

# KPLC TV

## EEO PUBLIC FILE REPORT

February 1, 2017 to January 31, 2018

### I. VACANCY LIST

#### RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Maintenance Engineer	1-6, 8-20, 22, 25-39, 44, 47-55	44
Anchor/Reporter	1-22, 25-39, 44, 47-55	15
Digital Content Producer	1-22, 25-40, 44	15
Operations Technician	1-20, 22, 25-40, 44	44
Transactional Sales Assistant	1-20, 22, 25-40, 44	44
Account Executive	1-20, 22, 25-40, 44	44
Sports Anchor/Reporter	1-23, 25-40, 45	45
News Producer	1-22, 25-40, 42	15
News Producer	1-22, 25-40	15
Director	1-22, 25-40, 44	44
Reporter/Producer	1-22, 25-40, 44	15
News Producer	1-20, 22, 25-40	15
Marketing Producer	1-20, 22, 25-40, 44	13
Reporter/MMJ Morning	1-20, 22, 25-40, 42, 44	15
Digital Content Producer	1-20, 22, 25-40, 44	44
Anchor/Executive Producer	1-22, 25-40, 44	44
Anchor/Reporter	1-22, 25-40, 44	44
News Producer	1-22, 25-40, 44	44
Operations Technician	1-22, 25-40, 44	44
Assistant News Director	1-22, 25-40, 44-45	44
Anchor/Reporter	1-20, 22, 25-40, 44	44
News Producer	1-20, 22, 25-40, 44	44

The employment unit includes employees who provide services to KVHP-TV, Lake Charles, LA.

## KPLC-TV

### MASTER LIST OF RECRUITMENT SOURCES

February 1, 2017 to January 31, 2018

*\*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="mailto:makeitta@yahoo.com">makeitta@yahoo.com</a> and <a href="mailto:mbroussard@unitechtrainingacademy.com">mbroussard@unitechtrainingacademy.com</a>	<a href="http://www.lwc.la.gov">www.lwc.la.gov</a>	337-475-8086	
3	Unitech Training Academy	Makeitta Broussard	<a href="mailto:mbroussard@unitechtrainingacademy.com">mbroussard@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">https://www.collegecentral.com</a>	337-475-5612	
*7	Grace Church February 1, 2017	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	TV Jobs	Mark C. Holloway	P.O. Box 4116, Oceanside, CA 92052	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	760-754-8177	
10	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	

