

**KATC TV Scripps**  
**EEO PUBLIC FILE REPORT**  
**May 1, 2019 - January 31, 2020**

**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
Producer	1, 4-7, 11, 13-15, 22-23, 28, 31, 33-34, 36, 41-42, 44, 46-47, 50-54, 58-60, 64- 66	64
Content Management Center Associate	2-3, 17-18, 20, 24-25, 29, 32, 35, 48- 49, 57, 61-62, 64	64
Photographer II	4-8, 11-16, 22-23, 28, 30-31, 34, 36-37, 40-42, 44, 46-47, 50-54, 58-60, 63-66	51
KATC Multimedia Journalist News and Sports	1, 4-7, 11-14, 16, 19, 21-23, 28, 31, 34, 36-37, 40-42, 44, 46-47, 50-56, 59-60, 64-66	21
Multimedia Journalist	1, 4-7, 11-15, 22-23, 28, 31, 34, 36-37, 40-42, 44, 46-47, 50-54, 59-60, 65-66	51
News Producer	1, 4-7, 11-16, 19, 22-23, 28, 30-31, 34, 36, 40-42, 44-47, 50-54, 58-60, 65-66	45
News Producer	1, 4-7, 11-16, 19, 22-23, 28, 30-31, 34, 36, 40-42, 44-47, 50-54, 58-60, 65-66	30
News Producer	1, 4-7, 11-16, 19, 22-23, 28, 30-31, 34, 36, 40-42, 44-47, 50-54, 58-60, 65-66	51
Broadcast Engineer	2-3, 17-18, 20, 24-26, 29, 32, 35, 43, 48 -49, 51, 57, 61-62	51
Producer/Reporter	1, 4-7, 9-10, 12-14, 16, 22, 28, 31, 34, 36, 42, 44, 46-47, 50, 53-54, 59-60, 65- 66	10
Director II	1, 4-7, 9, 12-16, 22, 28, 31, 34, 36, 38- 39, 42, 44, 46-47, 50-51, 53-54, 59-60, 65-66	51
Integrated Account Executive	1, 4-7, 13-16, 19, 22, 28, 31, 34, 36, 42, 46-47, 50, 53-54, 59-60, 65-66	19
Administrative Assistant II	1, 4-7, 9, 12-14, 16, 19, 22, 27-28, 30- 31, 34, 36, 44, 46-47, 50, 53-54, 59-60, 64-66	64

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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	Acadia Career Solutions Center 11 North Parkerson Ave Crowley, Louisiana Phone : 337-783-3222 M Morgan Manual Posting	N	0
3	Allen Career Solutions Center 602 Court St Oberlin, Louisiana Phone : 337-262-5601 cte64003@centurtel.net cte64003@centurtel.net Manual Posting	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	Ayers Institute 3010 Knight St. #300 Shreveport, Louisiana 71105 Phone : 318-868-3000 Fax : 318-868-7701 Darlene Robinson	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	Camelot Career College 2618 Wooddale Blvd Baton Rouge, Louisiana 70805 Phone : 225-928-3005 Fax : 225-927-3794 Ronnie Williams	N	0
8	Career Fair	N	1

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9	Current Employee	N	4
10	Current Intern	N	1
11	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
12	Delmont Service Center 3535 Riley Street Baton Rouge, Louisiana 70805 Phone : 225-389-5464 Fax : 225-389-4907 Julie Newman	N	0
13	Delta College 7380 Exchange Place Baton Rouge, Louisiana 70806 Phone : 225-927-7780 Fax : 225-927-9096 Amy Renn	N	0
14	Denham Springs Housing Authority P.O. Box 910 Denham Springs, Louisiana 70727 Phone : 225-644-3301 Fax : 225-664-3309 Freddie Banks	N	0
15	Department of Labor Job Service 1991 Wooddale Blvd Baton Rouge, Louisiana 70806 Phone : 225-925-4311 Fax : 225-925-1845 Jennifer Johnson	N	0
16	Department of Social Services 3651 Cedarcrest Ave Baton Rouge, Louisiana 70816 Phone : 225-295-8900 Fax : 225-295-8966 Tommy Powell	N	0
17	East & West Feliciana Career Solutions Center 5681 Commerce St St. Francisville, Louisiana Phone : 225-635-6635 G. Scales Manual Posting	N	0

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18	East St. Mary Career Solutions Center 7710 Hwy 182 East Morgan City, Louisiana Phone : 985-354-6200 T. Weary Manual Posting	N	0
19	Employee Referral	N	6
20	Evangeline Career Solutions Center 417 W Magnolia St Ville Platte, Louisiana Phone : 337-363-6241 J. Guillory Manual Posting	N	0
21	Facebook post	N	2
22	Hispanic Chamber of Commerce P.O. Box 5985 Metairie, Louisiana 70009 Phone : 504-885-4262 Fax : 504-887-5422 Karen Rivas	N	0
23	Houston Chronicle Houston, Louisiana Phone : 713-220-3301 Fax : 713-354-3804 Danielle Gamble	N	0
24	Iberia Career Solutions Center 124 East Main St New Iberia, Louisiana Phone : 337-373-0010 T. Jack Manual Posting	N	0
25	Iberville Career Solutions Center 23425 Railroad Ave., Suite 1 Plaquemine, Louisiana Phone : 225-687-0969 L. Dalbor Manual Posting	N	0
26	Internal Candidate	N	2

