

WBXN, WUPL, WWLTV
EEO PUBLIC FILE REPORT
January 21, 2019 - January 20, 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
Integrated Account Executive	2, 9-11, 18, 21, 24, 26, 30, 32, 34, 38-41, 45-46, 50, 54, 61-64, 67, 69-71, 73	30
Multiplatform Producer	2, 9-11, 18, 21, 24-26, 32, 34, 38-41, 45-46, 50, 54, 61-64, 67, 69-71, 73	25
Executive Producer	2, 9-11, 18, 21, 24, 26, 32, 34, 38-41, 45-46, 50, 54, 61-64, 67, 69-71, 73	9
Digital Content Producer/Weekend Content Manager	2, 9-11, 18, 21, 24, 26, 32, 34, 38-41, 45-46, 50, 54, 56, 61-64, 67, 69-71, 73	56
Weekend Anchor/MSJ - 006954	1-24, 26-29, 31-43, 45-55, 57-71, 73	9
Evening Anchor - 006957	1-24, 26-29, 31-43, 45-55, 57-73	9
Multiskilled Journalist - 006960	1-24, 26-29, 31-43, 45-55, 57-73	9
Meteorologist - 006964	1-29, 31-43, 45-55, 57-71, 73	25
Great Day Louisiana Account Executive - 007065	1-12, 15-24, 26-29, 31-43, 45-55, 57-73	9
Integrated Account Executive	1-3, 5-24, 26-29, 31-32, 34-55, 57-64, 66-73	9
Integrated Account Executive	1-3, 5-24, 26-29, 31-32, 34-55, 57-64, 66-73	9
Marketing Producer - 007813	2, 9-11, 18, 21, 24, 26, 30, 32, 34, 38-41, 45-46, 50, 54, 61-64, 67, 69-71, 73	30
National Sales Manager	2, 9-11, 18, 21, 24, 26, 32, 34, 38-41, 45-46, 50, 54, 61-64, 67, 69-71, 73	9

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	Advertising Club of N.O. P.O. Box 15641 New Orleans, Louisiana 70115 Phone : 504-400-5000 Url : http://www.adclubnola.com Email : adclubno@cox.net Maggie Mortenson	N	0
3	American Women in Radio & TV Louisiana Phone : 702-506-3290 Url : www.art.org/careerline Fax : 703-506-3266	N	0
4	AR&D Louisiana Fax : 214-951-9610 Kristin Gotthardt	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	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	8
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	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
12	Daily Sentinel Nacodoches, Texas 75963 Fax : 936-560-4267 Kaye	N	0
13	Delmont Service Center 3535 Riley Street Baton Rouge, Louisiana 70805 Phone : 225-389-5464 Fax : 225-389-4907 Julie Newman	N	0
14	Delta College 7380 Exchange Place Baton Rouge, Louisiana 70806 Phone : 225-927-7780 Fax : 225-927-9096 Amy Renn	N	0

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15	Denham Springs Housing Authority P.O. Box 910 Denham Springs, Louisiana 70727 Phone : 225-644-3301 Fax : 225-664-3309 Freddie Banks	N	0
16	Department of Labor Job Service 1991 Wooddale Blvd Baton Rouge, Louisiana 70806 Phone : 225-925-4311 Fax : 225-925-1845 Jennifer Johnson	N	0
17	Department of Social Services 3651 Cedarcrest Ave Baton Rouge, Louisiana 70816 Phone : 225-295-8900 Fax : 225-295-8966 Tommy Powell	N	0
18	Glassdoor glassdoor.com Sausalito, California Robert Hohman Manual Posting	N	0
19	Goodwill Employment Solutions 1253 Shreveport-Barksdale Shreveport, Louisiana 71105 Phone : 318-868-4701 Fax : 1-318-868-4936 Job Services	N	0
20	Goodwill Industries/GAPS Training 800 West 70th Street Shreveport, Louisiana 71106 Phone : 318-869-2575 Fax : 318-869-2574	N	0
21	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	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
25	Indeed.com	N	2
26	JuJu juju.com New York, North Carolina Phone : (212) 537-3898 Brendan Cruickshank Manual Posting	N	0
27	Kenner Professional Women's Association P.O. Box 1227 Kenner, Louisiana 70063 Phone : 504-712-2258 Fax : 504-712-2206 Sal Lajarza	N	0
28	La Dept of Labor Job Center 2900 Dowdell Shreveport, Louisiana 71103 Phone : 318-676-5726 Fax : 318-676-7112 Dan Meade	N	0
29	La Rehabilitation Services 1525 Fairfield Ave. Room 708 Shreveport, Louisiana 71101 Phone : 318-676-7155 Fax : 318-676-7176 Dane Brittain	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Linked In	N	2
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 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
33	Louisiana Technical College 1115 Clover Street Abbeville, Louisiana 70511 Phone : 337-893-4984 Fax : 337-893-4991	N	0
34	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
35	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
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

