

WVUE
EEO PUBLIC FILE REPORT
February 1, 2023 – January 31, 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
Editor/Photographer	1-2, 4-11,23,28,32-33, 36	32
Assistant News Director	1-2, 4-11, 21,23,28,32-33, 36-38	23
Photojournalist	1-2, 4-11,23,28,32-33,36	9
News Producer	1-2, 4-11,23,28,32-33,36	10
Account Executive	1-2, 4-11,17,23,28,32-33,36	17
Senior Account Executive	1-2, 4-11,23,25,28,32-33,36	23
Lifestyle Show Producer	1-2, 4-11,23,28,32-33,36	10
Photojournalist	1-2, 4-11,23,28,32-33,36	23
Technical Media Producer	1-2, 4-11,23,28,32-33,36	23
Photojournalist	1-2, 4-11,23,28,32-33,36	23
Technical Media Producer	1-2, 4-11,23,28,32-33,36	33
Assistant Chief Engineer	1-2, 4-11,23,28,32-33,36	9
Meteorologist	1-2, 4-11,23,24,28,32-33,36	24
Technical Media Producer	1-2, 4-11,23,28,32-33,36	32
Executive Producer	1-2, 4-11, 21,23,28,32-33,36,37	9
News Producer	1-2, 4-11, 17,23,28,32-33,36	10
News Anchor/Reporter	1-2, 4-11,23,28,32-33,36	10
News Reporter/MMJ	1-2, 4-11,23,24,28,32-33,36	24
Technical Media Producer	1-2, 4-11,23,28,32-33,36	9
Broadcast Maintenance Engineer	1-2, 4-11,23,28,32-33,36	23
Digital Content Producer	1-2, 4-11,23,28,32-33,36	10
Sports Photojournalist	1-2, 4-11,23,28,32-33,36	10
News Reporter/MMJ	1-2, 4-11,23,28,32-33,36	23
IT Manager	1-2, 4-11,17,23,28,32-33,36	17
News Producer	1-2, 4-11,23,28,32-33,36	9
News Producer	1-2, 4-11,23,28,32-33,36	10

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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	University of New Orleans UNO.Joinhandshake.com	N	0
2	Loyola of New Orleans Loyola.Joinhandshake.com	N	0
3	Louisiana Association of Broadcasters Http://www.broadcasters.org Angelice@broadcasters.org / Suzette@broadcasters.org	N	0
4	Xavier University of New Orleans Xavier.Joinhandshake.com cathomas@xula.edu – 504-520-7364	N	0
5	Southern University of New Orleans Tammy Barney – Tbarney@SUNO.edu Evelyn Masters, DOHR – Emasters@suno.edu – 504-286-5118	N	0
6	Southeast Louisiana SoutheastLouisiana.joinhandshake.com Kenneth Ridgedale – 985-549-2121	N	0
7	Nicholls State University Nicholls.joinhandshake.com Kristie.tauzin@nicholls.edu – 985-448-4509	N	0
8	Tulane University Tulane.Joinhandshake.com Sara Kent – Skent@Tulane.edu – 504-865-5108	N	0
9	WVUE TV Internal Posting – Job Board/Station Monitor	N	6
10	Gray TV Careers https://gray.tv/careers#currentopenings And FOX8live.com	N	17
11	TV Jobs Mark C. Holloway – admin@tvjobs.com	N	0
12	Media Line Talent www.medialinetalent.com	N	0
13	Media Bistro www.mediabistro.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	TV News Check www.tvnewscheck.com/classifieds Patty Hersh, Sales Director 610-420-6003	N	0
15	The Gambit Weekly Carrie Mickey-Lacy, carriel@gambitweekly.com 504-483-3121	N	0
16	NOLA Media Group Wendy Miller Wmiller@Nola.com 365 Canal Street, Suite 3100 New Orleans, LA 70130	N	0
17	LinkedIn –www.RaycomMedia	N	10
18	National Press Photographers Association NPPA.org www.nppa.org	N	0
19	National Association of Broadcasters (NAB) NAB Career Center – Karen Hunt www.NAB.org	N	0
20	Creative Cow https://forums.creativecow.net/cowjobboard	N	0
21	The National Association of Black Journalist – NABJ.org Careerservices.nabj.org/hr	N	0
22	Society of Broadcast Engineers Scott Jones at Kjones@sbe.org 317-846-9000	N	0
23	Referral By another Employee	N	6
24	Agent	N	0
25	Spots-N-Dots	N	0
26	WorkNola.com	N	0
27	Louisiana Job Connection Jennifer Mackey, Outreach Liaison – 662-801-8111	N	0
28	Grambling State University Internship Coordinator/Dept. of Mass Communications Dr. Sharon Ford-Dunn – dunns@gram.edu / 318-274-2189	Y	0
29	Final Four Staffing Christopher Riley – Riley_226@yahoo.com 504-844-2625	N	0
30	Express Employment Professionals Chris Carden – Chris.Carden@ExpressPros.com 504-484-0494	N	0
31	Recruiter	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Indeed.com	N	2
33	Other sites that scrap postings	N	0
34	Broadcasting and Cable	N	0
35	Journalism Jobs Journalismjobs.com	N	0
36	Southern New Hampshire University (Entitled) 05/06/2020 Peter Bartell Employer Relations Partner	Y	0
37	National Association of Hispanic Journalists (NAHJ)	N	0
38	Asian American Journalist Association (AAJA)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			43

