

KPLC TV

EEO PUBLIC FILE REPORT

February 1, 2016 to January 31, 2017

I. VACANCY LIST

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	1-30, 33-46, 48	12
Reporter	1-30, 33-46, 48, 51-53	23
Reporter	1-30, 33-46, 48, 51, 53	53
Producer	1-30, 33-46, 48	17
Reporter	1-30, 33-46, 48, 51-53	51
Producer	1-30, 33-46, 48, 52-53	36
Director	1-30, 33-46, 48, 51	51
Reporter	1-30, 33-46, 48, 50	50
Digital Sales Manager	1-28, 30, 33-46, 48-49, 51-52	23
News Director	1-30, 32-46, 48, 52-53	53
Anchor/Reporter	1-30, 33-46, 48, 51, 54	54
Reporter/MMJ	1-30, 33-46, 48, 52-53	23
Meteorologist/Reporter	1-30, 33-46, 48, 52-53	53
Digital Sales Assistant	1-28, 30, 33-46, 48	21
55 Total interviewees for all full-time positions		
Number of Interviewees from Referrals Sources Used		
#12 (1 interviewee), #17 (10 interviewees)	#53 (9 interviewees), #54 (1 interviewee),	
#18 (2 interviewees), #21 (3 interviewees)		
#23 (12 interviewees), #25 (1 interviewee)		
#36 (1 interviewee), #50 (1 interviewee)		
#51 (7 interviewees), #52 (7 interviewees)		

KPLC-TV

MASTER LIST OF RECRUITMENT SOURCES

February 1, 2016 to January 31, 2017

**Sources with an asterisk (*) denote organizations that requested notification of job vacancies*

<u>*Source Number</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing/Email Address</u>	<u>Website</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
COMMUNITY SOURCES						
1	Warren United Methodist Church	Rev. Lawrence P. Gaines	1800 Orchid Street, Lake Charles, LA 70601	N/A	337-474-3009	
2	Greater St. Mary Baptist Church	Pastor Samuel C. Tolbert	ranev67@suddenlink.net	N/A	337-433-0122	
3	Mount Olive Baptist Church	600 N. Simmons Street, Lake Charles, LA70601	pamwhitethomas@aol.com	NA	337-436-6278	
4	Calcasieu Parish Police Jury/Humen Services Dept.	Tarek Polite	tpolite@cpj.net	www.cpj.net	337-721-4020	
5	Mount Calvary Baptist Church	Christine Bellamy	themountcalvarybc@yahoo.com	N/A	337-436-9751	
6	Evergreen Missionary Baptist Church	Rev. Robert E. Campbell, Jr.	646 S. Franklin Street, Lake Charles, LA 70601	N/A	337-439-2838	
7	Sacred Heart Catholic Church	Dawn Jones	dawnjones@structurex.net	N/A	337-439-2646	
8	Foreman-Reynaud Community Center	Michelle Jackson	mjacksonforemanreynaud@gmail.com	N/A	337-436-2509	
9	New Sunlight Baptist Church	Rev. Kevin Donalson	515 V.E. Washington Avenue, Lake Charles, LA 70601	N/A	337-436-8965	
10	First Community Baptist Church	Pastor A.C. Jefferson	2320 Elaine Street, Lake Charles, LA 70601	N/A	337-439-5227	
11	LA. Rehabilitation Services	Terilyn Beard	TBeard1@lwc.la.gov	www.lwc.la.gov	337-475-8086	
12	La. Department of Labor	Mary Conway	2424 Third Street, Lake Charles, LA 70601	www.ldol.state.la.us	337-721-4010	