11	Southeastern Louisiana University		Career Services, Student Union Rm 241, SLU 10492, Hammond, LA 70402 careerservices@selu.edu	<a href="https://southeastern-csm.symplicity.com/employers">https://southeastern-csm.symplicity.com/employers</a>	985-549-2121	
12	TV and Radio Jobs	N/A	N/A	<a href="http://www.tvandradijobs.com">www.tvandradijobs.com</a>		
13	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	4
14	KPLC-TV Bulletin Board	Bridget Courtney	<a href="mailto:bcourtney@kplctv.com">bcourtney@kplctv.com</a>	<a href="http://www.kplctv.com">www.kplctv.com</a>	337-437-7508	
15	Raycom Media, Inc.	Donna Tadlock	<a href="mailto:dtadlock@raycommedia.com">dtadlock@raycommedia.com</a>	<a href="http://www.raycommedia.com">www.raycommedia.com</a>	334-206-1417	31
16	National Association of Hispanic Journalists (NAHJ)	Donna Tadlock	<a href="mailto:dtadlock@raycommedia.com">dtadlock@raycommedia.com</a>	<a href="http://www.nahicareercenter.com">http://www.nahicareercenter.com</a>	202-662-7145	
17	TVB			<a href="http://www.tvb.org">www.tvb.org</a>		
18	University of Louisiana/Lafayette	Karen Bullinger	Career Services, 200 Rex Street, Lafayette, LA 70504	<a href="http://career.louisiana.edu">http://career.louisiana.edu</a>	337-482-1444	
19	Louisiana State University	Amy Caillouet	1502 Patrick F. Taylor Hall, Baton Rouge, LA 70803	<a href="https://lsu-csm.symplicity.com/employers">https://lsu-csm.symplicity.com/employers</a>	225-578-2162	
20	Asian American Journalists Association (AAJA)	Donna Tadlock	<a href="mailto:dtadlock@raycommedia.com">dtadlock@raycommedia.com</a>	<a href="http://www.ajja.org">www.ajja.org</a>	334-206-1417	
21	Media Line (News Only)	Rick Everett	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	<a href="http://www.medialine.com">www.medialine.com</a>	706-364-7564	
22	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	
23	Jobs in Sports		106 Calendar Avenue, #184, LaGrange, IL 60525	<a href="http://www.jobsinsports.com">www.jobsinsports.com</a>		
24	National Association of Black Journalists	Donna Tadlock	<a href="mailto:dtadlock@raycommedia.com">dtadlock@raycommedia.com</a>			
25	University of Louisiana at Monroe		<a href="mailto:careerconnections@ulm.edu">careerconnections@ulm.edu</a> <a href="mailto:finaid@ulm.edu">part-time to finaid@ulm.edu</a>	<a href="http://www.ulm.edu/careerconnections">www.ulm.edu/careerconnections</a>	318-342-5338	
26	Loyola University		<a href="mailto:careers@loyno.edu">careers@loyno.edu</a>	<a href="http://www.myinterfase.com/loyola/employer/home.aspx">www.myinterfase.com/loyola/employer/home.aspx</a>	504-865-3860	
27	Southern University	Tamara Foster-Montgomery	<a href="mailto:careerservices@subr.edu">careerservices@subr.edu</a>	<a href="https://subr-csm.symplicity.com/employers/index.php">https://subr-csm.symplicity.com/employers/index.php</a>	225-771-4500	
28	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	
29	Native American Journalists Association (NAJA)	Rebecca Landsberry	<a href="mailto:rebeccalandsberry@naja.com">rebeccalandsberry@naja.com</a>	<a href="http://www.naja.com">www.naja.com</a>	405-325-1649	
30	Xavier University	Carolyn Thomas	<a href="mailto:cathomas@xula.edu">cathomas@xula.edu</a>	<a href="http://www.xula.edu">www.xula.edu</a>		
31	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	

32	Jarvis Christian College	Daphne Singleton	<a href="mailto:daphne_singleton@jarvis.edu">daphne_singleton@jarvis.edu</a>	<a href="http://www.jarvis.edu">www.jarvis.edu</a>	903-730-4890	
33	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	
34	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	
35	National Lesbian & Gay Journalists Association	Matthew Rose	<a href="mailto:mrose@nlqja.org">1420 K Street, Suite 910, Washington, DC mrose@nlqja.org</a>	<a href="http://www.nlqja.org">www.nlqja.org</a>	202-588-9888	
36	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	
37	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	
38	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	
39	Illinois Center for Broadcasting	Don Clark	<a href="mailto:dclark@beonair.com">530 South State Street, Chicago, IL 60605 dclark@beonair.com</a>	<a href="http://beonair.com">http://beonair.com</a>	312-884-8000	
40*	Grambling State February 1, 2017	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	
41	Career Builder	Lorie Moore	<a href="mailto:lorie.moore@careerbuilder.com">lorie.moore@careerbuilder.com</a>	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		
42	LinkedIn	n/a	n/a	<a href="http://www.linkedin.com">www.linkedin.com</a>		5
43	Indeed.com	n/a	n/a	<a href="http://www.indeed.com">www.indeed.com</a>		
44	Other/Referral					26
45	Other/Raycom Station					3
46	Other/Misc.Website					
47	Warren United Methodist Church	Rev Lawrence P. Gaines	<a href="mailto:1800OrchidStreet@lakecharles.com">1800 Orchid Street, Lake Charles, LA 70601</a>		337-474-3009	
48	Greater St Mary Baptist Church	Pastor Samuel C. Tolbert	<a href="mailto:Raney67@suddenlink.net">Raney67@suddenlink.net</a>		337-433-0122	
49	Mount Olive Baptist Church	600 N Simmons Street, Lake Charles, LA 70601	<a href="mailto:pamwhitethomas@aol.com">pamwhitethomas@aol.com</a>		337-436-6278	
50	Mount Calvary Baptist Church	Christine Bellamy	<a href="mailto:themountcalvarybc@yahoo.com">themountcalvarybc@yahoo.com</a>		337-436-9751	
51	Evergreen Missionary Baptist Church	Rev. Robert E. Campbell Jr.	<a href="mailto:646SFranklinStreet@lakecharles.com">646 S Franklin Street, Lake Charles, LA 70601</a>		337-439-2838	
52	Sacred Heart Catholic Church	Dawn Jones	<a href="mailto:dawnjones@structurex.net">dawnjones@structurex.net</a>		337-439-2646	
53	Foreman-Reynaud Community Center	Michelle Jackson	<a href="mailto:mjacksonforemanreynaud@gmail.com">mjacksonforemanreynaud@gmail.com</a>		33-436-2509	
54	New Sunlight Baptist Church	Rev. Kevin Donalson	<a href="mailto:515VEWashingtonAvenue@lakecharles.com">515 VE Washington Avenue, Lake Charles, LA 70601</a>		337-436-8965	
55	First Community Baptist Church	Pastor AC Jefferson	<a href="mailto:2320ElaineStreet@lakecharles.com">2320 Elaine Street, Lake Charles, LA 70601</a>		337-439-5227	
Total						69

