

WDSU-TV
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Anchor Reporter Open Date: 11/9/2019 Hire Date: 2/17/2020	2-11, 13-14, 18, 20-53, 55	11
Reporter Open Date: 11/9/2019 Hire Date: 2/10/2020	1-10, 13-14, 18-19, 21-26, 28-53, 55	7
Receptionist Open Date: 12/2/2019 Hire Date: 2/17/2020	2-3, 5, 7-10, 13-15, 18, 21-28, 30-40, 43-55	7
Reporter Open Date: 2/12/2020 Hire Date: 2/16/2020	2-3, 5-11, 13-15, 18, 21-28, 30-40, 43- 55	11
News Director Open Date: 7/17/2020 Hire Date: 1/1/2021	2-3, 5-11, 13-18, 21-28, 30-40, 43-55	7
Producer Open Date: 8/5/2020 Hire Date: 8/24/2020	1-3, 5-11, 13-15, 18, 21-28, 30-40, 43- 55	11
News Producer Open Date: 10/7/2020 Hire Date: 1/21/2021	2-3, 5-10, 12-14, 18, 21-28, 30-40, 43- 55	12
Account Executive Open Date: 11/20/2020 Hire Date: 12/1/2020	3, 5-10, 13-14, 18, 21-28, 30-40, 43-55	7

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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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : (919) 217-4438 Email : gnewell@602communications.com Career Services	N	0
2	AAJA 5th 3rd Street NW 10th Floor Washington, District of Columbia 20036 Phone : 415-346-2051 Career Services Manual Posting	N	0
3	Access to Meaningful Employment 3801 N. Causeway Blvd. Ste. 305 Metairie, Louisiana 70002 Phone : 504-833-7291 Email : evabelcas@nocoxmail.com Eva Belcas	Y	0
4	AD Club New Orleans 141 Robert E Lee Blvd PMB 336 New Orleans, Louisiana 70124 Phone : 504-840-4883 Email : adclubnola@gmail.com James Tapley	N	0
5	American Assn. of Blacks in Energy P. O. Box 51371 New Orleans, Louisiana 70151 Phone : 504-244-1349 Email : E7CS@aol.com Eula Lynch	Y	0
6	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batetech.edu Roland Robinson	N	0
7	Careers.HearstTelevision.com 214 N. Tryon St Hearst Tower Charlotte, North Carolina 28202 Phone : 704-208-2342 Url : http://careers.hearsttelevision.com Email : htv.careers@hearst.com Career Services	N	19

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8	Catholic Charities 1000 Howard Ave New Orleans, Louisiana 70113 Phone : (504) 310-6906 Email : pmantilla@ccano.org Fax : 1-504-523-2789 Priscilla Mantilla	Y	0
9	Children's Hospital Family Advocacy 3308 Tulane Ave. Ste. 600 New Orleans, Louisiana 70119 Phone : 504-821-4611 Email : bbrown@chnola.org Fax : 1-504-896-1360 Barbara Brown	Y	0
10	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
11	Current Employee	N	5
12	Current Employee - Transfer/Promotion	N	1
13	Department of Veterans Affairs 1250 Poydras St. New Orleans, Louisiana 70113 Phone : 504-619-4346 Email : ieverett@lwc.la.gov Fax : 1-504-252-4682 Ingle Everett	Y	0
14	Dillard University 2601 Gentilly Blvd New Orleans, Louisiana 70122 Phone : 504-816-4360 Email : dwilliams@dillard.edu Dawn Williams	Y	0
15	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
16	Former Employee	N	1

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17	Former Employee Referral	N	1
18	Grambling State University Department of Mass Communication Box 4292 Grambling, Louisiana 71245 Phone : 318-274-2189 Email : dunns@gram.edu Dr. Shannon Ford-Dunn	Y	0
19	Greater N.O. Broadcasters Assn. 3351 Severn Ave. Ste. 304 Metairie, Louisiana 70002 Phone : 504-885-9080 Fax : 1-225-267-4329 Career Services	N	0
20	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-653-4983 Career Services Manual Posting	N	0
21	JOB1 Business and Career Solutions 3400 Tulane Ave New Orleans, Louisiana 70119 Phone : 504-658-4591 Email : smartis@nola.gov Fax : 1-504-658-4591 Bobby Burkes Jr.	Y	0
22	LA Association of Broadcasters 660 Florida Blvd. Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Url : http://www.careerpage.org/ Email : laura@broadcasters.org Fax : 1-225-267-4329 Laura Smith	Y	0
23	LA Dept of Employment Security 2330 Canal St New Orleans, Louisiana 70119 Phone : 504-658-4500 Email : owd@lwc.la.gov Fax : 1-225-342-7960 Cynthia Bentley	Y	0

