



# KPLC-TV

## MASTER LIST OF RECRUITMENT SOURCES

February 1, 2019 to January 31, 2020

*\*Sources with an asterisk (\*) denote organizations that requested notification of job vacancies*

<u>*Source Number</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing/Email Address</u>	<u>Website</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
<b>COMMUNITY SOURCES</b>						
1	Calcasieu Parish Police Jury/Human Services Dept.	Tarek Polite	<a href="mailto:tpolite@cppj.net">tpolite@cppj.net</a>	<a href="http://www.cppj.net">www.cppj.net</a>	337-721-4020	
2	LA. Rehabilitation Services	Terilyn Beard	<a href="mailto:TBeard1@lwc.la.gov">TBeard1@lwc.la.gov</a>	<a href="http://www.lwc.la.gov">www.lwc.la.gov</a>	337-475-8086	
3	Unitech Training Academy	S. Jabusch	<a href="mailto:sjabusch@unitechtrainingacademy.com">sjabusch@unitechtrainingacademy.com</a>	<a href="http://www.unitechtrainingacademy.com">www.unitechtrainingacademy.com</a>	337-564-5716 or 337-540-3145	
4	Sowela Technical Community College	Joseph W. Lavergne, Director of Recruitment & Career Planning	<a href="mailto:Joseph.Lavergne@sowela.edu">Joseph.Lavergne@sowela.edu</a>	<a href="http://www.sowela.edu">www.sowela.edu</a>	337-421-6951	
5	La. Department of Labor	Mary Conway	2424 Third Street, Lake Charles, LA 70601	<a href="http://www.laworks.net">www.laworks.net</a>	337-721-4010	
6	McNeese State University	Ralynn Castete	Career Services Center, Box 90780, Lake Charles, LA 70609	<a href="https://www.collegecentral.com/mcneese">https://www.collegecentral.com/mcneese</a>	337-475-5612	
*7	Grace Church	Gregg Glass	PO Box 1086, DeRidder, La 70634		337-348-3373	
8	Delta Tech	Susan Davis, Graduate Services & Community Relations Specialist	502 Broad Street, Lake Charles, LA 70601	<a href="http://www.deltatech.edu">www.deltatech.edu</a>	337-439-5765	
<b>ADDITIONAL SOURCES</b>						
9	Louisiana Association of Broadcasters	Polly Prince	660 Florida Street, Baton Rouge, LA 70801	<a href="http://www.careerpage.org">www.careerpage.org</a>	225-267-4522	
10	KPLC-TV	Johnathan Manning	<a href="mailto:jmanning@kplctv.com">jmanning@kplctv.com</a>	<a href="http://www.kplctv.com">www.kplctv.com</a>	337-439-9071	2
11	Gray Television			<a href="http://gray.tv/careers#currentopenings">http://gray.tv/careers#currentopenings</a>		7

