

**WLAE-TV New Orleans, LA
EEO Public File Report
February 1, 2023 – January 31, 2024**

I. Vacancy List

Job Title	Recruitment Sources	Recruitment Source Referring Hires
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No Job Openings

**LA Department of Labor
LA Works Online Posting
Unsolicited/Freelance Pool
Craigslist
WLAE Website
NOLA.com
Tulane University
Production Hub
Indeed**

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	2
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	2
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, Southeastern University 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. The station had 2 interns during this reporting period.</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.

WLAE did participate in the following virtual career fairs: Tulane University Spring Virtual Career Fair on February 15, 2023; Louisiana Christian University Career Fair on March 16, 2023; University of Central Missouri Digital Media & Communications Virtual Fair on March 23, 2023; Tulane University Virtual Career Fair on September 27, 2023.

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

May 30-June 1, 2023, CFO attended annual Public Media Business Assoc. meeting with information on diversity. On July 18 & 19, 2023, Senior Management staff attended the LAHMA Conference with discussions on employment practices in the workplace. On September 10-13, 2023, General Manager and Director of Production attended the NETA/CPB annual Thought Leader Conference with EEO information and sessions on Equity, Diversity and Inclusion.

WLAE staff also completed the CPB sponsored 2023 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 2023 virtually online with 12 local elementary, high schools and colleges participating.

D. Outreach activities throughout the community associated with the many local productions taped in the region and public documentary screening events.

(George Dunbar Documentary screening (2), Formed Documentary screening LPO/Carlos Prieto Concert, Christmas Carols in Jackson Square)

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