

**WLAE-TV New Orleans, LA
EEO Public File Report
February 1, 2015 – January 31, 2016**

I. Vacancy List

Job Title	Recruitment Sources	Recruitment Source Referring Hires
Video Editor	LA Department of Labor	
	LA Works Online Posting	X
	Unsolicited/Freelance Pool	X
	Craigslist	X
	WLAE Website	X
	University of New Orleans	X
	Tulane University	
	Production Hub	

II. Master Recruitment Source List

Recruitment Source	Received Vacancy Notification?	Number Referred This Period
Craigslist www.craigslist.com	Yes	28
University of New Orleans Jefferson Center Campus 3330 N. Causeway Blvd. Metairie, LA 70002	Yes	0
Unsolicited Resumes WLAE accepts unsolicited resumes from the general public. Resumes are kept on file for a period of six months and utilized as a primary recruitment source when vacancies occur.	No	2
LA Department of Labor 2900 Dowdell St. Shreveport, LA 71103	Yes	0
LA Works online www.laworks.net	Yes	2

WLAE Website www.wlae.com	Yes	3
Tulane University website www.tulane.edu	Yes	0
Production HUB Website www.productionhub.com	Yes	0

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III. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description Of Activity
1. Initiative No. 5 – Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	WLAE established and managed an internship program during the 2015 school year. Students from Loyola University, UNO, Delgado and Tulane University are invited to participate acquiring the skills necessary to pursue a career in broadcasting. Course credit is available for the semester in which the internship was served. Two interns were hired in 2015 and another student shadowed during the summer semester for two weeks.
2. Initiative No. 6 – Participate in job banks, internet programs and other programs designed to promote outreach (i.e., that are not primarily directed to providing notification of specific job vacancies).	WLAE established and maintained a Freelance Pool by which individuals across the community were provided opportunities to gain experience in the area of broadcast production.

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| <p>3. Initiative No. 10 – Participate in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p> | <p>WLAE GM, Development Director and staff members participated as a speaker for elementary, high school and college career days. Also, WLAE had a booth at the 2015 LAHMA Conference.</p> |
| <p>4. Initiative No. 14 – Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p> | <p>In September of 2015, WLAE General Manager attended NCDC conference. Throughout the year, other managers attended professional development seminars and talks containing EEO information sponsored by industry trade associations.</p> |
| <p>5. Initiative No. 16 – Participate in other activities than the ones listed that the licensee has designed to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p> | <ul style="list-style-type: none"> A. Posted general and specific employment information on on-online bulletin boards maintained by Willwoods Community for its owned and operated subsidized apartment facilities. B. Posted general and specific information on WLAE website. C. Participated in job bank program of the Louisiana Office of Workforce Development. D. Conducted annual Tuition Auction on March 29, 2015 with 40 local elementary, high schools and colleges participating. E. Outreach activities throughout the community associated with the many local productions taped in the region. F. Use of social media such as Facebook and Twitter. |