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24	Life Works Career Development Center 3329 Metairie Rd Metairie, Louisiana 70001 Phone : 504-833-1121 Email : LifeworksJP@aol.com Fax : 1-504-833-1150 Julie Patisie	Y	0
25	Louisiana State University 101 LSU Student Union, LSU Box 2500 Baton Rouge, Louisiana 70803 Phone : 225-578-2162 Url : www.lsu.edu/careercenter Email : amyc@lsu.edu Amy Caillouet	N	0
26	Loyola University 6363 St. Charles Ave New Orleans, Louisiana 70118 Phone : (504) 865-3860 Url : http://studentaffairs.loyno.edu/careers Jill Boatright Manual Posting	Y	0
27	MediaBistro 475 Park Avenue South 4th Floor New York, New York 10016 Phone : (800) 205-7792 Career Services Manual Posting	N	0
28	NAACP - New Orleans Branch 2474 Canal St. Ste. 308 New Orleans, Louisiana 70119 Phone : 504-821-3221 Email : dkingsr@aol.com Fax : 1-504-821-3221 Antionette Mallet	Y	0
29	NABJ Region V 315 S Boulder Ave Tulsa, Oklahoma 74103 Phone : 800-999-6397 Email : ralacour@yahoo.com Russell LaCour	N	0

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30	Nat. Assn. of TV Arts & Sciences P. O. Box 840738 Pembroke Pines, Florida 33024 Phone : 954-322-3171 Email : emmysuncst@aol.com Karla MacDonald	Y	0
31	Nat. Council of Negro Women 2020 S. Liberty St. New Orleans, Louisiana 70113 Phone : 504-484-3442 Email : vlathamj@bellsouth.net Fax : 1-504-304-6666 Velma Jacques	Y	0
32	National Organization for Women P.O. Box 750356 New Orleans, Louisiana 70175 Phone : 504-364-4444 Email : clday@uno.edu Chris Day	Y	0
33	Naval Air Station Joint Reserve Base New Orleans 400 Russell Avenue New Orleans, Louisiana 70143 Phone : (504) 678-7569 Email : melissa.garner1@navy.mil Melissa Garner	N	0
34	Nicholls State University P. O. Box 2006 Thibodaux, Louisiana 70310 Phone : 985-448-4508 Url : http://www.collegecentral.com/nicholls/ Alaina Cavell Manual Posting	N	0
35	Press Club New Orleans 846 Howard Ave New Orleans, Louisiana 70113 Phone : (504) 383-4305 Email : pressclubneworleans@gmail.com Media Recruiter	N	0

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36	Pride of Waggaman Masonic Lodge 42 5113 Tusa Dr. Marrero, Louisiana 70072 Phone : 504-349-9429 Fax : 1-504-391-8301 Robert Seals	Y	0
37	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
38	Sojourner Truth Neighborhood Center 2200 Lafitte Avenue New Orleans, Louisiana 70119 Phone : 504-527-9963 Email : info@lafittegreenway.org Fax : 1-504-827-5432 Sophie Harris Vorhoff	Y	0
39	Southeastern Louisiana University SLU 10492 Hammond, Louisiana 70402 Phone : 985-549-2121 Url : http://www.selu.edu/admin/career_srv/index.html Ken Ridgedell Manual Posting	Y	0
40	Southern University 6400 Press Dr New Orleans, Louisiana 70126 Phone : 504-286-5000 Email : jmarion@suno.edu Fax : 1-504-286-8389 Joseph Marion	Y	0
41	The Louisiana Weekly 2215 Pelopidas St. New Orleans, Louisiana 70122 Phone : 504-282-3752 Email : rdh@louisianaweekly.com Renette Hall	N	0