12	KPLC-TV Bulletin Board	Bridget Courtney	<a href="mailto:bcourtney@kplctv.com">bcourtney@kplctv.com</a>		337-437-7508	
13	Lamar University	Amy Dillow	<a href="mailto:amy_pumphrey@lamar.edu">amy_pumphrey@lamar.edu</a>	<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	409-880-8878	
14	Southern University	Tamara Foster-Montgomery	<a href="mailto:careerservices@subr.edu">careerservices@subr.edu</a>	<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	225-771-4500	
15	Xavier University	Carolyn Thomas	<a href="mailto:cathomas@xula.edu">cathomas@xula.edu</a>	<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>		
16	Louisiana State University	Amy Caillouet	1502 Patrick F. Taylor Hall, Baton Rouge, LA 70803	<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	225-578-2162	
17	University of Louisiana/Lafayette	Karen Bullinger	Career Services, 200 Rex Street, Lafayette, LA 70504	<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	337-482-1444	
18	Loyola University		<a href="mailto:careers@loyno.edu">careers@loyno.edu</a>	<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	504-865-3860	
19	University of Louisiana at Monroe		<a href="mailto:careerconnections@ulm.edu">careerconnections@ulm.edu</a> <a href="mailto:part-time_email_to_finaid@ulm.edu">part-time email to finaid@ulm.edu</a>	<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	318-342-5338	
20	Belhaven University		<a href="mailto:career@belhaven.edu">career@belhaven.edu</a>	<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	601-968-8995	
21	Southeastern Louisiana University		Career Services, Student Union Rm 241, SLU 10492, Hammond, LA 70402 <a href="mailto:careerservices@selu.edu">careerservices@selu.edu</a>	<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	985-549-2121	
22	Southern University at Shreveport	Tuesday Williams	<a href="mailto:twilliams@susla.edu">twilliams@susla.edu</a>	<a href="http://www.susla.edu">www.susla.edu</a>	318-670-6334	
23	Native American Journalists Association (NAJA)	Bryan Pollard	<a href="mailto:bpollard@naja.com">bpollard@naja.com</a>	<a href="http://www.naja.com">www.naja.com</a>	405-325-1649	
24	Prairie View A&M	Shadia Washington	<a href="mailto:shadia_washington@pvamu.edu">shadia_washington@pvamu.edu</a>	<a href="http://www.pvamu.edu">www.pvamu.edu</a>	936-857-2055	
25	Jarvis Christian College	Daphene Singleton	<a href="mailto:daphene_singleton@jarvis.edu">daphene_singleton@jarvis.edu</a>	<a href="http://www.jarvis.edu">www.jarvis.edu</a>	903-730-4890	
26	Wiley College	Ladonna Gaut	<a href="mailto:ldgaut@wileyc.edu">ldgaut@wileyc.edu</a>	<a href="http://www.wileyc.edu">www.wileyc.edu</a>	903-923-2477	
27	Talent Dynamics	Christina Hedding	<a href="mailto:hedding@talentdynamics.com">hedding@talentdynamics.com</a>	<a href="http://www.talentdynamics.com">www.talentdynamics.com</a>	214-640-3139	
28	National Lesbian & Gay Journalists Association (NLGJA)	Matthew Rose	1420 K Street, Suite 910, Washington, DC <a href="mailto:mrose@nlgja.org">mrose@nlgja.org</a> <a href="mailto:info@nlgja.org">info@nlgja.org</a>	<a href="http://www.nlgja.org">www.nlgja.org</a>	202-588-9888	
29	Dillard University	Keith Alan Morris	<a href="mailto:kmorris@dillard.edu">kmorris@dillard.edu</a>	<a href="http://www.dillard.edu">www.dillard.edu</a>	504-816-4685	
30	National Council of Negro Women	David Glenn, Jr.	<a href="mailto:membership@ncnw.org">membership@ncnw.org</a>	<a href="http://www.ncnw.org">www.ncnw.org</a>	202-383-9121	
31	Louisiana College	Leneile Mercer	<a href="mailto:mercerc@lacollege.edu">mercerc@lacollege.edu</a>	<a href="http://www.lacollege.edu">www.lacollege.edu</a>	318-487-7420	
32	Illinois Center for Broadcasting	Don Clark	530 South State Street, Chicago, IL 60605 <a href="mailto:dclark@beonair.com">dclark@beonair.com</a>	<a href="http://beonair.com">http://beonair.com</a>	312-884-8000	
33*	Grambling State	Dr. Sharon Ford-Dunn	<a href="mailto:dunns@gram.edu">dunns@gram.edu</a>	<a href="http://www.gram.edu">http://www.gram.edu</a>	318-274-2189	

34	LinkedIn			<a href="https://www.linkedin.com/company/raycom-media/">https://www.linkedin.com/company/raycom-media/</a>		6
35	Indeed.com			<a href="http://www.indeed.com">www.indeed.com</a>		37
36	Other/Current Employee		-	-		8
37	Other/Former Employee		-	-		1
38	Other/Employee Referral		-	-		4
39	Other/Raycom Recruitment					
40	Other/Gray Stations					
41	Other/Sites that scrape postings					5
42	Asian American Journalist Association (AAJA)			<a href="https://aaja.nationbuilder.com/form/user_sessions/new">https://aaja.nationbuilder.com/form/user_sessions/new</a>		
Total						70

# KPLC

## EEO PUBLIC FILE REPORT

February 1, 2019 – January 31, 2020

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 1, 2019 – January 31, 2020

Describe Nature of Initiative:

Full-time job postings on minority websites.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

All job openings in top 3 EEO categories are posted on the websites of media trade groups whose membership includes substantial participation by women and minorities, including:

Native American Journalists Association (NAJA)  
National Council of Negro Women (NCNW)  
National Lesbian Gay Journalist Association (NLGJA)

Names of Station Personnel involved in Initiative:

EEO Coordinator/Administrative Assistant, Bridget Courtney

# KPLC

## EEO PUBLIC FILE REPORT

February 1, 2019 – January 31, 2020

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 1, 2019 – January 31, 2020

Describe Nature of Initiative: KPLC Tours

KPLC Tours

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

March 26 – A group of ten students from Emmanuel Christian in Vinton toured the station  
September 4 – approximately 50 students from Lake Charles Charter Academy toured the station with an emphasis on the Weather Department  
September 5 – approximately 50 students from Lake Charles Charter Academy toured the Station with an emphasis on the Weather Department

Names of Station Personnel involved in Initiative:

Jenelle Shriner, News Director  
Gabe Espinosa, Meteorologist  
Ben Terry, Meteorologist

# KPLC

## EEO PUBLIC FILE REPORT

February 1, 2019 – January 31, 2020

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 1, 2019 – January 31, 2020

Describe Nature of Initiative: KPLC Teen Reporters

KPLC Teen Reports air during the 5p newscast and again in 7News Sunrise

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

High School students from Lake Charles Boston Academy of Learning, under the direction of Pam Gayle, former KPLC News Anchor, and John Bridges, Assistant News Director submit reports that are of interest to their age groups.

