

2026 ANNUAL EEO PUBLIC FILE REPORT

Louisiana Educational Television Authority d/b/a Louisiana Public Broadcasting

Stations:	WLPB-TV, Baton Rouge, LA KLTL-TV, Lake Charles, LA KLPB-TV, Lafayette, LA KLTM-TV, Monroe, LA KLPA-TV, Alexandria, LA KLTS-TV, Shreveport, LA
Reporting Period:	January 23, 2025 – January 22, 2026
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

During the reporting period, **no college students or interns participated at LPB, and no student or intern was assigned to the Production Department** during this time. When interns are hired, they are limited to a maximum of **20 hours per week per academic semester**.

Interns are typically referred to LPB through the LSU Manship School of Mass Communication and the Department of Mass Communication at Southern University, where students seek to fulfill required internship hours toward graduation. When placed, interns are assigned professional-level responsibilities that may include writing, production support, and research activities.

*Participated in at least 4 **events** or **programs** sponsored by **educational***

The LPB Human Resources Department participated in the **Acadiana Opportunity Job**

institutions relating to career opportunities in broadcasting.

Fair, hosted by Lafayette Economic Development, Acadiana Society of Human Resources Management, Louisiana Works, and Louisiana Rehabilitation Services, with The Stuller Family Foundation serving as the event's presenting sponsor.

This well-organized job fair provided an excellent opportunity to connect employers with a diverse and inclusive applicant pool, including individuals with disabilities, further supporting workforce accessibility and equitable employment opportunities.

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

Employees participated in the annual training requirements for state employees on 2025 Code of Ethics for Public Servants due December 31, 2025, and CPTP Preventing Sexual Harassment -and- CPTP SCS PSH for Supervisor 2025 WBT due by September 30, 2025, which is CPB requirement.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE	# INTERVIEWED
08/11/2025	TV Senior Producer 2	Civil Service website	1
09/08/2025	Accounting Technician	Civil Service website	3
09/22/2025	TV Camera Operator 3 (TV Multimedia Specialist 3)	State Civil Service website	4
10/03/2025	Anchor/Reporter/Producer	State Civil Service website	3
10/13/2025	Accountant Supervisor 2	State Civil Service website	1
11/17/2025	Anchor/Reporter/Producer	State Civil Service website	3
11/17/2025	TV Multimedia Director (Editor)	State Civil Service website	4

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
State Civil Service	19
Total Number of Persons Interviewed during the Reporting Period:	19

RECRUITING SOURCES USED

As a state-owned licensee, LPB is required to use the Louisiana State Civil Service to recruit for openings at the stations. In order to remain in compliance with State Civil Service requirements, LPB must inform it of all job vacancies. Job openings are posted on the State Civil Service website at <https://jobs.la.gov/> and the LPB website at <https://www.lpb.org/about/jobs/>. They are also posted on the Government Jobs website and run by Indeed. Louisiana Jobs and Applicant Tracking System is used to manage the recruitment process from the creation of the requisition to the filling of the job.

State Civil Service is the central human resources agency for the state of Louisiana. As both a regulatory and consultative agency, it provides systems and services that will enable state agencies to make merit-based, quality decisions regarding the hiring, development, and retention of skilled and capable individuals.

Its policies are guided by the provisions of Article X of the Louisiana State Constitution and are implemented in a manner which is both efficient as possible and cost-effective to the citizens of Louisiana. Such policies are founded upon the principles of equal pay for equal work, equal opportunity, ability-based employment and promotion, and freedom from political influence.