# KPLC

## EEO PUBLIC FILE REPORT

February 1, 2017 – January 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 1, 2017 – January 31, 2018

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 4 EEO categories are posted on the websites of media trade groups whose membership includes substantial participation by women and minorities, including:

National Association of Hispanic Journalists (NAHJ)  
Asian American Journalists Association (AAJA)  
Native American Journalists Association (NAJA)  
National Council of Negro Women (NCNW)

Names of Station Personnel involved in Initiative:

EEO Coordinator/Administrative Assistant, Bridget Courtney

# KPLC

## EEO PUBLIC FILE REPORT

February 1, 2017 – January 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 1, 2017 – January 31, 2018

Describe Nature of Initiative: KPLC Tours

KPLC Tours

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

March 3 – Group of 12 middle school students from Southwest LA who are interested in careers in broadcasting  
March 16 – Students from Vincent Settlement Elementary and answered questions about jobs in broadcasting  
April 6 – Group of 10 Cub Scouts from Pack 356 toured and learned about science and weather as well as broadcasting  
May 9 – Group of 20 students and parents from First Baptist Christian Academy

Names of Station Personnel involved in Initiative:

Jenelle Shriner, News Director  
Grant Roberts, Meteorologist  
Ben Terry, Meteorologist

# KPLC

## EEO PUBLIC FILE REPORT

February 1, 2017 – January 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 1, 2017 – January 31, 2018

Describe Nature of Initiative: KPLC Teen Reporters

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

High school students from the Lake Charles Boston Academy of Learning under the direction of Pam Gayle, former KPLC News Anchor, and John Bridges, Assistant News Director, submit the reports during the normal school calendar.

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:

John Bridges, Executive Producer/Anchor  
Britney Glaser, Anchor

# KPLC

## EEO PUBLIC FILE REPORT

February 1, 2017 – January 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 2017 – January 2018

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. 2017 interns were assigned as follows:

Summer 2017 - 1 intern assigned to News

Names of Station Personnel involved in Initiative:

Jenelle Shriner, News Director



# KPLC

## EEO PUBLIC FILE REPORT

February 1, 2017 – January 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 2017 – January 2018

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):

