

2021 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, 2020 – January 22, 2021

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.*

2 college students participated at LPB during the reporting period; 1 working in the Digital Media department and 1 in human resources/administration departments. Each intern works a maximum of 20 hours/weekly per semester.

Interns are referred to LPB from Department of Communication at Louisiana State University who need internship hours toward graduation. Interns take on professional level assignments in the area of writing and research.

*Participated in at least **4 events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

Our Deputy Director worked with 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.

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

Employees participated in the annual training requirement for state employees on Code of ethics for Public Servants due December 31, 2020 and Preventing of Sexual Harassment due by September 30, 2020, which is CPB requirement.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE	# INTERVIEWED
6/29/2020	Accountant 1	Civil Service website	6
05/04/2020	Administrative Prog Spec B	Civil Service website	1
05/18/2020	Television Engineer 3	Civil Service website	1
06/24/2020	Human Resources Director A	Civil Service website	3
07/13/2020	Television Senior Producer 1	Civil Service website	6
12/7/2020	Anchor/Reporter (Mass Comm Spec)	Civil Service website	1
01/11/2021	Television Executive Producer	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	22
Total Number of Persons Interviewed during the Reporting Period:	22

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. SCS requires that LPB provide it with notice of all job vacancies. LA Careers Online Application 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.