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42	The Times-Picayune 3800 Howard Ave New Orleans, Louisiana 70125 Phone : 504-826-3553 Email : twelty@timespicayune.com Tiffany Welty	N	0
43	Total Community Action 1420 S. Jefferson Davis Pkwy New Orleans, Louisiana 70125 Phone : 504-872-0332 Email : fhebert@tca-nola.org Fax : 1-504-872-0339 Florence Herbert	Y	0
44	Trinity Episcopal Church 1329 Jackson Ave New Orleans, Louisiana 70130 Phone : (504) 670-2537 Email : roneil@trinitynola.com Fax : 1-504-522-9960 Raina O'Neil	Y	0
45	Tulane University 6823 St. Charles Ave New Orleans, Louisiana 70116 Phone : 504-865-5107 Url : http://collegecentral.com/tulane/ Career Services Manual Posting	Y	0
46	TV Jobs PO Box 4116 Oceanside, California 95062 Phone : (800) 374-0119 Mark Holloway Manual Posting	N	0
47	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Email : htv.careers@hearst.com Career Services	N	0

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48	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting	Y	0
49	University of N.O. 2000 Lakeshore Dr New Orleans, Louisiana 70122 Phone : 504-280-5027 Url : http://www.recruit.uno.edu/ Adrian Mustiful Manual Posting	Y	0
50	Urban League of Greater N.O. 4640 S. Carrollton Ave Suite 210 New Orleans, Louisiana 70119 Phone : 504-620-2332 Email : info@ulgno.com Fax : 1-504-620-9654 Cherie LaCour-Duckworth	Y	0
51	Veterans Affairs Homeless Program 3500 Canal Street New Orleans, Louisiana 70119 Phone : 504-679-0600 Email : Hezzie.weston@va.gov Hezzie Weston	Y	0
52	WorkNola.com 365 Canal Place New Orleans, Louisiana 70130 Phone : 504-432-1232 Url : http://worknola.com/ Austin Lavin Manual Posting	N	0
53	WWOZ Community Radio P. O. Box 51840 New Orleans, Louisiana 70151 Phone : 504-568-1239 Email : feedback@wwoz.org Fred Goodrich	Y	0

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54	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
55	Xavier University 6325 Palmetto St New Orleans, Louisiana 70125 Phone : 504-520-7364 Email : cathomas@xula.edu Carolyn Thomas	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			27

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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	7/9/2020	Provision of training to management	Participated in the Louisiana Association of Broadcasters "Courageous Conversations" Webinar on Diversity, Inclusion, and Leadership Development in the workplace.	6	General Manager Business Manager Chief Engineer, Creative Service Director Director of Sales, News Director
2	7/15/2020	Participation in events or programs sponsored by educational institutions	Anchor/Reporter participated in a virtual panel about being an ally for younger journalists in the newsroom. Panel discussion was presented by Loyola University.	1	Anchor/Reporter
3	7/31/2020	Establishment of training programs for station personnel	The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles with Hearst Television. This development program is a comprehensive 14 week training with defined training program topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles.	3	Creative Services Director Local Sales Manager National Sales Manager
4	8/6/2020	Participation in Job Fairs	Participated in the National Association of Black Journalists convention job fair. The Job Fair was held virtually.	1	News Director
5	8/9/2020	Participation in events sponsored by community groups	During the National Association of Black Journalists and the National Association of Hispanic Journalists virtual conventions between August 6-9, the station's News Director offered mentoring to young journalists and provided feedback on their work.	1	News Director
6	10/16/2020	Participation in events or programs sponsored by educational institutions	WDSU participated in a Zoom talk for the Academy of Our Lady's TV Production students. One of the station's Anchor/Reporter was able to talk to the students and answer any questions they had about being in broadcasting.	1	Anchor/Reporter

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7	12/31/2020	Provision of training to management	Station leaders participated in a 4 hour conscious inclusion training hosted by a third party partner. The training included information on how to cultivate a culture of awareness around the many dimensions of diversity. Leaders reviewed a model of inclusion, how to uncover unconscious bias and other topics related to diversity and inclusion to create an inclusive environment of diverse perspectives to make individual work experiences better.	4	Business Manager Director of Sales General Manager Director of Engineering
8	1/31/2021	Listing of each upper-level category opening in a job bank or newsletter	Our Executive Producer, News Director and Producer positions were listed with AAJA, AA of Blacks in Energy, NAACP, National Council of Negro Women, and the National Organization for Women.	1	Business Manager