13	Unitech Training Academy	Makeitta Broussard	makeitta@yahoo.com and mbroussard@unitechtrainingacademy.com	www.unitechtrainingacademy.com	337-564-5716 or 337-540-3145	
14	McNeese State University	Ralynn Castete	Career Services Center, Box 90780, Lake Charles, LA 70609	https://www.collegecentral.com	337-475-5612	
15	Delta Tech	Susan Davis, Graduate Services & Community Relations Specialist	517 Broad Street, Lake Charles, LA 70601	www.deltatech.edu	337-439-5765	
16	Sowela Technical Community College	Joseph W. Lavergne, Director of Recruitment & Career Planning	Joseph.Lavergne@sowela.edu	www.sowela.edu	337-421-6951	
	ADDITIONAL SOURCE					
17	TV Jobs	Mark C. Holloway	P.O. Box 4116, Oceanside, CA 92052	www.tvjobs.com	760-754-8177	
18	Louisiana Association of Broadcasters	Polly Prince	660 Florida Street, Baton Rouge, LA 70801	www.careerpage.org	225-267-4522	
19	Southeastern Louisiana University		Career Services, Student Union Rm 241, SLU 10492, Hammond, LA 70402 careerservices@selu.edu	https://southeastern-csm.symplicity.com/employers	985-549-2121	
20	TV and Radio Jobs	N/A	N/A	www.tvandradijobs.com		
21	KPLC-TV	Johnathan Manning	jmanning@kplctv.com	www.kplctv.com	337-439-9071	
22	KPLC-TV Bulletin Board	Bridget Courtney	bcourtney@kplctv.com	www.kplctv.com	337-437-7508	
23	Raycom Media, Inc.	Donna Tadlock	dtadlock@raycommedia.com	www.raycommedia.com	334-206-1417	
24	University of Louisiana/Lafayette	Karen Bullinger	Career Services, 200 Rex Street, Lafayette, LA 70504	http://career.louisiana.edu	337-482-1444	
25	Louisiana State University	Amy Caillouet	1502 Patrick F. Taylor Hall, Baton Rouge, LA 70803	https://lsu-csm.symplicity.com/employers	225-578-2162	
26	National Association of Hispanic Journalists (NAHJ)	Donna Tadlock	dtadlock@raycommedia.com	http://www.nahjcareercenter.com	202-662-7145	
27	Native American Journalists Association (NAJA)	Rebecca Landsberry	rebeccalandsberry@naja.com	www.naja.com	405-325-1649	

28	Asian American Journalists Association (AAJA)	Donna Tadlock	dtadlock@raycommedia.com	www.aaia.org	334-206-1417	
29	Media Line (News Only)	Don Mathews	medialine@medialine.com	www.medialine.com	706-364-7564	
30	Lamar University	Amy Dillow	amy.pumphrey@lamar.edu	www.myinterfase.com/lamar/employer/home.aspx	409-880-8878	
31	Jobs in Sports		106 Calendar Avenue, #184, LaGrange, IL 60525	www.jobsinsports.com		
32	National Association of Black Journalists	Donna Tadlock	dtadlock@raycommedia.com			
33	University of Louisiana at Monroe		careerconnections@ulm.edu part-time to finaid@ulm.edu	www.ulm.edu/careerconnections	318-342-5338	
34	Southern University	Tamara Foster-Montgomery	careerservices@subr.edu	https://subr-csm.symplicity.com/employers/index.php	225-771-4500	
35	Southern University at Shreveport	Tuesday Williams	twilliams@susla.edu	www.susla.edu	318-670-6334	
36	Loyola University		careers@loyno.edu	www.myinterfase.com/loyola/employer/home.aspx	504-865-3860	
37	Xavier University	Carolyn Thomas	cathomas@xula.edu	www.xula.edu		
38	Prairie View A&M	Shadia Washington	shadia_washington@pvamu.edu	www.pvamu.edu	936-857-2055	
39	Jarvis Christian College	Daphene Singleton	daphene_singleton@jarvis.edu	www.jarvis.edu	903-730-4890	
40	Wiley College	Ladonna Gaut	ldgaut@wileyc.edu	www.wileyc.edu	903-923-2477	
41	Talent Dynamics	Christina Hedding	hedding@talentdynamics.com	www.talentdynamics.com	214-640-3139	
42	National Lesbian & Gay Journalists Association	Matthew Rose	1420 K Street, Suite 910, Washington, DC mrose@nljja.org	www.nljja.org	202-588-9888	
43	Dillard University	Keith Alan Morris	kmorris@dillard.edu	www.dillard.edu	504-816-4685	
44	National Council of Negro Women	David Glenn, Jr.	membership@ncnw.org	www.ncnw.org	202-383-9121	
45	Louisiana College	Leneile Mercer	mercerc@lacollege.edu	www.lacollege.edu	318-487-7420	
46	Illinois Center for Broadcasting	Don Clark	530 South State Street, Chicago, IL 60605 dclark@beonair.com	http://beonair.com	312-884-8000	
47	Career Builder	Lorie Moore	lorie.moore@careerbuilder.com	www.careerbuilder.com		

