

**KPLC-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2020 – January 31, 2021**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Manager-News	1-33, 36	36
Producer-Primary	1-33	33
Producer-Primary	1-33, 36	36
Sports Reporter/MMJ	1-33, 36	36
Multimedia Journalist	1-33, 38	38
Technical Media Producer-Primary	1-33, 36	36
Multimedia Journalist	1-33	33
Technical Media Producer-Primary	1-33, 36	36
Producer-Primary	1-33	17
Multimedia Journalist	1-33	33
Producer-Primary	1-33	33
Producer-Primary	1-33	33
Multimedia Journalist	1-33, 38	38

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>Calcasieu Parish Police Jury/Human Services Dept.</b> Tarek Polite <a href="mailto:tpolite@cppj.net">tpolite@cppj.net</a> PO Box 3171, Lake Charles, LA 70602 337-721-4020	No	
2	<b>Louisiana Rehabilitation Services</b> Terilyn Beard <a href="mailto:tbeard1@lwc.la.gov">tbeard1@lwc.la.gov</a> 1001 N 23 <sup>rd</sup> Street, Baton Rouge, LA 70802 337-475-8086	No	
3	<b>SOWELA Technical Community College</b> Joseph Lavergne, Dir of Recruitment & Career Planning <a href="mailto:joseph.lavergne@sowela.edu">joseph.lavergne@sowela.edu</a> 3820 Sen J Bennett Johnston Ave, Lake Charles, LA 70615 337-421-6951	No	
4	<b>Louisiana Department of Labor</b> Mary Conway 2424 Third Avenue, Lake Charles, LA 70601 337-721-4010	No	
5	<b>Grace Church</b> Gregg Glass PO Box 1086, DeRidder, LA 70634 337-463-5382	No	
6	<b>Delta School of Business &amp; Technology</b> Susan Davis, Graduate Services 502 Broad Street, Lake Charles, LA 70601 337-439-5765	No	
7	<b>Louisiana Association of Broadcasters</b> Polly Prince 660 Florida Blvd, Baton Rouge, LA 70801 225-267-4522	No	
8	<b>Station Website</b> <a href="https://www.kplctv.com">https://www.kplctv.com</a> <a href="https://gray.tv/careers#currentopenings">https://gray.tv/careers#currentopenings</a> PO Box 1490, Lake Charles, LA 70602 337-439-9071	No	15
9	<b>Station Bulletin Board</b>	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	<b>University of Louisiana/Lafayette</b> Karen Bullinger Career Services, 200 Rex Street, Lafayette, LA 70504 337-482-1444	No	
11	<b>Loyola University New Orleans</b> Jill Boatright boatrigh@loyno.edu Student Success Center, 238 Monroe Library, New Orleans, LA 70118 504-865-3864	No	
12	<b>Lamar University</b> Angie Thomas <a href="mailto:angela.thomas@lamar.edu">angela.thomas@lamar.edu</a> Galloway Business Building, Suite102, Beaumont, TX 77705 409-880-8878	No	
13	<b>Southern University and A&amp;M College</b> Tamara Foster-Montgomery <a href="mailto:careerservices@subr.edu">careerservices@subr.edu</a> Baton Rouge, LA 70813 225-771-4500	No	
14	<b>Xavier University of Louisiana</b> Tracey Jackson ocs@xula.edu 1 Drexel Dr, New Orleans, LA 70125	No	
15	<b>Louisiana State University</b> Amy Caillouet amyc@lsu.edu 158G LSU Student Union, Baton Rouge, LA 70803 225-578-5627	No	
16	<b>University of Louisiana at Monroe</b> Kristin Chandler careercenter@ulm.edu Sandel Hall 139, Monroe, LA 71209 318-342-5338	No	
17	<b>McNeese State University</b> Ralynn Castete careers@mcneese.edu Career Services Center, PO Box 90780, Lake Charles, LA 70609 337-475-5612	No	2
18	<b>Southeastern Louisiana University</b> <a href="mailto:careerservices@southeastern.edu">careerservices@southeastern.edu</a> Student Union, Room 2102, SLU 10492, Hammond, LA 70402 985-549-2121	No	
19	<b>Prairie View A&amp;M</b> Glenda Jones <a href="mailto:gljones@pvamu.edu">gljones@pvamu.edu</a> PO Box 519, Prairie View, TX 77446 936-261-3571	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	<b>Wiley College</b> Kendra Sharp <a href="mailto:ksharp1@wileyc.edu">ksharp1@wileyc.edu</a> 711 Wiley Avenue, Marshall, TX 75670 903-923-1671	No	
21	<b>Dillard University</b> Dr Johnathan Wright <a href="mailto:jwright@dillard.edu">jwright@dillard.edu</a> Student Union, Suite 260, 2601 Gentilly Blvd, New Orleans, LA 70122 504-816-4222	No	
22	<b>Louisiana State University Shreveport</b> <a href="mailto:career@lsus.edu">career@lsus.edu</a> Noel Memorial Library, 1 <sup>st</sup> Floor, One University Place, Shreveport, LA 71115 318-797-5062	No	
23	<b>Grambling State University</b> Dr Sharon Ford-Dunn <a href="mailto:dunns@gram.edu">dunns@gram.edu</a> 403 Main St, Grambling, LA 71245 318-274-3811	No	
24	<b>Southern University at Shreveport</b> Tuesday Williams <a href="mailto:twilliams@susla.edu">twilliams@susla.edu</a> 3050 Martin Luther King Jr Dr, Shreveport, LA 71107 318-670-9721	No	
25	<b>Native American Journalist Association</b> Bryan Pollard <a href="mailto:bpollard@naja.com">bpollard@naja.com</a> Gaylord College, 395 W Lindsey St, Norman, OK 73019 405-325-2721	No	
26	<b>Jarvis Christian College</b> Laiteisha Dobbins <a href="mailto:ldobbins@jarvis.edu">ldobbins@jarvis.edu</a> PO Box 1470, Hawkins, TX 75765 903-730-4890	No	
27	<b>Talent Dynamics</b> Julie Pumphrey <a href="mailto:pumphrey@talentdynamics.com">pumphrey@talentdynamics.com</a> 600 Las Colinas Blvd, Suite 100, Irving, TX 75039 214-640-3180	No	
28	<b>National Lesbian &amp; Gay Journalist Association</b> Matthew Rose <a href="mailto:info@nljja.org">info@nljja.org</a> 2120 L Street, NW, Suite 850, Washington, DC 20037 202-588-9888	No	
29	<b>National Council of Negro Women</b> David Glenn, Jr <a href="mailto:membership@ncnw.org">membership@ncnw.org</a> 633 Pennsylvania Ave, NW, Washington, DC 20004 202-737-0120	No	