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Community Outreach	Public Service Announcements: WVUE, a Gray TV station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of the Station’s job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each opening and ask you to refer individuals to us for consideration.
2	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On February 6, 2023, WVUE Anchor spoke at Loyola University’s School of Journalism’s Journalism Capstone class. The class prepares the students for reporting news and storytelling.
3	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On February 6, 2023, WVUE Photojournalist spoke at Loyola University’s School of Journalism’s Mass Communications and Design on capturing good video and audio and best practices in electronic news gathering.
4	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On February 1, 2023, WVUE Reporter spoke at a local Boy Scouts of America troop working on their Communication merit badge on the art of media communications.
5	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in g	On March 8, 2023, WVUE Reporter spoke at Loyola University’s School of Journalism on the topic of Reporting in the field.
6	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On March 13, 2023, WVUE General Manager spoke at Loyola University’s School of Journalism to students one on one about producing a newscast.

7	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On March 13, 2023, WVUE News Director spoke at Loyola University's School of Journalism to students one on one about producing a newscast.
8	Co-Sponsor Job Fair with organizations whose Membership includes Substantial Participation by Women and Minorities.	On April 4, 2023, WVUE Sports Director participated on a panel for aspiring Sports Journalists at Louisiana Association of Broadcasters Sports Media Day event. The event was a Career Day for students across the state of Louisiana and included advance promotion, interaction with attendees and on the spot interviews.
9	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On May 10, 2023, WVUE News Director spoke at Loyola University's School of Journalism to students to prepare them for graduation and job interviews.
10	Participate in Job Fair	On July 24, 2023, WVUE News Director participated in the Fall 2023 Internship & Part-Time Job Fair at Loyola University.
11	Participate in Job Fair	On October 5, 2023, WVUE News Director participated in the UNO On-Campus Career Fair Fall 2023 at the University of New Orleans.
12	Participate in Job Fair	On October 5, 2023, WVUE Creative Services Director participated in the UNO On-Campus Career Fair Fall 2023 at the University of New Orleans.
13	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On October 17, 2023, WVUE hosted students at the station from Loyola University's School of Journalism in a program to shadow producers and/or reporters on the job.
14	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On October 18, 2023, WVUE hosted students at the station from Loyola University's School of Journalism in a program to shadow producers and/or reporters on the job.
15	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On October 19, 2023, WVUE hosted students at the station from Loyola University's School of Journalism in a program to shadow producers and/or reporters on the job.
16	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On October 20, 2023, WVUE hosted students at the station from Loyola University's School of Journalism in a program to shadow producers and/or reporters on the job.

17	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On November 3, 2023, WVUE Meteorologist spoke to Loyola University’s School of Journalism “Social Media Strategies” class on social media content, communications and news gathering using social media; as well as different opportunities in the broadcast career field.
18	Participate in Events Sponsored by Community Groups interested in Broadcast Employment Issues	On April 19, 2023, WVUE Anchor participated on a panel for the Black Regional Chamber of Commerce on Effective Communication as a Rising Young Professional.
19	Management Training	On April 20, 2023, our Office Manager participated in a training on the FCC’s EEO Rules and Regulations provided by Wiley Rein.