

**EEO Public File Report**  
**WLPB-TV, Baton Rouge, LA**  
**January 22, 2018- January 21, 2019**

Louisiana Educational Television Authority is an Equal Opportunity Employer

Filled Positions						www.lpb.org			
Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Sources	Number Interviewed	Number Hired	Ent To Notice	Rec Source for Hiree	
1	Accountant 1	9/11/2018	10/29/2018	LPB Web site & FB Page	2	1	Y	SCS	
1	Ed TV Technology Progam Specialist 1	9/10/2018 & 10/26/18	Cancelled	Civil Service Website	4	0	Y	SCS	
1	TV Eng. Transmitter Supervisor	9/19/2018	11/5/2018	Civil Service Website	2	1	Y	SCS	
1	Anchor/Reporter/Producer	11/1/2018		LPB Web site & FB Page	3	1	Y	SCS	
1	Information Tech Tech. Suport Analyst 1	4/16/2018 & 7/26/2018	8/13/2018 (Internal promotion)	Civil Service Website	8	1	Y	SCS	
1	TV Engineer Section Manager	9/21/2018	9/27/18 (Internal promotion)	Indeed. Com jobs.current.org careerpage.org cpb.org Baton Rouge Advocate Classifieds	1	1	Y  N N N	SCS	

**MASTER LIST OF RECRUITMENT SOURCES**

NO	Organization/Source	Req	Contact	E-mail/Website	Address	City	State/Zip	Phone
1	LA Dept of State Civil Service (SCS)	*	Staffing Division	<a href="http://www.civilservice.la.gov">www.civilservice.la.gov</a>	P.O. Box 94111	Baton Rouge,	LA 70804	225-342-8536
2	Colleague Referral	*	Candace Morgan	<a href="http://www.lpb.org">www.lpb.org</a>	7733 Perkins Road	Baton Rouge,	LA 70810	225-767-4290
3	LPB website	*	Candace Morgan	<a href="http://www.lpb.org">www.lpb.org</a>	7733 Perkins Road	Baton Rouge,	LA 70810	225-767-4290
4	Southern University A & M	*	Kathy Hayes	<a href="mailto:careerservices@subr.edu">careerservices@subr.edu</a>	T. H Harris Hall, Suite 1100	Baton Rouge,	LA 70813	225-771-2200
5	Louisiana State University A & M	*	Helen Taylor	<a href="mailto:htaylor@lsu.edu">htaylor@lsu.edu</a>	1502 Patrick F. Taylor Hall	Baton Rouge,	LA 70803	225-578-2162
6	Indeed.com		Social Media	<a href="http://www.indeed.com">www.indeed.com</a>				
7	LinkedIn		Social Media	<a href="http://www.linkedin.com">www.linkedin.com</a>				
8	LPB facebook		Social Media	<a href="http://www.facebook.com">www.facebook.com</a>				
9	Current Newspaper			<a href="http://www.publicmediajobs.org">www.publicmediajobs.org</a>				
10	CAREERPAGE			<a href="http://www.careerpage.org">www.careerpage.org</a>				
11	Corp. for Public Broadcasting			<a href="http://www.cpb.org">www.cpb.org</a>				

### Long-term Recruitment Initiatives

Louisiana Public Broadcasting (LPB) is a network of six public television stations licensed to the Louisiana Educational Television Authority. The flagship station of the network and its studio and operating center is Station WLPB-TV, Baton Rouge. LPB has had a year-round internship program in place since approximately 1983. This program is designed to recruit students from accredited colleges and universities who are interested in a career in broadcasting. The students are provided an opportunity to gain work experience and receive training in their areas of their educational major or field of interest, i.e. engineering, production or advertising. LPB has at least 3 active interns at any given time. LPB also provides training to management level employees on methods to prevent discrimination.

	<b>TYPE OF RECRUITMENT INITIATIVE</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Internship Program	WLPB-TV has had an on-going Internship Program since 1983. During this reporting period (1/22/18-1/21/19), there were two (2) student interns from the LSU majoring in Mass Communications, working to gain experience in their area of interest. Only one is a paid internship in Administration.
2	Job Fairs	Our production department reaches out to the student coordinator in the College of Mass Communications for referral of students that need internship credit toward graduation. This is an ongoing endeavor.
3	Scholarship	The Annual Mass Communication Scholarship was not funded this fiscal year due to lack of underwriter support.
4	Other Activities	Our Deputy Director reached out to the LSU Department of Communication/Marketing & Public Relations for assistance in a campaign to increase our membership 20,000 in 2020. Our goal is to increase our membership to 20,000 by the year 2020.

### **Prong 3 Initiatives Details**

Engaged in the following outreach activities from January 22, 2018-January 21, 2019.

1. Human Resources Director tracked and notified employees of the annual training requirement for state employees on Code of ethics for Public Servants due December 31, 2018 and Preventing of Sexual Harassment due by September 30, 2018 new FCC requirements.
2. Three college students participated in internships in the production (2), human resources/administration departments.
3. Human Resources Personnel participated in the following Career Days:
  - Didn't attend any job fairs due to budget restraints
  - Our Production department has bridged a relationship with the Department of Communication at LSU and interns are referred to LPB that need internship hours toward graduation and LPB wins because they take on professional level assignments in the area of writing and research, that benefits LPB and our programming.
  - Our Deputy Director reached out to the Department of Communications/Public Relations at LSU and contracted students to come up with a promotion for LPB to increase our membership, 20,000 in 2020. The promotion is to increase our membership to 20,000 by 2020.
4. Other Activities
  - GRANTS
    - American Graduate Content sharing initiative/ October 17, 2018 - Dec 31, 2019/ To highlight employment opportunities for Louisiana's veterans through NextOp (A veteran employment agency headquartered in Texas with its Louisiana office in New Orleans)
    - Veterans Coming Home 2018/ May 1, 2018 - Dec 31, 2018/ Highlight programs that help Louisiana's veterans transition back to civilian life
  - OUTREACH
    - 1/14/18 Screening "I Am Not Your Negro" at Goodwood Library
    - 2/5/18 Screening "Tell Them We Are Rising" Southern University Cotillion Ballroom
    - 2/23/18 Spoke to Dr. Jim Richardson's class at Louisiana State University

- 2/26/18 Screening “Lorraine Hansberry” documentary Baton Rouge Community College
- 4/16/18 Young Heroes event
- 5/4/18 Commencement address at Centenary College
- 7/21/18 Presentation to the Louisiana Commission for Civic Education’s Legislative Youth Advisory Council (LYAC) about the *Louisiana Public Square* series and how LYAC students can be a part of the program.
- 6/21/18 – Kevin Gautreaux judged a 4H speech competition at LSU.
- 9/30/18 Mortar Board Event at Louisiana State University
- 10/23/18 “Great American Read” event and program at Goodwood Library