

WLAE-TV, New Orleans, LA
EEO Public File Report
February 1, 2008 – January 31, 2009

I. Vacancy List

Job Title	Recruitment Sources	Recruitment Source Referring Hires
Director of Development	Times Picayune	
	LA Department of Labor LA Works online posting	
	Freelance Pool	x
	WLAE Website	
Director of Business Dev.	Times Picayune	
	LA Works online posting	
	Freelance Pool	
	WLAE Website	x

II. Master recruitment Source List

Recruitment Source	Received Vacancy Notification?	Number Referred This Period
Times Picayune Classified Ads 3800 Howard Ave., NOLA 70112 504-822-SELL Dionne White dpayton@timespicayune.org	Yes	3
Louisiana Weekly Newspaper Phone: (504) 282-3705 Fax: (504) 282-3773 Mailing Address: P.O. Box 8628 New Orleans, LA 70182	no	0
Loyola University Career Services Center Paula Quenoy, Associate Director 6363 St. Charles Ave, Campus Box 200 New Orleans, LA 70118 504-865-3835	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 a vacancy occurs.	no	5
Louisiana Department of Labor LA Works Website Posting LA Works.net	Yes	0
WLAE Website	Yes	5

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III. Recruitment Initiatives

Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1. Initiative No. 5 -- Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	WLAE established and maintained an internship program during each of the 2008 spring, summer and fall semesters with the University of New Orleans by which a student interested in acquiring the necessary skills to pursue a career in broadcasting worked as an intern at the station. WLAE managers gave written evaluations to each intern, who also received class credit for the semester in which the internship was served.
2. Initiative No. 6 – Participate in job banks, Internet programs, and other programs designed to promote outreach generally (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’s General Manager participated as a speaker in Career Day on April 2, 2008 at Jesuit High School in New Orleans, LA
4. Initiative No. 14 – Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	WLAE’s General Manager attended a training session held in October 2008 by the Public Broadcasting System which addressed ensuring equal employment opportunity and preventing discrimination in connection with station hiring practices and personnel matters.

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Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
<p>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.</p>	<p>A. Posted general and specific employment information on online bulletin boards maintained by Willwoods Community for its owned-and-operatee government-subsidized apartments, assisted-living centers and similar facilities.</p> <p>B. Posted general and specific employment information on WLAE's online website.</p> <p>C. Participated in job bank program of the Louisiana Office of Workforce Development.</p> <p>D. Conducted a tuition auction on March 28, 2008 with Holy Cross High School and other local educations institutions.</p> <p>E. Produced and aired the season opening concert of the Louisiana Philharmonic Orchestra on April 23, 2008.</p> <p>F. Produced and aired a city-wide Hurricane Katrina Anniversary Ceremony on August 29, 2008.</p>