevin Mumphrey	N	0
61	PromaxBDA 5700 Wilshire Blvd Suite 275 Los Angeles, Louisiana 90036 Phone : 310-788-7600 Fax : 1-310-788-7616 Carla Calavitta	N	0
62	Remington College 1900 N. Lobdell Blvd. Baton Rouge, Louisiana 70806 Phone : 225-922-3900 Fax : 225-922-3999 Carol Caddy	N	0
63	Society of Professional News Journalists P.O. Box 77 Green Castle, Wisconsin 46135 Phone : 318-653-3333 Fax : 317-653-4631	N	0
64	Southern University of New Orleans 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5395 Fax : 504-286-5390 Joe Marion	N	0
65	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

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66	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
67	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
68	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
69	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
70	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
71	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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72	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
73	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
74	Tulane University 6823 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-5107 Fax : 504-865-6712 Sandy Somerville	N	0
75	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
76	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	1
77	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

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78	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
79	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
80	University of Texas-Tyler 3900University Drive Tyler, Louisiana 75701 Phone : 903-566-7253 Fax : 903-566-7287 Placement Director	N	0
81	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
82	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	3
83	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

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84	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
85	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			21

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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	2/2/2018	Establishment of training programs for station personnel	Byte Back Challenge - TEGNA rolled curriculum to educate employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is personally private or private to the company should never be stored on a computer or mobile phone and should not be shared through email. The training was rolled out 1/26/18 and completed on 2/2/18.	100	
2	2/8/2018	Establishment of training programs for station personnel	TEGNA Labor Relations Training – Labor Relations provides monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their executive teams.	1	HR Director
3	2/22/2018	Participation in events or programs sponsored by educational institutions	Investigative reporter spoke to the New Orleans Geological Auxiliary about the current media landscape and the importance of supporting local investigative reporting.	1	Investigative Reporter
4	3/13/2018	Establishment of training programs for station personnel	2018 South Regional Digital Workshop - The Director of Sales and DSM and AE traveled to Atlanta, GA for a digital sales training workshop with TEGNA. “Building Your 2018 Tactical Toolbox”	3	DOS DSM AE
5	3/28/2018	Participation in events or programs sponsored by educational institutions	Newscast Director spoke at a career fair at Sophie B Wright school about the technical side of live newscasts and the career path for a Newscast Director. Students were in the 9th through 12th grade.	1	Newscast Director

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6	4/17/2018	Establishment of training programs for station personnel	TEGNA Innovation Summit –Innovation summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit.	4	Producer Producer MSJ Anchor
7	5/8/2018	Establishment of training programs for station personnel	TEGNA Sales Summit - Annual Sales summit revolved around the topic of leadership and the belief that is it the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	2	DOS DOS
8	6/14/2018	Establishment of training programs for station personnel	Investigative Reporters & Editors Conference - Attended Investigative Reporters & Editors Conference (IRE), a grassroots nonprofit dedicated to improving the quality of Investigative reporting. Each participant attended multiple workshops focused on investigative reporting. Leaders also attended several management related workshops	2	Investigative Reporter Investigative Reporter
9	6/18/2018	Establishment of training programs for station personnel	News, Digital and Marketing Directors and General Managers attended the TEGNA HQ Content Summit. Over the course of four days, leaders focused on new ways to examine and transform content, shared transformational journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities.	3	News Director Marketing Director Digital Manager

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10	6/19/2018	Establishment of training programs for station personnel	Seller Inside Out Training - New Account Executives attend Inside Out training. This training is a part of TEGNA on-boarding training for all new sales professionals. Over the course of three days, topics covered include product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	2	AE AM
11	8/13/2018	Establishment of training programs for station personnel	Journalism Ethics & Social Media Training - TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company's guiding principles including truth, independence, public interest, fair play and integrity. This new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product.	75	
12	12/4/2018	Establishment of an intern program designed to assist members of the community	Internships - WWL-TV actively recruits students attending accredited colleges and universities. Our program offers the student/interns active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships primarily support news and marketing, but can touch other departments as well. During the reporting period, WWL-TV hired and trained 3 interns for three month assignments.	4	Intern Intern Intern EP
13	12/4/2018	Participation in events sponsored by community groups	General Manager spoke to a group at the Revius Ortique Leadership Institute about Media in New Orleans to include how participants could prepare for future leadership roles.	1	General Manager