

WDSU-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Anchor/Reporter Open Date: 4/6/2015 Hire Date: 10/17/2016	1-4, 6-9, 11-14, 17-21, 23-26, 28-30, 32-39, 41-51	6
Reporter Open Date: 11/2/2015 Hire Date: 2/22/2016	2-4, 6-12, 14, 17-21, 23-30, 32, 34-39, 41-51	10
Producer Open Date: 11/30/2015 Hire Date: 3/28/2016	2-4, 6-9, 11-12, 14, 17-30, 32, 34-39, 41-51	6
Local Sales Manager Open Date: 12/8/2015 Hire Date: 3/6/2016	1-12, 14, 17-21, 23-30, 32, 34-39, 41-51	10
Account Executive Open Date: 2/16/2016 Hire Date: 5/31/2016	1-12, 14, 17-21, 23-30, 32-51	6
Account Executive Open Date: 2/16/2016 Hire Date: 7/1/2016	1-12, 14, 17-21, 23-30, 32-51	10
Anchor/Reporter Open Date: 3/1/2016 Hire Date: 3/28/2016	2-12, 14, 17-21, 23-30, 32, 34-39, 41-51	10
Digital Sales Manager Open Date: 3/3/2016 Hire Date: 5/6/2016	2-14, 16-21, 23-30, 32, 34-51	6
Executive Producer Open Date: 3/15/2016 Hire Date: 5/16/2016	2-12, 14, 17-21, 23-32, 34-39, 41-51	10
Assistant News Director Open Date: 3/22/2016 Hire Date: 9/12/2016	3-9, 11-14, 17-21, 23-39, 41-51	6
Digital Client Specialist Open Date: 4/22/2016 Hire Date: 6/13/2016	1-4, 6-12, 14, 16-32, 34-39, 41-51	6
Photographer Open Date: 5/3/2016 Hire Date: 7/18/2016	2-9, 11-12, 14, 17-21, 23-32, 34-39, 41-51	6
Account Executive Open Date: 6/30/2016 Hire Date: 8/29/2016	1-9, 11-14, 16-21, 23-32, 34-39, 41-51	16
News Producer Open Date: 7/14/2016 Hire Date: 10/24/2016	2-12, 14, 17-21, 23-32, 34-39, 41-51	10

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Reporter Open Date: 7/18/2016 Hire Date: 7/18/2016	3-4, 6-8, 11-12, 17-21, 24-25, 27-30, 33 -35, 37-39, 41-44, 46-48, 50-51	33
Operations Technician Open Date: 7/19/2016 Hire Date: 10/10/2016	2-9, 11-12, 14, 17-32, 34-39, 41-51	22
Operations Technician Open Date: 7/19/2016 Hire Date: 10/12/2016	2-9, 11-12, 14, 17-32, 34-39, 41-51	6
Photographer/Editor Open Date: 8/29/2016 Hire Date: 10/31/2016	2-12, 14, 17-21, 23-32, 34-39, 41-51	10
Local Sales Assistant Open Date: 10/17/2016 Hire Date: 1/1/2017	1-12, 14-15, 17-21, 23-32, 34-39, 41-51	10

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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	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	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
5	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
6	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	26

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Catholic Charities 1000 Howard Ave New Orleans, Louisiana 70113 Phone : 504-310-6975 Email : ccano@ccano.org Fax : 1-504-523-2789 Chelana Alexander	Y	0
8	Children's Hospital Family Advocacy 3308 Tulane Ave. Ste. 600 New Orleans, Louisiana 70119 Phone : 504-821-4611 Email : CFWells70127@Yahoo.com Carolyn Wells	Y	0
9	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
10	Current Employee	N	10
11	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
12	Dillard University 2601 Gentilly Blvd New Orleans, Louisiana 70122 Phone : 504-816-4360 Email : dwilliams@dillard.edu Dawn Williams	Y	0
13	Employee Referral	N	4
14	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0