48	TVB		-	www.tvb.org		
49	LinkedIn	n/a	n/a	www.linkedin.com		
50	Indeed.com	n/a	n/a	www.indeed.com		
51	Other/Employee		-	-		
52	Other/Raycom Station		-	-		
53	Other/Misc.Website		-	-		
54	Other/Friend					

**KPLC-TV Lake Charles, LA
DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): _____ (Ongoing) _____

Describe Nature of Initiative:

Full-time job postings on minority websites.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

All job openings in top 4 EEO categories are posted on the websites of media trade groups whose membership includes substantial participation by women and minorities, including:

- National Association of Hispanic Journalists (NAHJ)
- Asian American Journalists Association (AAJA)
- Native American Journalists Association (NAJA)
- National Council of Negro Women (NCNW)
- National Association of Black Journalists (NABJ)

Names of Station Personnel involved in Initiative:

EEO Coordinator/Administrative Assistant, Veronica Bilbo
EEO Coordinator/Administrative Assistant, Bridget Courtney

**KPLC-TV
DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): _____ (Ongoing) _____

Describe Nature of Initiative: KPLC Tours

KPLC Tours

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

February 15, 2016 – Auction winners from Our Lady Queen of Heaven School March 22, 2016 – 5 th Graders from Cypress Cove Elementary March 22, 2016 – W.W. Lewis Middle School students July 14, 2016 – Boy Scouts Troops 5, 84, 34, 9353 and 25

Names of Station Personnel involved in Initiative:

Britney Glaser, News John Bridges, News
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KPLC-TV Lake Charles, LA
DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 1, 2016 – June 30, 2016

Describe Nature of Initiative: McNeese Student Mentoring Program

McNeese students meet and network with professionals from our community and gain career advice. Mentors share personal and professional experiences and assist in the professional development of our future leaders.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

McNeese State University

Names of Station Personnel involved in Initiative:

Jim Serra, Vice President and General Manager

KPLC-TV Lake Charles, LA
DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 22, 2016

Describe Nature of Initiative: Journalism Careers Speaking Engagements

KPLC employees spoke at different organizations, schools, etc. on broadcasting careers.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Organizations contact our employees about speaking at their meetings, schools, clubs regarding careers in broadcasting.

Names of Station Personnel involved in Initiative:

Britney Glaser, Anchor, February 22, 2016, spoke at Cypress Cove Elementary career fair on what it is like to work in broadcast journalism and how to get a job in this field.

KPLC-TV Lake Charles, LA
DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 18, 2016

Describe Nature of Initiative: Journalism Careers Speaking Engagements

KPLC employees spoke at different organizations, schools, etc. on broadcasting careers.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Organizations contact our employees about speaking at their meetings, schools, clubs regarding careers in broadcasting.

Names of Station Personnel involved in Initiative:

John Bridges Spoke to students at Prien Lake Elementary about careers in television

KPLC-TV Lake Charles, LA
DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 21, 2016

Describe Nature of Initiative: Student Shadowing

Area schools offer one day out of the school year whereby students are encouraged to contact area employees so that students can spend one day following an employee or employees around the job. Students are to choose a field they are interested in pursuing.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

A sophomore student from Sam Houston High School and a member of Future Business Leaders of America spent the day with different news and technical operations employees.