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
30	<b>Louisiana College</b> Leneil Mercer <a href="mailto:leneil.mercer@lacollege.edu">leneil.mercer@lacollege.edu</a> LC Box 584, Pineville, LA 71359 318-487-7420	No	
31	<b>Illinois Center for Broadcasting</b> Don Clark <a href="mailto:dclark@beonair.com">dclark@beonair.com</a> 530 South State Street, Chicago, IL 60605 312-884-8000	No	
32	<a href="https://indeed.com">https://indeed.com</a>	No	6
33	<a href="https://www.linkedin.com">https://www.linkedin.com</a>	No	13
34	<b>Current Employee</b>	No	2
35	<b>Former Employee</b>	No	2
36	<b>Employee Referral</b>	No	11
37	<b>Gray Station</b>	No	
38	<b>Miscellaneous Websites/Scrapings</b>	No	11
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			62

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	<p>Participated in Diversity in the Workplace Webinar  Sponsored by Louisiana Association of Broadcasters  The Webinar was designed to give insight into diversity, inclusion and leadership development in the workplace.</p>	<p>On July 9, 2020, the station participated in a webinar conducted by the Louisiana Association of Broadcasters. Participants from the station included the General Manager and the EEO Coordinator.</p>
<b>2</b>	<p>Participated in Foundations in Diversity, Equity and Inclusion  Presented by Adaway Consulting  The training was developed for Gray Television to show how to deal with diversity, equity and inclusion in the workplace.</p>	<p>July 9 - August 4, 2020 – The station participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively. Participants from the station was the General Manager.</p>
<b>3</b>	<p>Participated in a virtual class discussion  Ohio University  The discussion was to educate journalism students on how to cover disasters and the technology used with a Q&amp;A session</p>	<p>On November 17, 2020 the station participated in a virtual classroom discussion at Ohio University JOUR 1010 Future of Media class. Participants from the station was the News Director.</p>
<b>4</b>	<p>Participated in an FCC EEO training webinar  Presented by Joan Stewart  Webinar designed to train staff on FCC EEO rules and regulations</p>	<p>On November 19, 2020 the station participated in a training webinar conducted by Joan Stewart. Participants from the station were the Business Office Coordinator and the EEO Coordinator.</p>