

EEO Public File Report

Station: KALB-TV

Period Covered by the Report: 2/1/08-1/31/09

This report is a complete listing of all full-time jobs filled by station's employment unit during previous year, identified by title.

| Position Title | Date Open | Date Filled | Recruitment Source(s) utilized to fill vacancy | Total # Interviewed | Number Hired | | Recruitment Source of Hire |
|-----------------------------------|-----------|-------------|------------------------------------------------|---------------------|--------------|--|----------------------------|
| | | | | | | | |
| IMD Content Producer, ALB-000092 | 3/24/08 | 6/9/08 | Recruitment Source List (see attached) | 3 | 1 | | Walk-In |
| Anchor, Wkdy, Evening, ALB-000097 | 5/20/08 | 7/15/08 | Recruitment Source List (see attached) | 4 | 1 | | Walk-In |
| Commercial Producer, ALB-000103 | 8/11/08 | 8/25/08 | Recruitment Source List (see attached) | 5 | 1 | | Walk-In |
| Writer/Producer, ALB-000100 | 6/26/08 | 9/1/08 | Recruitment Source List (see attached) | 1 | 1 | | Former KALB Employee |
| Account Executive, ALB-000094 | 4/29/08 | 9/15/08 | Recruitment Source List (see attached) | 10 | 1 | | KALB Employee Referral |
| Total | | | | 23 | | | |

Recruitment Source Analysis

This form is to be placed in the public file annually

Station: KALB-TV

Year: 2/1/08-1/31/09

Total No. of Persons

Interviewed for full-time vacancies

23

Recruitment Source Information

| Recruitment Source | Address | Contact Person | Telephone No. | Fax No. | Total Interviewed by Source | Entitled to Notification |
|-----------------------------------------|----------------------------------------------------------------------------|-----------------------------------------|---------------|--------------|-----------------------------|--------------------------|
| Centenary College | Career Services, 2911 Centenary Blvd, P.O. Box 41188, Shreveport, LA 71134 | Dennis Taylor | 318-869-5360 | 318-841-7235 | 0 | N |
| Central LA Chamber of Commerce | PO Box 992, Alexandria, LA 71309 | Minority Small Business Committee Chair | 318-442-6671 | 318-442-6734 | 0 | N |
| Delta Sigma Theta Sorority | PO Box 6007, Alexandria, LA 71307 | Ms. Georgia Humphrey | 318-443-0624 | N/A | 0 | N |
| Grambling State Univ. | Career Planning and Placement, 100 Main St., Grambling, LA 71245 | Ms. Adrienne Willis | 318-274-2346 | 318-274-3357 | 0 | N |
| Jackson State University | PO Box 18590, Jackson, MS 39217 | Dorothy Whitley | 601-979-2477 | 601-979-3948 | 0 | N |
| kalb.com | PO Box 951, Alexandria, LA 71309 | Shannon Tassin | 318-445-2456 | N/A | 0 | N |
| KALB Employee | 605 Washington St, Alexandria, LA 71301 | Shannon Tassin | 318-445-2456 | N/A | 1 | N |
| KALB Employee Referrals | 605 Washington St, Alexandria, LA 71301 | Shannon Tassin | 318-445-2456 | N/A | 5 | N |
| Louisiana College | Career Development, 1140 College Drive, Pineville, LA 71360 | Ms. Michelle Duke | 318-487-7105 | 318-487-7140 | 0 | N |
| Louisiana State Dept. of Labor | PO Box 271, Alexandria, LA 71309 | Mr. Ed Blackwell | 318-487-5532 | 318-487-5272 | 0 | N |
| Louisiana State University | B6 Hodges Hall, Baton Rouge, LA 70803 | Yvonne Cappe | 225-578-2165 | | 0 | N |
| Manship School | Richmond, VA | Corporate HR | 804-775-4600 | N/A | 0 | N |
| mediageneneral.com | Richmond, VA | Dr. Mike Brown | 662-325-2906 | 662-325-9423 | 0 | N |
| Mississippi State University | Mississippi State, MS 39762 | mike.brown@msstate.edu | | | 0 | N |
| Ms. Bridgett Brown, Attorney at Law | 3504 Masonic Drive, Alexandria, LA 71301 | Ms. Bridgett Brown, Attorney at Law | 318-442-0615 | 318-443-1444 | 0 | N |
| National Assoc. of Black Journalists | 8701A Adelpia Rd, Adelpia, MD 20783 | | 301-445-7100 | 301-445-7101 | 0 | N |
| National Assoc. of Broadcasters (NAB) | 1771 N Street, N.W., Washington, D.C. 20036 | | 202-429-5300 | 202-429-4199 | 0 | N |
| National Assoc. of Hispanic Journalists | 1000 National Press Building, Washington, D.C. 20045 | | 888-346-NAHU | 202-662-7144 | 0 | N |

