

2022 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, 2022 – January 22, 2023

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.*

1 college student participated at LPB during the reporting period; 1 working in the Digital Media department. Each intern works a maximum of 20 hours/weekly per semester.

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

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

Our state agency was unable to participate in any events or programs due to the spike in COVID-19 cases last year.

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

Employees participated in the annual training requirements for state employees on 2022 Code of Ethics for Public Servants due December 31,

prevent discrimination.

2022 and CPTP Preventing Sexual Harassment
-and- CPTP SCS PSH for Supervisor 2022 WBT
due by September 30, 2022, which is CPB
requirement.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE	# INTERVIEWED
02/01/2022	Accounting Technician	Civil Service website	4
03/02/2022	Administrative Coordinator 1	Civil Service website	3
03/07/2022	TV Camera Operator 3	Civil Service website	4
04/04/2022	TV Senior Producer 1	Civil Service website	3
04/04/2022	TV Camera Operator 3	Civil Service website	4
07/05/2022	Educational TV Technology Program Specialist 1	Civil Service website	4
09/19/2022	Administrative Coordinator 3	Civil Service website	4
09/26/2022	Facility Maintenance Manager A	Civil Service website	2
10/03/2022	Accountant Manager 1	Civil Service website	4
10/05/2022	TV Engineer 2	Civil Service website	3
10/17/2022	Deputy Director	Civil Service website	5
10/31/2022	TV Camera Operator 3	Civil Service website	3
11/14/2022	IT Applications Developer 2	Civil Service website	3
12/14/2022	Public Information Director 1	Civil Service website	3

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
State Civil Service	49
Total Number of Persons Interviewed during the Reporting Period:	49

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.