Names of Station Personnel involved in Initiative:

John Bridges, news
Britney Glaser, news
Julie Meche – technical operations
Todd Taylor – technical operations

KPLC-TV Lake Charles, LA
DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): July 5, 2016

Describe Nature of Initiative: Student Shadow Program

Area schools offer one day out of the school year whereby students are encouraged to contact area employees so that students can spend one day following an employee or employees around the job. Students are to choose a field they are interested in pursuing.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

A student from Delta Community College in Lake Charles, Louisiana spent the day with Anne-Marie Hebert, Account Executive, observing different aspects of the sales department.

Names of Station Personnel involved in Initiative:

Anne-Marie Hebert, Account Executive

KPLC-TV Lake Charles, LA
DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): July 14, 2016

Describe Nature of Initiative: Student Shadow Program

Area schools offer one day out of the school year whereby students are encouraged to contact area employees so that students can spend one day following an employee or employees around the job. Students are to choose a field they are interested in pursuing.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Boy Scouts from Troops 5, 84, 34, 9353 and 25 in Lake Charles, Louisiana spent the day with John Bridges, Anchor/Executive Producer, observing different aspects of the news department.

Names of Station Personnel involved in Initiative:

John Bridges, Anchor/Executive Producer

KPLC-TV Lake Charles, LA
DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 2016 – January 31, 2017

Describe Nature of Initiative: KPLC Teen Reporters

KPLC Teen Reports air during the 5p newscast and again in 7News Sunrise

High school students from the Lake Charles Boston Academy of Learning under the direction of Pam Gayle, former KPLC News Anchor, and John Bridges, Assistant News Director, submit the reports during the normal school calendar.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

High School students from Lake Charles Boston Academy of Learning, under the direction of Pam Gayle, former KPLC News Anchor, and John Bridges, Assistant News Director submit reports that are of interest to their age groups.

Names of Station Personnel involved in Initiative:

John Bridges, Executive Producer/Anchor
Britney Glaser, Anchor

**KPLC-TV Lake Charles, LA
DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): February 2016 – January 2017

Describe Nature of Initiative: Internships

Student Internship Program

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

KPLC-TV offers internships to college students as a way to assess jobs and job readiness. These internships are granted to students majoring in Communications, Mass Communications, Journalism and Broadcast Journalism from various accredited colleges and universities throughout the U.S. who have received the approval from the Dean/Chairman and/or academic advisor of their respective department(s). Upon successful completion of the program, the student receives credit and a letter grade. Students were assigned to work with specific News, Sales, Operations and Engineering Department staffers. 2016 interns were assigned as follows:

Summer 2016 - 1 intern assigned to News
Summer 2016 – 1 intern assigned to Marketing/Creative Services
Summer 2016 – 1 intern assigned to Sales

Names of Station Personnel involved in Initiative:

Erik Tyger, Assistant News Director
Tim Bourgeois, Marketing Director
Mari Wilson, Promotions and Public Service
Dianna Mayo, General Sales Manager
John Ware, General Manager

KPLC-TV Lake Charles, LA
DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 2016 – January 2017

Describe Nature of Initiative: Speaking Engagements

KPLC employees speak at various events throughout the year, as well as emcee/host events.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

