

**KLAX TV/KWCE-LP
EEO PUBLIC FILE REPORT
08/31/18 – 01/31/19**

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Manager	1-11	2
General Manager	2,12,15	12

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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 12-month period
1	TV Jobs jobs@tvjobs.com – Mark Holloway – P.O. Box 4116 Oceanside, CA 92052	No	
2	Indeed.com	No	41
3	Handshake.com	No	
4	Grambling State University Mass Communications – Fobbsshe@gram.edu ; maddison@gram.edu	No	
5	Northwestern State University – vets@lwc.la.gov	No	
6	LSU of Alexandria Online (L.S.U.A.) Haley Malone hmalone@lsua.edu	No	
7	Central Louisiana Technical Community College – franchedcaphoniex@cltcc.edu	No	
8	The Town Talk – alexjobs@gannett.com	No	
9	Rapides Parish NAACP – larvadain@bellsouth.net	No	
10	KLAX website - KLAX-tv.com	No	
11	KLAX Facebook page	No	
12	Referral	No	4
14	Internal Candidate	No	
15	SpotsNDots.com	No	4

Total interviewees for the five month period

49

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Provide Training to staff designed to help current employees advance in their careers.	The SEU provided advanced training from the company's traffic specialist at the station 10/02/18 – 10/04/18. This training provided skills on a new software, as well as updated the sales department skills in using the traffic system, training in CPP and other higher level an integral part of their employment.
2	List upper-level openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities	The SEU has designed a process for recruitment that has the maximum possible outreach. All applicable job openings are posted on several websites designed to reach a wide range of candidates. These sites include TV Jobs, Indeed.com, station Facebook and website, Universities, Colleges, Spots and Dots, local NAACP, newspaper Town Talk and others (See our Master Recruitment Source List for details.
3	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	The SEU provided in depth training to General Manager new hire on 1/23/2019 and with all management staff on 9/5/2018 of to ensure that the FCC EEO guidelines are understood and utilized in all hiring and recruitment decisions.
4	Provide Training to staff designed to help current employees advance in their careers.	The SEU provided advanced training from outside trainers on updated automation systems and weather systems for staff. This training took place 12/17-12/26, and will assist staff in advancing their knowledge toward modern equipment and careers in broadcasting as they move forward.