

**WLAE-TV New Orleans, LA
EEO Public File Report
February 1, 2022 – January 31, 2023**

I. Vacancy List

Job Title	Recruitment Sources	Recruitment Source Referring Hires
Legacy Projects Producer	LA Department of Labor LA Works Online Posting Unsolicited/Freelance Pool Craigslist WLAE Website NOLA.com Tulane University Production Hub Indeed	X X

II. Master Recruitment Source List

Recruitment Source	Received Vacancy Notification?	Number Referred This Period
Craigslist www.craigslist.com	No	0
NOLA.Com The Times Picayune www.nola.com	No	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.	Yes	1
LA Department of Labor 2900 Dowdell St. Shreveport, LA 71103	No	0
LA Works online www.laworks.net	No	0

WLAE Website www.wlae.com	Yes	1
Tulane University website www.tulane.edu	No	0
Production HUB Website www.productionhub.com	No	0
Indeed www.indeed.com	Yes	0

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III. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description Of Activity
<p>1. Initiative No. 5 – Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>WLAE annually establishes and manages an internship program during the school year. Students from Loyola University, University of New Orleans, Delgado Community College 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. In 2022 due to the COVID-19 Pandemic, the internship program was limited during the crisis.</p>

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.

3. Initiative No. 10 – Participate in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

WLAE staff members are often invited to participate as speakers for elementary, high school and college career days. Due to the COVID-19 Pandemic these activities were limited in 2022. WLAE did participate in the following virtual career fairs: NOLA Virtual Career Spring Expo (Loyola, UNO, Xavier, Dillard & SUNO) on March 17, 2022. University of Central Missouri Spring Digital Media Virtual Job Fair on March 23, 2022. Tulane University Virtual Career Fair on March 24, 2022 and UNO/Loyola Virtual Career Fair on October 14, 2022.

4. Initiative No. 14 – Provide training to Management level personnel as to methods of preventing discrimination.

On January 24-26 2022, General Manager and Development Director virtually attended the annual NETA/CPB Thought Leader Conference with EEO information and sessions on diversity and inclusion. CFO attended the annual Public Media Business Assoc. meeting in May 2022 with information on diversity. Senior management staff attended the LAHMA Conference on July 21 & 22 with discussion on employment practice in the workplace. WLAE staff also completed the CPB sponsored 2022 workplace harassment on-line training course.

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.

A. Posted general and specific employment information on on-online bulletin boards maintained by Willwoods Community for its owned and operated affordable housing facilities.

B. Posted general and specific information on WLAE website.

C. Conducted annual Tuition Auction in April 2022 virtually online with 11 local elementary, high schools and colleges participating.

D. Outreach activities throughout the community associated with the many local productions taped in the region. (LPO Concert, Christmas Carols in Jackson Square)

E. Use of social media such as Facebook, Instagram and Twitter.