

**WBXN, WUPL-TV, WWL**  
**EEO PUBLIC FILE REPORT**  
**January 21, 2023 - January 20, 2024**

**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
Executive Producer-12656	2-4, 7, 9-10, 12, 15-28, 30-32, 34-36	26
Creative Director - 13940	1-3, 5-6, 8-9, 14, 16, 20, 23, 26, 29-30, 32, 34-35	26
Visual Storyteller(2) - 14121	1-3, 5-6, 8, 11, 14, 16, 20, 23, 26, 30, 32-35	33
Broadcast Director(2) - 14120	1-3, 5-9, 13-14, 16, 20, 23, 26, 29-30, 32, 34-35	26
Broadcast Director(2) - 14120	1-3, 5-9, 13-14, 16, 20, 23, 26, 29-30, 32, 34-35	13
Weekend Meteorologist - 14189	1-3, 5-6, 8-9, 14, 16, 20, 23, 26, 30-32, 34-35	9
Account Executive - 14199	1-3, 5-6, 8, 14, 16, 20, 23, 26, 30, 32, 34-35	26
Multiplatform Producer - 14369	1-3, 5-6, 8, 14, 16, 20, 23, 26, 29-30, 32, 34-35	26
Multiplatform Producer - 14369	1-3, 5-6, 8, 14, 16, 20, 23, 26, 29-30, 32, 34-35	26
Multiskilled Journalist - 14485	1-3, 5-6, 8, 10, 14, 16, 20, 23, 26, 29- 30, 32, 34-35	26
Editor - 14484	1-3, 5-6, 8, 14, 16, 20, 23, 26, 29-30, 32, 35	26
Exec Prod, Dig Content - 14567	1-2, 5-6, 8, 14, 20, 23, 26, 29-30, 32, 35	26
Sports Anchor/MSJ - 014657	1-2, 5-6, 8, 14, 20, 23, 26, 29-30, 32- 33, 35	33
Multiplatform Producer - 14738	1-2, 5-6, 8, 14, 20, 23, 26, 29-30, 32, 35	26
Multiplatform Producer - 14738	1-2, 5-6, 8, 14, 20, 23, 26, 29-30, 32, 35	26
Digital Content Producer - 014815	1-2, 5-6, 8-9, 14, 20, 23, 26, 29-30, 32, 34-35	26
Anchor/MSJ (2) - 14967	1-2, 5-6, 8-10, 13-14, 20, 23-24, 26, 29- 30, 32, 34-35	26
Anchor/MSJ (2) - 14967	1-2, 5-6, 8-10, 13-14, 20, 23-24, 26, 29- 30, 32, 34-35	26

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<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>
1	Advertising Club of N.O. P.O. Box 15641 New Orleans, Louisiana 70115 Phone : 504-400-5000 Url : <a href="http://www.adclubnola.com">http://www.adclubnola.com</a> Email : <a href="mailto:adclubnola@gmail.com">adclubnola@gmail.com</a> Maggie Mortenson	N	0
2	Career Builder 200 N LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	0
3	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
4	Craigs List New Orleans 222 Sutter Street San Francisco, California 94108 Phone : 415-399-5200 Url : <a href="https://neworleans.craigslist.org">https://neworleans.craigslist.org</a> Jim Buckmaster Manual Posting	N	0
5	Dillard University 2601 Gentilly Blvd. Center for Career and Professional Development New Orleans, Louisiana 70122 Phone : 504-816-4222 Url : <a href="http://www.dillard.edu">http://www.dillard.edu</a> Email : <a href="mailto:dtoney@dillard.edu">dtoney@dillard.edu</a> Dwana Toney	N	0

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6	Emma Bowen Foundation for Minority Interests in Media 524 W 57th Street New York, New York Phone : 2129755884 Email : Takora.McIntyre@nbcuni.com Fax : 1-212-975-5884 Takora McIntyre	N	0
7	Glassdoor glassdoor.com Sausalito, California RObert Hohman Manual Posting	N	0
8	Graeme Newel - 602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : (919)280-8224 Url : <a href="http://www.602communications.com">http://www.602communications.com</a> Email : gnewell@602communications.com Graeme Newell	N	0
9	Indeed.com 7501 North Capital of Texas Highway Building B Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Anne Murguia Manual Posting	N	2
10	Indeed.com	N	3
11	Internal Transfer/Promotion	N	1
12	JuJu juju.com New York, North Carolina Phone : (212) 537-3898 Brendan Cruickshank Manual Posting	N	0
13	Linked In	N	2