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27	La Dept of Labor Job Center 2900 Dowdell Shreveport, Louisiana 71103 Phone : 318-676-5726 Fax : 318-676-7112 Dan Meade	N	0
28	La Rehabilitation Services 1525 Fairfield Ave. Room 708 Shreveport, Louisiana 71101 Phone : 318-676-7155 Fax : 318-676-7176 Dane Brittain	N	0
29	Lafayette Business and Career Solution Center 706 East Vermillion Street Lafayette, Louisiana Phone : 337-262-5601 M. Guillory Manual Posting	N	0
30	Linked In	N	5
31	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
32	Louisiana Governor's Office Of Indian Affairs 150 North 3rd Street Suite 713 Baton Rouge, Louisiana Phone : 225-219-8715 Mark Fork Manual Posting	N	0
33	Louisiana Technical College 1115 Clover Street Abbeville, Louisiana 70511 Phone : 337-893-4984 Fax : 337-893-4991	N	0
34	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

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35	LSU CAREER SERVICES BATON ROUGE, Louisiana 70803 Phone : 225-267-4522 Url : N/A Fax : 225-267-3329 CINDY SEGHERS	N	0
36	Manship School of Mass Communications 221 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-2336 Fax : 225-578-2125 Helen Taylor	N	0
37	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
38	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
39	Native American Public Broadcasting P.O. Box 68501 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-1785 Referral Director	N	0
40	New Orleans Tribune 2335 Esplanade Ave New Orleans, Louisiana 70119 Phone : 504-945-0772 Fax : 1-504-949-4129 Louise Cardrich	N	0
41	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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42	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
43	Point Coupee Career Solutions Cneter 305 East Main Street New Roads, Louisiana Phone : 225-683-6852 L Gaines Manual Posting	N	0
44	Remington College 1900 N. Lobdell Blvd. Baton Rouge, Louisiana 70806 Phone : 225-922-3900 Fax : 225-922-3999 Carol Caddy	N	0
45	Scripps Recruiter 312 Walnut St Ste 2800 Cincinnati, Ohio 45202 Sara Maxey	N	4
46	Southern University of New Orleans 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5395 Fax : 504-286-5390 Joe Marion	N	0
47	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
48	St. Landry Career Solutions Center 1305 Desi Street Opelousas, Louisiana Phone : 337-948-1330 G. Gainer Manual Posting	N	0

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49	St. Martin Parish Career Solutions Center 215 Evangeline Blvd St. Martinville, Louisiana Phone : 337-394-2205 T. Jack Manual Posting	N	0
50	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
51	Station Website	N	13
52	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
53	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
54	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
55	Trade Website	N	4
56	ULL P.O. Box 49430 Lafayette, Louisiana 70504 Phone : 337482-1444 Fax : 1-337-482-1450 Evelyn Rogers	Y	1

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57	ULL P.O. BOX 41730 LAFAYETTE, Louisiana 70504 Phone : 337-482-1444 Url : N/A Fax : 337-482-1450 EVALYN RODGERS	N	0
58	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
59	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
60	University of Texas-Tyler 3900University Drive Tyler, Louisiana 75701 Phone : 903-566-7253 Fax : 903-566-7287 Placement Director	N	0
61	Vermillion Career Solutions Center 1115 Clover Street Abbeville, Louisiana Phone : 337-893-1986 D Goudeau Manual Posting	N	0
62	West St. Mary Career Solutions 600 Main St. Franklin, Louisiana Phone : 337-828-3294 T Jack Manual Posting	N	0
63	Word of Mouth Referral	N	1
64	www.Indeed.com	N	13

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65	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
66	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>57</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	5/2/2019	Participation in events sponsored by community groups	LEDA job fair Parish wide job fair where people come to search for jobs. We had a table and visited with people interested in broadcasting careers.	2	Administrative Assistant Business Manager
2	9/10/2019	Establishment of an intern program designed to assist members of the community	During this reporting period, the station sponsored one intern, who worked with various station employees in the news department.	1	Sports Director
3	9/25/2019	Participation in events or programs sponsored by educational institutions	ULL (University of Louisiana at Lafayette) Career fair We had a table and spoke to people interested in a broadcasting career	1	HR Business Partner
4	10/8/2019	Participation in events sponsored by community groups	Diversity Job fair People of all ages and abilities have a place to go to find a job	2	HR Business Partner Administrative Assistant