



KALB-TV

EEO PUBLIC FILE REPORT

February 1, 2016- January 31, 2017

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
Web Producer	1-4, 6, 8-11, 14-26, 28-33, 37	23
Sports Anchor	1-4, 6, 8-11, 14-23, 25-26, 28-33	26
News Anchor/Multimedia Journalist/Reporter	1-4, 6, 8-11, 14-22, 24-26, 28-33	25
News Anchor/Multimedia Journalist	1-4, 6, 8-11, 14-22, 24-26, 28-33	25



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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.	Centenary College Career Services, 2911 Centenary Blvd, P.O. Box 41188, Shreveport, LA 71134	No	0
2.	Central LA Chamber of Commerce PO Box 992, Alexandria, LA 71309	Yes	0
3.	Delta Sigma Theta Sorority PO Box 6007, Alexandria, LA 71307/ 2826 Lee St. Alexandria, LA 71307	No	0
4.	Grambling State Univ. Career Planning and Placement, 100 Main St., Grambling, LA 71245	No	0
5.	Gray Television Station Group Dottie Boudreaux/Gray Television Inc. 4370 Peachtree Road, NE Atlanta, GA 30319 dottie.boudreau@gray.tv	No	0
6.	Jackson State University PO Box 17280, Jackson, MS 39217	No	0
7.	LinkedIn.com	No	0
8.	Louisiana College Calendar Office, 1140 College Drive, Pineville, LA 71359	No	0
9.	Louisiana State Dept. of Labor 5610 B Coliseum Blvd. Alexandria, LA 71303	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10.	Louisiana State University Manship School B6 Hodges Hall, Baton Rouge, LA 70803 yvonne@lsu.edu	No	0
11.	Louisiana Workforce 5610-B Coliseum Blvd. Alexandria, LA 71303	Yes	0
12.	MEDIALINE.COM Mark Shilstone mark@medialine.com www.medialine.com (News and Production positions only)	No	0
13.	MEDIArecruiter.com http://www.mediarecruiter.com	No	0
14.	Mississippi State University 300 Montgomery Hall Mississippi State University, MS 39762	No	0
15.	National Assoc. of Black Journalists(NABJ) 1100 Knight Hall Suite 3100 College Park, MD 20742	No	0
16.	National Assoc. of Broadcasters (NAB) 1771 N Street, N.W., Washington, D.C. 20036	No	0
17.	National Assoc. of Hispanic Journalists 1420 N St. NW Ste 101 Washington DC 20005	No	0
18.	Native American Journalists Assoc. OU Gaylord College, 395 W Lindsey, Norman, OK 73019-4201	No	0
19.	Northwestern State Univ. Career and Placement Center, College Avenue, Natchitoches, LA 71497	No	0
20.	Rapides Parish NAACP 626 8th Street, Alexandria, LA 71302	No	0
21.	Southern University at New Orleans 6400 Press Drive New Orleans, La 70126	No	0
22.	Southern University Career Center Career Center, Southern Branch Post Office, Baton Rouge, LA 70813	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23.	Station Employee Referral PO Box 951, Alexandria, LA 71309	No	1
24.	Station on the air announcement	No	
25.	Station Website - Kalb.com PO Box 951, Alexandria, LA 71309	No	6
26.	TV JOBS .COM Mark Holloway PO Box 4116 Oceanside, CA 92052 (800) 374-0119 www.tvjobs.com	No	9
27.	TV NEWSCHECK.com	No	0
28.	University of Florida Career Resource Center P.O Box 118507 Gainesville, FL 32611	No	0
29.	University of Georgia Career Services 825 Lumpkin St, Athens, GA 30602	No	0
30.	University of LA at Lafayette PO Box 41730 Lafayette, LA 70504	No	0
31.	University of LA at Monroe Dept. of Communication Arts, 120 Stubbs Hall - ULM, Monroe, LA 71209	No	0
32.	University of New Orleans Counseling Services, 2000 Lakeshore Drive, New Orleans, LA 70148	No	0
33.	University of Southern Mississippi Career Services 1 118 College Drive Hattiesburg, MS 39406	No	0
34.	Xavier University of LA Mass Communications Dept., 1 Drexel Drive, Box 93, New Orleans, LA 70125	No	0
35.	Blind Advertisement	No	0
36.	Word of Mouth/Industry Referral Includes Employee Referral, Former Employee Referral, Internal Candidate, Walk-ins, etc.	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37.	Westaff Employment Agency	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			18



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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Events or Programs sponsored by Educational Institutions relating to career opportunities in Broadcasting	<p>Brief Description Of Activity</p> <p>01/16-12/16: Chief Meteorologist functions as an adjunct meteorology/atmospheric sciences Adjunct Professor at Louisiana College. His class includes 4 hours of in-class lab/study each week during every semester of the school's academic year, which includes career opportunities in broadcasting and meteorology.</p> <p>01/16-12/16: News Director functions as an adjunct Convergence Media Professor at Louisiana College. His classes include hands-on learning with current broadcast equipment and offers internship opportunities with between students and KALB following course completion.</p> <p>5/16/16: Promotions Manager addressed graduates at CLTCC Spring Commencement.</p>
2	Internship Program	<p>05/16-08/16 Louisiana College student assisted with news production, commercial production and online news publication, supervised by the News Director and Promotions Manager.</p> <p>05/16-08/16 Louisiana College student assisted with news production, and online news publication, supervised by the News Director.</p> <p>05/16-08/16 Louisiana College student assisted with news production, and online</p>

		<p>news publication, supervised by the News Director.</p> <p>05/16-08/16 LSUA student assisted with news production, commercial production and online news publication, supervised by the News Director and Promotions Manager.</p> <p>05/16-08/16 Tulane University student assisted with news production, and online news publication, supervised by the News Director.</p> <p>09/16-12/16 Louisiana College student assisted with news production, commercial production and online news publication, supervised by the News Director and Promotions Manager.</p>
3	Participation in Career Fairs	<p>2/16/16 Promotions Manager attended a Career Day at University Academy and spoke to high school students about entering the local Central Louisiana workforce. He also talked to them about the changing climate of Broadcast News.</p> <p>3/17/16 Promotions Manager attended a Career Fair at Louisiana College and spoke to students graduating in Journalism and Marketing fields.</p> <p>4/22/16 Promotions Manager attended a job fair at Anacoco High School and spoke to students graduating interested in journalism fields.</p> <p>10/04/16 Promotions Manager attended a job fair at Louisiana State University of Alexandria and spoke to students graduating in Journalism and Marketing fields.</p> <p>10/08/16 General Manager and News Director attended a job fair hosted by the Louisiana Association of Broadcasters in New Orleans</p>

		and spoke to students graduating in Journalism and Marketing fields.
4	Activity Designed to Help Disseminate Information Concerning Broadcast Employment Opportunities	01/01/15-12/31/15 Ran promotion out of available inventory for job postings listed on station's website.