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14	Louisiana Association of Broadcasters 660 Florida Blvd. Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Url : <a href="http://www.broadcasters.org">http://www.broadcasters.org</a> Email : <a href="mailto:laura@broadcasters.org">laura@broadcasters.org</a> Fax : 1-225-267-4329 Laura Career Services	N	0
15	Louisiana State University Louisiana State University 1502 Patrick F. Taylor Hall Baton Rouge, Louisiana 70803 Phone : 225-578-2162 Url : <a href="http://www.careercenter.lsu.edu">http://www.careercenter.lsu.edu</a> Amy Caillouet Manual Posting	N	0
16	Loyola University 6363 St. Charles Avenue Box 200 New Orleans, Louisiana 70118 Phone : 504-865-3860 Url : <a href="http://loyno.edu">loyno.edu</a> Email : <a href="mailto:career@loyno.edu">career@loyno.edu</a> Jill Boatright	N	0
17	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 323-284-5589 Url : <a href="http://www.media-match.com">http://www.media-match.com</a> Tammy Romaniuk Manual Posting	N	0
18	Nat'l Association of Black Journalists 8701 Adelphi Road Adelphi, Maryland 20783 Phone : 301-445-7100 Url : <a href="http://www.nabj.org">http://www.nabj.org</a> Laura Schuebel Manual Posting	N	0

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19	Nat'l Association of Hispanic Journalists 529 14th Street NW Ste 1000 Washington, District of Columbia 20064 Phone : 202-662-7168 Url : <a href="http://www.nahj.org">http://www.nahj.org</a> Grace Lopez Manual Posting	N	0
20	National Lesbian and Gay Journalist Association 1420 K Street NW # 910 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : <a href="http://www.nlga.org">http://www.nlga.org</a> Email : <a href="mailto:info@nlga.org">info@nlga.org</a> Bach Polakowski	N	0
21	Nicholls State University P.O. Box 2006 Thibodaux, Louisiana 70310 Phone : 985-448-4508 Url : <a href="http://www.nicholls.edu">http://www.nicholls.edu</a> Kristie Tauzin Manual Posting	N	0
22	NOLA.com 365 Canal Street Ste 3100 New Orleans, Louisiana 70130 Phone : 504-299-3519 Url : <a href="http://www.nola.com">http://www.nola.com</a> Wendy Miller Manual Posting	N	0
23	Press Club of New Orleans 846 Howard Avenue New Orleans, Louisiana 70113 Phone : 504-259-4687 Url : <a href="http://www.pressclubneworleans.com">http://www.pressclubneworleans.com</a> Email : <a href="mailto:info@pressclubneworleans.com">info@pressclubneworleans.com</a> Kevin Mumphrey	N	0
24	Self Referral	N	3

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25	Spots 'N' Dots 600 West Peachtree Street NW Ste 350 Atlanta, Georgia 30398 Phone : 888-884-2630 Url : <a href="http://www.spotsndots.com">http://www.spotsndots.com</a> Penny Borg Manual Posting	N	0
26	Tegna 8350 Broad Street Ste 2000 Tysons, Virginia 22102 Career Page Manual Posting	N	49
27	The Advocate 329 Baronne Street New Orleans, Louisiana 70112 Phone : 504-636-7400 Url : <a href="http://www.theneworleansadvocate.com">http://www.theneworleansadvocate.com</a> Brittany O'Conner Manual Posting	N	0
28	Times Picayune 365 Canal Street Ste 3100 New Orleans, Louisiana 70130 Phone : 504-299-3519 Url : <a href="http://www.nola.com">http://www.nola.com</a> Wendy Miller Manual Posting	N	0
29	Tulane University 6823 St. Charles Avenue Collins C. Diboll Complex New Orleans, Louisiana 70118 Phone : 504-865-5107 Url : <a href="http://www.hiretulane.com">http://www.hiretulane.com</a> Email : <a href="mailto:newcombcommunications@tulane.edu">newcombcommunications@tulane.edu</a> Fax : 1-504-856-6712 Susan Mickey	N	0
30	TV Jobs (DBA Broadcast Employment Services) P.O. Box 4116 Oceanside, California 92052 Phone : 877-988-9808 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	0