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15	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
16	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-653-4983 Career Services Manual Posting	N	10
17	ITT Technical Institute 140 E. James Dr. St. Rose, Louisiana 70087 Phone : 504-463-0338 Patricia Marshall Manual Posting Prong 2 Ended Date: 1/27/2017	N	0
18	LA Association of Broadcasters 660 Florida Blvd. Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Url : http://www.careerpage.org/ Email : suzette@broadcasters.org Fax : 1-225-267-4329 Suzette Daniel	Y	0
19	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
20	Labor Solutions, Inc. 3520 Gen. DeGaulle Dr. New Orleans, Louisiana 70114 Phone : 504-227-2904 Email : Labor@bellsouth.net Carolyn Carter	Y	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
21	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
22	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 312.999.4413 Media Recruiter	N	4
23	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
24	Loyola University 6363 St. Charles Ave New Orleans, Louisiana 70118 Phone : (504) 865-3860 Url : http://studentaffairs.loyno.edu/careers Email : ewalter@loyno.edu Elise Walter	Y	0
25	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
26	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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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
27	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 888-281-9066 Career Center Manual Posting	N	0
28	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
29	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
30	National Organization for Women P.O. Box 750356 New Orleans, Louisiana 70175 Phone : 504-364-4444 Email : clday@uno.edu Chris Day	Y	0
31	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
32	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
33	Non-Employee Referral	N	6

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34	Press Club New Orleans 846 Howard Ave New Orleans, Louisiana 70113 Phone : (504) 383-4305 Email : pressclubneworleans@gmail.com Media Recruiter	N	0
35	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
36	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
37	Sojourner Truth Neighborhood Center 2200 Lafitte St. New Orleans, Louisiana 70119 Phone : 504-527-9963 Fax : 1-504-827-5432 Claudette Austin	Y	0
38	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
39	Southern University 6400 Press Dr New Orleans, Louisiana 70126 Phone : 504-286-5000 Url : http://web.subr.edu/index.php?id=1010 Email : jmarion@suno.edu Fax : 1-504-286-8389 Joseph Marion	Y	0

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40	Spots 'n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : www.spotsndots.com Career Service Manual Posting	N	2
41	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
42	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
43	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
44	TV Jobs PO Box 4116 Oceanside, California 95062 Phone : (800) 374-0119 Mark Halloway Manual Posting	N	0
45	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0

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46	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
47	Urban League of Greater N.O. 4640 S. Carrollton Ave Suite 210 New Orleans, Louisiana 70119 Phone : 504-620-2332 Email : info@ulgn.com Fax : 1-504-620-9654 Cherie LaCour-Duckworth	Y	0
48	Veterans Affairs Homeless Program 3500 Canal Street New Orleans, Louisiana 70119 Phone : 504-679-0600 Email : Hezzie.weston@va.gov Hezzie Weston	Y	0
49	WorkNola.com 365 Canal Place New Orleans, Louisiana 70130 Phone : 504-432-1232 Url : http://worknola.com/ Austin Lavin Manual Posting	N	3
50	WWOZ Community Radio P. O. Box 51840 New Orleans, Louisiana 70151 Phone : 504-568-1239 Email : feedback@wwoz.org Fred Goodrich	Y	0
51	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:			65

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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	2/1/2016	Establishment of an intern program designed to assist members of the community	Spring 2016 Internship Program-the station's college Internship Program offers students an opportunity to earn school credit while gaining experience in the field of broadcast media. Ten students from six different universities participated in the spring 2016 program.	10	Executive Producer Assignment Editor Chief Photographer Various
2	3/3/2016	Provision of training to management	Hearst's Director of Veteran Recruiting visited the station to provide training to hiring managers relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and "pipeline" for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment.	4	President and General Manager News Director Chief Engineer Creative Services Director
3	5/23/2016	Establishment of an intern program designed to assist members of the community	Summer 2016 Internship Program-the station's college Internship Program offers students an opportunity to earn school credit while gaining experience in the field of broadcast media. Sixteen students from thirteen colleges participated in the summer 2016 program.	10	Producer News Director Creative Services Director Various
4	10/8/2016	Participation in events sponsored by community groups	Participated in the Louisiana Association of Broadcasters student career workshop. Two WDSU managers, along with other professionals in the broadcast industry, led panel discussions about the industry, allowing time for questions by participants.	4	President and General Manager News Director Creative Services Director Digital Manager
5	10/8/2016	Participation in Job Fairs	Participated in the Louisiana Association of Broadcasters Student Career Workshop and Job Fair.	4	News Director Creative Services Director Business Manager Program Co-ordinator

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6	10/20/2016	Provision of training to management	On October 20, 2016, the station's Director of Engineering attended, in person, a training session in Omaha, Nebraska, held by the station's corporate parent. At the session, Hearst's Director of Veteran Recruiting provided training relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and "pipeline" for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment.	1	Director of Engineering-WDSU