Names of Station Personnel involved in Initiative:

Jenelle Shriner, News Director  
John Bridges, Anchor/Reporter

# KPLC

## EEO PUBLIC FILE REPORT

February 1, 2019 – January 31, 2020

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): August – December 2019

Describe Nature of Initiative: Internships

Student Internship Program

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

KPLC-TV offers internships to college students as a way to assess jobs and job readiness. These internships are granted to students majoring in Communications, Mass Communications, Journalism and Broadcast Journalism from various accredited colleges and universities throughout the U.S. who have received the approval from the Dean/Chairman and/or academic advisor of their respective department(s). Upon successful completion of the program, the student receives credit and a letter grade. Students were assigned to work with specific News, Sales, Operations and Engineering Department staffers. 2018 interns were assigned as follows:

August – December Two interns assigned to the News Department

Names of Station Personnel involved in Initiative:

Jenelle Shriner, News Director



# KPLC

## EEO PUBLIC FILE REPORT

February 1, 2019 – January 31, 2020

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 1, 2019 – January 31, 2020

Describe Nature of Initiative: Speaking Engagements

KPLC employees speak at various events throughout the year.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

February 7 – Spoke to 80 students at Life Christian Academy in Sulphur, LA about reporting the weather  
March 12 – Spoke to about 50 seniors at the senior adult luncheon at First Baptist Church Moss Bluff, LA about the weather  
April 5 – Spoke to 65 kindergarteners at Westwood Elementary in Westlake, LA about weather and did a demonstration about clouds using cotton balls  
April 8 – Spoke to the Mass Communications class at Lamar University in Beaumont, TX about journalism, tips on making first resume reels and job interviews. Also had a roundtable discussion.  
April 9 – Spoke to a group of 50-60 homeschoolers from Calcasieu Parish Homeschool Association at Maplewood First Baptist Church ranging from 6<sup>th</sup> – 12<sup>th</sup> grades about weather.  
April 11 – Spoke to 70 kindergarteners at Jessie D Clifton Elementary in Lake Charles, LA about weather and did a demonstration about clouds using cotton balls  
April 13 – Spoke to high school students at Incarnate Word Academy about journalism  
April 16 – Spoke to 4<sup>th</sup> graders at Fenton Elementary School about weather  
April 26 – Spoke to approximately 50 7<sup>th</sup> graders at South Beauregard Jr High about weather  
May 15 – Spoke to approximately 200 Citgo contractors about the upcoming hurricane season  
May 16 – Spoke to approximately 25 employees of Westlake Chemical Laboratory about the upcoming hurricane season  
July 19 – Spoke to approximately 15 children at St. Margaret's Summer Day Care about the weather  
November 26 – Spoke to the Kiwanis Club of Lake Charles about changes taking place at KPLC, our editorial process and posting mug shots. They credited KPLC for the success of their Coats for Kids drive.

Names of Station Personnel involved in Initiative:

Wade Hampton – Chief Meteorologist  
Grant Roberts – Meteorologist/Reporter  
Gabby Espinosa – Meteorologist/Reporter  
Jenelle Shriner – News Director  
Shelby Trahan – Reporter/MMJ  
Ben Terry – Meteorologist

# KPLC

## EEO PUBLIC FILE REPORT

February 1, 2019 – January 31, 2020

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 27, 2019

Describe Nature of Initiative: Area Career Days

Area schools and colleges/universities each year hold a day whereby area employers have a chance to meet with students interested in specific areas of employment. These career days also expose students to the many types of careers that are related to the courses they are taking.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

McNeese State University Spring Career & Internship Fair, Lake Charles, LA

Names of Station Personnel involved in Initiative:

Jenelle Shriner – News Director  
Jillian Corder – Assistant News Director/Anchor  
Dakota Watson – Anchor/Reporter  
Shelby Trahan - Reporter

# KPLC

## EEO PUBLIC FILE REPORT

February 1, 2019 – January 31, 2019

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 1, 2019 – January 31, 2020

Describe Nature of Initiative: On-Air Promos

KPLC has a yearly spot schedule entered in Wide Orbit

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

KPLC runs 2 spots per week Monday – Sunday 6am to 12midnight and it also runs as filler when there is open time on the log.

Script - KPLC ... a Gray Television Station ... is an Equal Opportunity Employer. If your organization regularly distributes employment opportunities to job applicants, or has applicants to refer ... and you would like to receive notification of job vacancies at KPLC please notify Bridget Courtney PO Box 1490, Lake Charles, Louisiana 70602 or e-mail [bcourtney@kplctv.com](mailto:bcourtney@kplctv.com).

KPLC periodically has openings for various broadcast related positions. To find out more, visit our website at [kplctv.com](http://kplctv.com).

Names of Station Personnel involved in Initiative:

Bridget Courtney, EEO Coordinator

# KPLC

## EEO PUBLIC FILE REPORT

February 1, 2019 – January 31, 2020

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): June 20, 2019

Describe Nature of Initiative: FCC EEO Training

FCC EEO Training by Wiley Rein staff

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

EEO Webinar Training – reviewed EEO recruiting and reporting process

Names of Station Personnel involved in Initiative:

Bridget Courtney, EEO Coordinator  
Sandy Thompson, Business Office