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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	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
39	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
40	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
41	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
42	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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43	Native American Public Broadcasting P.O. Box 68501 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-1785 Referral Director	N	0
44	New Orleans Tribune 2335 Esplanade Ave New Orleans, Louisiana 70119 Phone : 504-945-0772 Fax : 1-504-949-4129 Louise Cardrich	N	0
45	Nicholls State University P.O. Box 2006 Thibodaux, Louisiana 70310 Phone : 985-448-4508 Url : http://www.nicholls.edu Kristie Tauzin Manual Posting	N	0
46	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
47	Northwestern State University P.O. Box 5293 Natchitoches, Louisiana 71497 Phone : 318-357-6361 Fax : 318-357-5690 Placement Office	N	0
48	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	Panola College 1109 Panola Carthage, Louisiana 75633 Phone : 903-693-2051 Fax : 903-693-2018 Temeka Jeter	N	0
50	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
51	Remington College 1900 N. Lobdell Blvd. Baton Rouge, Louisiana 70806 Phone : 225-922-3900 Fax : 225-922-3999 Carol Caddy	N	0
52	Southern University of New Orleans 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5395 Fax : 504-286-5390 Joe Marion	N	0
53	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
54	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

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55	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
56	Station Website	N	1
57	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
58	Texarkana College/Placement Director 2500 N Robison Road Texarkana, Texas 75599 Phone : 903-838-4541 Fax : 903-832-5030 Georgia McFall	N	0
59	Texarkana Workforce Center/Employment Director P.O. Box 241 Texarkana, Texas 75504 Phone : 903-794-4163 Fax : 903-792-2976 James Ashford	N	0
60	The Advocate P.O. Box 588 Baton Rouge, Louisiana 70801 Phone : 225-383-1111 Fax : 225-388-0129 Classified Department	N	0
61	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

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62	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
63	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
64	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	0
65	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
66	University of Arkansas, Fayetteville Planning & Placement Fayetteville, Texas 72701 Phone : 479-575-2000 Fax : 479-575-2550 Placement Director	N	0
67	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

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68	University of Texas-Tyler 3900 University Drive Tyler, Louisiana 75701 Phone : 903-566-7253 Fax : 903-566-7287 Placement Director	N	0
69	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
70	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	0
71	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
72	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
73	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:			13

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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	4/16/2019	Establishment of training programs for station personnel	Manager Inside Out Training – Sales Leaders attend Inside Out training. This training is a part of TEGNA onboarding training for all new sales leaders. Over the course of two days, topics covered include the art of teaching product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	3	
2	4/27/2019	Sponsorship of events in the community designed to increase public awareness	An MSJ emceed the Stevens-Johnson Syndrome walk and discussed how she got into broadcast journalism as well as how to enter the broadcast journalism field.	1	MultiSkilled Journalist
3	5/1/2019	Establishment of an intern program designed to assist members of the community	Establishment of an intern program designed to assist members for the community to acquire skills needed for broadcast employment.	1	News Director
4	7/15/2019	Establishment of training programs for station personnel	<p>Integrity is a core value at TEGNA. As a media company, we must comply with all laws and take the necessary safeguards to prevent any action or association that may adversely impact our business and the trusted information and services we provide to our communities.</p> <p>Knowing, understanding and abiding by our TEGNA Ethics Policy is fundamental to our ability to serve our communities with the highest of standards.</p> <p>Because it is critical that we hold ourselves to the highest levels of ethics and professionalism, we require all employees to complete “Conflicts of Interest: Protecting Company Interests” training as well as a brief survey on ethics.</p>	100	Account Executive Account Executive Anchor Executive Producer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	8/29/2019	Participation in events or programs sponsored by educational institutions	Served as a guest-lecturer about investigative journalism to four 7th grade classes at International School of Louisiana on Aug. 29, 2019. The investigative reporter presented some of his investigative work and asked students to talk about how he supported his reporting with proof, challenges he faced in getting the information, how to distinguish solid reporting from opinion and fake news or innuendo online, etc.	1	Investigative Reporter
6	11/5/2019	Participation in events or programs sponsored by educational institutions	Executive Producer represented WWL-TV at College of Music & Media Career Expo at Loyola University New Orleans recruiting and teaching students for potential job opportunities.	1	Executive Producer
7	11/12/2019	Establishment of training programs for station personnel	Sales 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.	3	
8	12/7/2019	Sponsorship of events in the community designed to increase public awareness	Guest speaker at the "I'm Thinking Youth Talent and Empowerment Showcase". The MSJ spoke about her background and how she broke into the broadcast media industry and encouraged youth to pursue an opportunity in the broadcast field.	1	MSJ
9	12/17/2019	Sponsorship of events in the community designed to increase public awareness	An anchor emceed an event for senior citizens at the George Shinn Foundation where she spoke about weather and her background as an anchor.	1	Anchor

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10	1/6/2020	Establishment of an intern program designed to assist members of the community	An investigative reporter created an annual week-long internship in association with Harvard University and the Harvard Independent student newspaper. The first annual internship was January 6-10, 2020. Harvard junior served as a station intern during the Harvard winter "intersession" break. She shadowed the investigative reporter during field reporting and story writing, learned story editing, accompanied an MMJ on an interview, supported the online desk, learned newscast production, observed floor production and performed data entry and research assistance.	4	Investigative Reporter MMJ Producer Producer
11	1/16/2020	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.	100	General Manager Local Sales Manager Director of Sales Account Executive
12	1/16/2020	Participation in events or programs sponsored by educational institutions	An investigative reporter served as a presenter at Career Day at Ben Franklin High School on Jan. 16, 2020. He presented some of his investigative work and engaged in a discussion about journalism with two different classes of students ranging from freshmen to seniors.	1	Investigative Reporter