

**KNOE(TV), KCWL-LD**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2020 – January 31, 2021**

## I. VACANCY LIST

**See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data**

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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	Career Technical College Byron Avery : <a href="mailto:Byron.avery@careertc.edu">Byron.avery@careertc.edu</a> 2319 Louisville Ave, Monroe, LA 71201 (318)323-2889 fax: (318)324-9883	No	0
2	Centenary College Dennis Taylor : <a href="mailto:dtaylor@centenary.edu">dtaylor@centenary.edu</a> Career Services, 2911 Centenary Blvd. P.O. Box 41188, Shreveport, LA 71134 (318) 869-5360 fax: (318) 841-7235	No	0
3	Delta Community College Bob Hammack : <a href="mailto:bhammack@ladelta.edu">bhammack@ladelta.edu</a> 7500 Millhaven Rd., Monroe, LA 71203 (318) 345-9013 Fax: (318) 345-9014	No	0
4	Grambling State University <a href="mailto:Pattersonj@Gram.edu">Pattersonj@Gram.edu</a> Career Planning and Placement 100 Main St., Grambling, LA 71245 (318) 374-2346 Fax: (318) 274-3357 Dept. of Mass Communications 403 Main St./P.O. Box 45, Grambling, LA 71245	No	0
5	Station Website <a href="http://www.knoe.com">www.knoe.com</a> 1400 Oliver Rd., Monroe, LA 71201 (318) 388-8888	No	0
6	Louisiana College Leneil Mercer : <a href="mailto:mercerc@lacollege.edu">mercerc@lacollege.edu</a> Career Development, 1140 College Dr. Pineville, LA 71360; Monroe, La 71202 (318) 487-7105 Fax: (318) 487-7755	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Louisiana State University Mary Ann Sternber : <a href="mailto:Msternb@lsu.edu">Msternb@lsu.edu</a> Journalism Bldg #221; Hodges Hall 101 C Baton Rouge, LA 70803 (225)578-0416 Fax: (225) 578-2125	No	0
8	Louisiana Assoc. of Broadcasters Polly Prince : <a href="mailto:lab@broadcasters.org">lab@broadcasters.org</a> 660 Florida Blvd, Baton Rouge, LA 70801 (225) 267-4522 Fax: (225) 267-4329	No	0
9	Northwestern State University Traci LaBom : <a href="mailto:labomt@nsula.edu">labomt@nsula.edu</a> Career and Placement Center; College Ave. Natchitoches, LA 71497 (318) 357-5621 Fax: (318) 357-5690	No	0
10	Ouachita Parish Police Jury Bedie Lewis : <a href="mailto:blewis@opcsc.org">blewis@opcsc.org</a> Workforce Enforcement Board; 1162 Oliver Rd. Suite 9 Monroe, LA 71201 (318) 362-3058 Fax: (318) 362-5106	No	0
11	Southeastern LA University <a href="mailto:careerservices@selu.edu">careerservices@selu.edu</a> Career Placement Svcs; SLU 495 Hammond, LA 70402 (985) 549-2121 Fax: (985) 549-2126	No	0
12	Southern University Career Center Tamara Montgomery : <a href="mailto:tamara_montgomery@subr.edu">tamara_montgomery@subr.edu</a> Career Center; Southern Branch Post Office Baton Rouge, LA 70813 (225) 771-2200 Fax: (225) 771-3272	No	0
13	Southern University at New Orleans Dr. Grant <a href="mailto:dgrant@suno.edu">dgrant@suno.edu</a> Career Placement; 223 University Center New Orleans, LA 70126 (504) 286-5040 Fax: (504) 286-5390	No	0
14	Unitech Training Academy Angela Wisecarver : <a href="mailto:awisecarver@unitechtrainingacademy.com">awisecarver@unitechtrainingacademy.com</a> West Monroe, LA	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	University of Louisiana at Lafayette Karen Bullinger : <a href="mailto:kfb3200@louisiana.edu">kfb3200@louisiana.edu</a> Career Placement Center; PO Box 41730 Lafayette, LA 70504 (337) 482-1444 Fax: (337) 482-1450	No	0
16	University of Louisiana at Monroe Linda Davis : <a href="mailto:ldavis@ulm.edu">ldavis@ulm.edu</a> Dept of Comm Arts; 120 Stubbs Hall-ULM Monroe, LA 71209 Post Online: <a href="https://webservice.ulm.edu/careerconnections/apply.php">https://webservice.ulm.edu/careerconnections/apply.php</a> Must Email <a href="mailto:AFREEN@ULM.EDU">AFREEN@ULM.EDU</a> to take down posts (318) 342-1406 Fax: (318) 342-1422	No	0
17	Xavier University of Louisiana Cheyenne Walker : <a href="mailto:cwalker13@xula.edu">cwalker13@xula.edu</a> Mass Communications Dept; 1 Drexel Dr. Box 65A; New Orleans, LA 70125 (504) 520-5087 Fax: (504) 520-7982 Career Services Department <a href="mailto:mminnard@xula.edu">mminnard@xula.edu</a> (504) 520-7364 Fax: (514) 520-7914	No	0
18	WMWO Chamber of Commerce <a href="mailto:info@westmonroechamber.org">info@westmonroechamber.org</a> 112 Professional Dr., West Monroe, LA 71291 (318) 325-1961 Fax: (318) 325-4296	No	0
19	Monroe Chamber of Commerce Communications, 212 Walnut St., Monroe, LA 71201 (318) 323-3461 Fax: (318) 812-7594	No	0
20	Station On-air Advertisement – KNOE, KAQY, NNOE Bill Elliot : <a href="mailto:bill.elliott@knoe.com">bill.elliott@knoe.com</a> 1400 Oliver Rd., Monroe, LA 71201 (318) 388-8888	No	0
21	Employee Referrals	No	8
22	Word of Mouth/Consulting Agency	No	0
23	<a href="http://graytv.com">graytv.com</a> (People Matter)	No	32
24	<a href="http://medialine.com">medialine.com</a>	No	0
25	<a href="http://tvjobs.com">tvjobs.com</a>	No	1
26	<a href="http://mediamatch.com">mediamatch.com</a>	No	0
27	<a href="http://www.spotsanddots.com">www.spotsanddots.com</a>	No	0
28	<a href="http://www.indeed.com">www.indeed.com</a>	No	5