| | | | | | | | |
|------------------------------------|---------------------------------------------------------------------------|------------------|--------------|----------------------|--------------|---|---|
| Native American Journalists Assoc. | University of South Dakota, 414 E. Clark St, Vermillion, SD 57069 | | | 605-677-5282 | 866-694-4264 | 0 | N |
| Northwestern State Univ. | Career and Placement Center, College Avenue, Natchitoches, LA 71497 | Rebecca Boone | 318-357-5621 | 318-357-5690 | 1 | N | |
| Rapides Parish NAACP | 626 8th Street, Alexandria, LA 71302 | Mr. Ed Larvadain | 318-445-6717 | Requested in writing | 0 | N | |
| Southern University Career Center | Career Center, Southern Branch Post Office, Baton Rouge, LA 70813 | Mr. Al Barron | 225-771-2200 | 225-771-3272 | 0 | N | |
| Southern University at New Orleans | Career Placement, 223 University Center, New Orleans, La 70126 | Mr. Joe Marion | 504-286-5395 | 504-286-5390 | 0 | N | |
| University of LA at Lafayette | Career Placement Center, PO Box 41730, Lafayette, LA 70504 | Ms. Billeau | 337-262-5300 | 337-482-1450 | 0 | N | |
| University of LA at Monroe | Dept. of Communication Arts, 120 Stubbs Hall - ULM, Monroe, LA 71209 | Ms. B. Kauffman | 318-342-1406 | 318-342-1422 | 0 | N | |
| University of New Orleans | Counseling Services, 2000 Lakeshore Drive, New Orleans, LA 70122 | Dr. Mitchell | 504-280-6683 | 504-280-7440 | 0 | N | |
| Xavier University of LA | Mass Communications Dept., 1 Drexel Drive, Box 65A, New Orleans, LA 70125 | Ms. Russell | 504-520-5092 | 504-520-7919 | 0 | N | |

Other Sources not notified, but generated interviewees:

| | | | | | | | |
|---------------------------------|--|-----|-----|-----|-----|---|---|
| Former KALB Employee | | N/A | N/A | N/A | N/A | 1 | N |
| Friend | | N/A | N/A | N/A | N/A | 1 | N |
| Internet (Search-not specific) | | N/A | N/A | N/A | N/A | 4 | N |
| Self-Initiated | | N/A | N/A | N/A | N/A | 2 | N |
| Unknown Referrals/Walk-In | | N/A | N/A | N/A | N/A | 4 | N |
| Word of Mouth/Industry Referral | | N/A | N/A | N/A | N/A | 4 | N |

Total 23

Supplemental Outreach Initiatives

This form is to be placed in the Public File Annually

Station: **KALB-TV**

Year: **2/1/08-1/31/09**

| Initiative | Description | Date | Personnel Involved by Title | Scope of Station Participation |
|---------------------------------------------|-------------------------------------------------------------------------------------|----------|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1) Louisiana State University at Alexandria | College Job Fair | 3/5/08 | Phillip Taylor, Production Manager | We set up a TV with presentation, distributed Internship information and applications for employment. |
| 2) Louisiana College | College Job Fair | 3/13/08 | Keith Holt, Marketing Director | We set up a TV with presentation, distributed Internship information and applications for employment. |
| 3) 2008 Groundhog Job Shadow Day | Job Shadowing | 1/31/08 | Eric Marshall, Managing Editor & Nick Milkulas, Morning Weather Anchor | One student from the ASH, one student from Northwood High and one from Rapides High School visited the station. They toured the facilities and shadowed news employees. |
| 4) NSU Interviews/Job Fair | NSU Interviews/Job Fair | 5/5/08 | Michele Godard, News Director | Along with other businesses, we publicized with the NSU Journalism Department that we would be on campus for interviews on 5/5/08. Paul Furr, Department Head and Associate Professor of the Department of Journalism at NSU coordinated the event. Michele Godard interviewed 10 students. |
| 5) KALB Training programs | Cross Training - Training employees to do jobs other than what they were hired for. | On-going | All Department Managers and Supervisors | Department heads are continually training their employees in other skills to enable current station personnel to acquire skills that will assist them in obtaining internal promotions or transfers to other markets. We concentrated on this in the Production and News Departments in 2006. |
| 6) KALB-TV Internship Program | Internships available to college students who meet criteria | On-going | Michele Godard, News Director; Eric Marshall, Managing Editor; other News personnel | The KALB News Internship creates opportunities for students enrolled in institutions of higher learning to gain experience in the station's day-to-day operations. Students participating in the internship program in the News Department become knowledgeable in many different aspects of the News operation. The interns will interact with the assignment editors, researching stories, observe the news edit area where stories are prepared for broadcast, and will also have the opportunity to shadow reporters and photographers in the field, giving them a first-hand experience at the news gathering process. |