

**WLAE-TV New Orleans, LA
EEO Public File Report
February 1, 2019 – January 31, 2020**

I. Vacancy List

Job Title	Recruitment Sources	Recruitment Source Referring Hires
NO OPENINGS	LA Department of Labor LA Works Online Posting Unsolicited/Freelance Pool Craigslist WLAE Website NOLA.com Tulane University Production Hub	

II. Master Recruitment Source List

Recruitment Source	Received Vacancy Notification?	Number Referred This Period
Craigslist www.craigslist.com	-	-
NOLA.Com www.nola.com	-	-
Unsolicited Resumes WLAE accepts unsolicited resumes from the general public. Resumes are kept on file for a period of six months and utilized as a primary recruitment source when vacancies occur.	-	-
LA Department of Labor 2900 Dowdell St. Shreveport, LA 71103	-	-
LA Works online www.laworks.net	-	-

WLAE Website www.wlae.com	-	-
Tulane University website www.tulane.edu	-	-
Production HUB Website www.productionhub.com	-	-

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III. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description Of Activity
1. Initiative No. 5 – Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	WLAE established and managed an internship program during the 2019 school year. Students from Loyola University, UNO, Delgado and Tulane University are invited to participate acquiring the skills necessary to pursue a career in broadcasting. Course credit is available for the semester in which the internship was served.
2. Initiative No. 6 – Participate in job banks, internet programs and other programs designed to promote outreach (i.e., that are not primarily directed to providing notification of specific job vacancies).	WLAE established and maintained a Freelance Pool by which individuals across the community were provided opportunities to gain experience in the area of broadcast production.

- 3. Initiative No. 10 – Participate in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.**

WLAE staff members are often invited to participate as speakers for elementary, high school and college career days. On January 30, 2019 WLAE participated in the Xavier University Career Connection. On October 1, 2019, WLAE participated in the Loyola University Internship Fair. On October 3, 2019, WLAE participated in the University of New Orleans Career Fair. On November 5, 2019, WLAE participated in the Loyola University Music & Media Career Expo.
- 4. Initiative No. 14 – Provide training to Management level personnel as to methods of preventing discrimination.**

In January of 2019, WLAE General Manager attend session at annual NETA Conference on EEO matters. In May of 2019, WLAE CFO attended PMBA Conference. Senior management staff attended the LAHMA Conference in July 2019 with session on employment practices. WLAE staff also completed the CPB sponsored sexual harassment on-line training course.
- 5. Initiative No. 16 – Participate in other activities than the ones listed that the licensee has designed to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.**

 - A. Posted general and specific employment information on on-online bulletin boards maintained by Willwoods Community for its owned and operated affordable housing facilities.
 - B. Posted general and specific information on WLAE website.
 - C. Conducted annual Tuition Auction on March 26 & 27, 2019 with 30 local elementary, high schools and colleges participating.
 - D. Outreach activities throughout the community associated with the many local productions taped in the region.
 - E. Use of social media such as Facebook, Instagram and Twitter.