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31	University of New Orleans University Center Rm 268 New Orleans, Louisiana 70148 Phone : 504-280-6225 Url : <a href="http://www.uno.edu">http://www.uno.edu</a> Adrienne Mustiful Manual Posting	N	0
32	US Department of Veterans Affairs - New Orleans 517 N Rampart Street 5th Floor New Orleans, Louisiana 70116 Phone : 504-658-2930 Url : <a href="http://www.vetaffairs.com">http://www.vetaffairs.com</a> Email : <a href="mailto:veteran@la.gov">veteran@la.gov</a> Fax : 1-504-658-2931 Lloyd Cole	N	0
33	Walk In/Self-Referral	N	3
34	WWL-TV Website 1024 N Rampart Street New Orleans, Louisiana 70116 Phone : 504-529-6333 Url : <a href="http://www.wwltv.com">http://www.wwltv.com</a> Tom Planchet Manual Posting	N	0
35	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
36	Xavier University 1 Drexel Drive Ste 305 New Orleans, Louisiana 70125 Phone : 504-520-7364 Url : <a href="http://www.xula.edu">http://www.xula.edu</a> Carolyn Thomas Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>63</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/6/2023	Establishment of training programs for station personnel	The Secure TEGNA quarterly training module for 2023 was titled Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape. Keeping our systems safe requires constant vigilance.	110	All Station Staff
2	4/18/2023	Establishment of training programs for station personnel	As part of TEGNA's leadership development strategy and initiative to upskill our current leaders TEGNA has made significant investments to help develop the skills. Thus, TEGNA has created a distinct learning series with targeted content aligned to TEGNA's critical leadership skills.	4	Digital Content Director Head of Technology Director of Marketing Director of Sales
3	5/19/2023	Provision of training to management	TEGNA provided training to station management to ensure there are no biases in the hiring process. The training builds on practices that support diverse representation and foster an inclusive environment where everyone feels a sense of belonging.	11	General Manager All station department heads Station Supervisors



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4	6/26/2023	Establishment of training programs for station personnel	This station is participating in TEGNA Inc.'s Producer-In-Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check-in on progress. At the end of a successful two-year Program the contract period ends and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.	1	Producer In Residence
5	8/11/2023	Establishment of a mentoring program	The General Manager participated in the National Association of Black Journalists (NABJ) Leadership Academy to mentor an anchor with WXYZ Detroit.	1	President/General Manager

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6	9/13/2023	Establishment of training programs for station personnel	Q3 TEGNA Training-Vishing-This quarter, Secure TEGNA focuses on voice phishing, or vishing, a term used to describe crimes that take place over the phone. Organized crime rings often use vishing to obtain passwords, account numbers and other proprietary data that can be used to compromise networks and online accounts. The 4 P's of Vishing, will help you understand how to recognize a phone scam before your information or data has been compromised. You can access the training using the links in this email.	110	All Station Staff
7	11/8/2023	Participation in events or programs sponsored by educational institutions	The General manager of WWL conducted a career talk (via ZOOM) to the journalism class at East Bay Innovation Academy in Oakland, CA. The purpose of the call was to share career opportunities and insight into the broadcast industry.	1	President/General Manager
8	11/13/2023	Participation in events or programs sponsored by educational institutions	The General manager and anchor for WWL conducted a tour for the students from the St. Augustine Media Club to introduce them to broadcasting/journalism/producing opportunities. They also discussed what it is like to work in the broadcast industry.	2	President/General Manager Anchor
9	11/24/2023	Participation in events sponsored by organizations representing the community	An anchor from WWL hosted the BizTech Challenge discussing "Rebuilding Black Wall Street" alongside actor and entrepreneur, Morris Chestnut. The anchor explained how the broadcast industry can help communities have a voice and shed light on pressing topics.	1	Anchor
10	11/27/2023	Participation in events or programs sponsored by educational institutions	A journalist from WWL participated in the inauguration of Loyola University's new president on behalf of the board. This is an alumni panel where alums participate in gatherings throughout the year and share experiences from their industries. The journalist shared their experience of how their job within the broadcast industry has impacted their communities.	1	Journalist

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11	12/2/2023	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	An anchor for WWL hosted the New Orleans Jazz Museum Improvisations Gala, where all proceeds supported the Jazz Museum's Education Center and related programming. The anchor and stations' participation in this event further helps the community unite and supports local initiatives to help local events and entertainment thrive.	1	Anchor