February 01 – Spoke to SAGE program at McNeese State University
February 09 – Spoke to Methodist Women's Group
February 27 – DeKalb, Texas Chamber of Commerce Banquet – talked about KPLC & Raycom Media
April 8 – Spoke to students at Vincent Settlement Elementary in Carlyss regarding weather
April 15 – Spoke to students at R.W. Vincent school in Sulphur regarding weather topics
April 19 – Spoke in opposition of proposed amendment to the Louisiana Public Records Law regarding police body camera video on behalf of KPLC and Louisiana Association of Broadcasters
April 23 – Guest speaker at DeQuincy First Baptist Church Women's banquet
May 5 – Spoke to students at Hathaway High School regarding weather topics
May 17 – Spoke to the Senior Citizen group at First Baptist Church of Jennings about LA Travelers Stories
May 21 – Spoke to the SWLA Genealogical Society at Carnegie Library about Louisiana Traveler stories
July 17 – Spoke to New Life Baptist Church in DeRidder for their Jambalaya fundraiser about Louisiana Travelers stories
July 27 – Spoke to young professionals about KPLC business vision for the next decade and setting goal put on by the Chamber SWLA Fusion 5
August 2 – Spoke to the Kiwanis of Lake Charles about KPLC's role in the community held at Reeves Catering
September 8 – Spoke to the SWLA Economic Development Alliance about digital for business
September 16 – Spoke at LA Social Services Supervisors Association Meeting about KPLC's The New Family Tree hosted by Family & Youth Center
November 3 – Spoke to the Welsh Rotary Club about the direction of KPLC

Names of Station Personnel involved in Initiative:

All News Personnel
Mari Wilson, Promotions and Public Service
Amie Herbert Sales and Co-Host
Dianna Mayo, General Sales Manager
John Ware, General Manager

KPLC-TV Lake Charles, LA
DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): January 13, 2017

Describe Nature of Initiative:

Martin Luther King Festival Breakfast

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

KPLC sponsored the annual Martin Luther King, Jr. Breakfast held at Glad Tidings Church. The festival honors the courageous effort and sacrifice of Martin Luther King, Jr. The breakfast honors several deserving, outstanding individuals in the community. The breakfast is also aired on KPLC-TV and streamed live on our website.

Names of Station Personnel involved in Initiative:

John Ware, General Manager
Dianna Mayo, General Sales Manager
Jenelle Shriner, News Director
Tim Bourgeois, Marketing Director

KPLC-TV Lake Charles, LA
DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): July 18, 2016

Describe Nature of Initiative: Area Career Days

Area schools and colleges/universities each year hold a day whereby area employers have a chance to meet with students interested in specific areas of employment. These career days also expose students to the many types of careers that are related to the courses they are taking.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

KPLC put on a career day for The Leadership Center for Youth Career Exploration

Names of Station Personnel involved in Initiative:

Erik Tyger – Assistant News Director
Julie Meche – News Operations Manager
Liz Koh – Reporter
Katlin Rust – Reporter
John Bridges – Anchor/Reporter
Britney Glaser – Anchor/Reporter
Agnes DeRouen – Managing Editor/Anchor
Brady Renard – Sports Anchor/Reporter
Ben Terry – Meteorologist

KPLC-TV Lake Charles, LA
DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): September 15, 2016

Describe Nature of Initiative: Area Career Days

Area schools and colleges/universities each year hold a day whereby area employers have a chance to meet with students interested in specific areas of employment. These career days also expose students to the many types of careers that are related to the courses they are taking.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Southeastern Louisiana University, Hammond, Louisiana

Names of Station Personnel involved in Initiative:

Erik Tyger – Assistant News Director

KPLC-TV Lake Charles, LA
DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): September 28, 2016

Describe Nature of Initiative: Area Career Days

Area schools and colleges/universities each year hold a day whereby area employers have a chance to meet with students interested in specific areas of employment. These career days also expose students to the many types of careers that are related to the courses they are taking.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

McNeese State University Lake Charles, Louisiana

Names of Station Personnel involved in Initiative:

Erik Tyger – Assistant News Director

KPLC-TV Lake Charles, LA
DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): October 8, 2016

Describe Nature of Initiative: Area Career Days

Area schools and colleges/universities each year hold a day whereby area employers have a chance to meet with students interested in specific areas of employment. These career days also expose students to the many types of careers that are related to the courses they are taking.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

LAB Job Fair and Student Workshop

Names of Station Personnel involved in Initiative:

Jenelle Shriner – News Director