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
29	<a href="http://www.tvnewscheck.com">www.tvnewscheck.com</a>	No	0
30	<a href="http://www.collectivetalent.com">www.collectivetalent.com</a>	No	0
31	Employee promotion from within	No	0
32	Walk-in	No	0
Total Interviewed			46

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### III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	KNOE News Director participated in the Spring ULM Job Fair February 12, 2020.
2	Participate in Job Fair	KNOE News Director participated in the LA Tech University Job Fair February 13, 2020.
3	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	February 17, 2020 we had Positive Outcomes tour the station to learn of broadcasting careers. Their ages ranged from 7-12 years of age.
4	Participate in Job Fair	KNOE News Director participated in the Grambling State University Job Fair February 18, 2020.
5	Provide EEO Training to Management Level Personnel	KNOE Management team participated July 9, 2020, in the LAB Diversity, Inclusion and Leadership Development webinar presented by Deborah Elam, President and CEO of Corporate Playbook.
6	Provide EEO Training to Management Level Personnel	KNOE General Manager and News Director participated in a 5-week Foundations in Diversity, Equity and Inclusion Training Series by The Adaway Group which began July 9, 2020.
7	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	KNOE Meteorologist spoke to the Monroe Rotary Club September 22, 2020 on becoming a Meteorologist and the daily tasks it entails especially during hurricane and tornado seasons.
8	Participate in Job Fair	KNOE News Director participated in the Fall ULM Job Fair September 23, 2020.
9	Participate in Job Fair	KNOE News Director participated in the LA Tech University Job Fair September 24, 2020.
10	Provide EEO Training to Management Level Personnel	KNOE Management – Brad Ginsberg/News Director, Betty Smith/Office Manager, Randy Minter/General Sales Manager and Russell Kendrick/Chief Engineer attending the FCC's Equal Employment Opportunity Rules Webinar for Gray Television Stations on November 19, 2020.