March 3 – Spoke to 4<sup>th</sup> graders at EK Key Elementary School about weather and did a Q&A session  
March 11 – Spoke to Merge Conference on foster care and about our news segment “The New Family Tree”  
April 20 – Spoke to the Welsh Rotary Club about KPLC, La Traveler and Hometown Hero stories  
April 24 – Panelist for Family and Youth Counseling Agency's Young Professional Series  
April 27 – Spoke at Oasis A Safe Haven's women's empowerment luncheon and finding passion for your career  
May 19 – Spoke at Oak Park Middle School Special Ed class graduation  
July 18 – Spoke to Kiwanis Club of LC about broadcast news, changes at KPLC and community projects with a Q&A session  
September 14 – Spoke to the Board of Directors at Jeff Davis Bank about changes in broadcasting, the relationship between KPLC & SSA partner KVHP and business development in SWLA.  
October 3 – Spoke to 30 high school students at Sulphur High School on Hurricane Harvey  
October 19 Spoke to 30 mentally challenged residents at CARC's Aktion Club about hurricane season and working in television  
October 20 – Spoke to 15 special education students at Moss Bluff Middle School about hurricane season and working in television  
January 3 – Spoke at the Kiwanis of South LC about news coverage for community events, fake news, verifying news stories, changes in broadcasting and answered questions about KPLC

Names of Station Personnel involved in Initiative:

News Personnel  
Mari Wilson, Promotions and Public Service  
Amie Herbert Sales and Co-Host  
Dianna Mayo, General Sales Manager  
John Ware, General Manager

# KPLC

## EEO PUBLIC FILE REPORT

February 1, 2017 – January 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): January 12, 2018

Describe Nature of Initiative:

Martin Luther King Festival Breakfast

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

KPLC sponsored the annual Martin Luther King, Jr. Breakfast held at Glad Tidings Church. The festival honors the courageous effort and sacrifice of Martin Luther King, Jr. The breakfast honors several deserving, outstanding individuals in the community. The breakfast is also aired on KPLC-TV and streamed live on our website.

Names of Station Personnel involved in Initiative:

John Ware, General Manager  
Dianna Mayo, General Sales Manager  
Jenelle Shriner, News Director  
Tim Bourgeois, Marketing Director

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## EEO PUBLIC FILE REPORT

February 1, 2017 – January 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 27, 2017

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):

KPLC put on a career day for The Leadership Center for Youth Career Exploration

Names of Station Personnel involved in Initiative:

Jenelle Shriner – News Director  
Erik Tyger – Assistant News Director  
Julie Meche – News Operations Manager  
Katlin Rust – Reporter  
Candy Rodriguez – Reporter  
Kayla Courvell - Reporter  
John Bridges – Anchor/Reporter  
Britney Glaser – Anchor/Reporter  
Agnes DeRouen – Managing Editor/Anchor  
Brady Renard – Sports Anchor/Reporter  
Ben Terry – Meteorologist

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## EEO PUBLIC FILE REPORT

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### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 2, 2017

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):

Lamar University, Beaumont, Texas

Names of Station Personnel involved in Initiative:

Jenelle Shriner – News Director  
Candy Rodriguez - Reporter

# KPLC

## EEO PUBLIC FILE REPORT

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### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): May 12, 2017

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):

Combre Fondel Elementary School Lake Charles, Louisiana

Names of Station Personnel involved in Initiative:

Jenelle Shriner, News Director  
Agnes DeRouen, Managing Editor/Anchor

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## EEO PUBLIC FILE REPORT

February 1, 2017 – January 31, 2018

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): September 27, 2017

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 Career Fair

Names of Station Personnel involved in Initiative:

Jenelle Shriner – News Director

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## EEO PUBLIC FILE REPORT

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### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): November 2, 2017

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):

Carver Elementary School DeRidder, Louisiana

Names of Station Personnel involved in Initiative:

Maranda Whittington, Reporter

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### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 1, 2017 – January 31, 2018

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 Raycom Media 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



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### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): October 17, 2017

Describe Nature of Initiative: FCC EEO Training

FCC EEO Training by Raycom Media HR Department

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

FCC EEO Training Webinar – training to go over EEO recruiting and reporting process and Raycom processes.

Names of Station Personnel involved in Initiative:

Bridget Courtney, EEO Coordinator  
John Ware, VP & General Manager  
Sandy Thompson, Business Office Coordinator/HR

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## EEO PUBLIC FILE REPORT

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### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): November 28, 2017

Describe Nature of Initiative: FCC EEO Training

FCC EEO Training by Covington & Burling 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