

Guaranty Broadcasting Company of Baton Rouge, LLC

FM RADIO STATIONS WDGL, WBRP, WNXX, WTGE & KNXX

EEO PUBLIC FILE REPORT

*January 29, 2020 – January 29, 2021**

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 Hires
Sales Executive	12, 35, 38, 41, 43-44	41

*This Report includes recruitment data collected from January 29, 2020 – January 29, 2021

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.	Nicholls State University P. O. Box 2006 Thibodaux, LA 70313 (985) 446-8111 www.collegecentral.com/nicholls	Y	0
2.	The Advocate, Classified P.O. Box 588 Baton Rouge, LA 70821 (225) 388-0111	N	0
3.	Baton Rouge Community College 5310 Florida Blvd. Baton Rouge, LA 70806 (225) 216-8019	Y	0
4.	Southeastern University Career Services Hammond, Louisiana (985) 549-2121 www.selu.edu./career	Y	0
5.	Camelot Career College 2618 Wooddale Blvd. Baton Rouge, LA 70805 (225) 928-3005	N	0
6.	Delmont Service Center 3535 Riley St Baton Rouge, LA 70805 (225) 389-5464	N	0
7.	Delta College Career Services 7380 Exchange Place Baton Rouge, LA 70806 (225) 928-7780	N	0
8.	LA Works/Dept of Labor Via website at: Laworks.net (225) 358-4516	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month Period
9.	Southern University Career Services Career Services 730 Harding Blvd. (225) 771-2200 www.subr.edu/careerservices	N	0
10.	Louisianagrads.com Internet Website	N	0
11.	LAB Employment Clearinghouse Polly Prince Johnson 660 Florida Blvd. Baton Rouge, LA 70801 (225) 267-4522 Via Email: lab@broadcasters.org	N	0
12.	LSU Career Services 1502 Ceba Baton Rouge, LA 70803 Fax (225)578-1548 www.lsu.edu	N	1
13.	LSU Mass Communications Department 207C Journalism Bldg. Baton Rouge, LA 70803 (225) 578-2236 www.manship.lsu.edu	Y	0
14.	Allaboutcountry.com Via email to: kim@allaboutcountry.com	N	0
15.	Radio 1 Broadcast School 700 3 rd Street N., Ste.LL7 Lacrosse, Wisconsin 54601 (800) 889-2221	Y	0
16.	Southern University Mass Communications P.O. Box 9770 Baton Rouge, LA 70813 (225) 771-5790	N	0
17.	Grambling University Career Services (318) 274-2346	N	0
18.	National Alliance of State Broadcasters Via Website: Careerpage.com	N	0
19.	The All Access Music Group Via Website: www.allaccess.com	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month Period
20.	Loyola University Career Services 6363 St. Charles Street, Campus Box 201 New Orleans, Louisiana 70118 (504) 865-3430	Y	0
21.	Louisiana State University in Shreveport Via Website: www.myinterfase.com.lsus/employer	Y	0
22.	Dillard University Career Services 2601 Gentilly Blvd. New Orleans, Louisiana 70122 (504) 816-44685	Y	0
23.	Radio 411 Via Website: radio@411.com	N	0
24.	Bowen Foundation for Minority Interest in Media Sandra D. Rice 523 W. 57 th Street New York, NY 10019 (301) 445-7100 fax (212) 975-5884 www.emmabowenfoundation.com	N	0
25.	National Association of Black College Broadcaster P. O. Box 3191 Atlanta, GA 30302 (404) 523-6136	Y	0
26.	On-Air Announcements (one or more SEU stations)	N	0
27.	Women in Media Fax (225) 231-1869 www.womeninmedia.net Via Email: info@womeninmedia.net	Y	0
28.	Sales Marketing & Executive of Greater Baton Rouge Smegbr.org	Y	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month Period
29.	Southern University NAACP P. O. Box 11032 Baton Rouge, Louisiana 70813 (225) 771-2585 Via Email: josephsam41@gmail.com	Y	0
30.	KSLU SLU 107873 Hammond, Louisiana 70402 (985) 549-2330	Y	0
31.	Louisiana Tech University Career Services P. O. Box 3153 Ruston, Louisiana 71272 akelly@latech.edu	Y	0
32.	Tulane University (504) 314-2216 Via Email jobs@tulane.edu	Y	0
33.	National Council of Negro Women in Baton Rouge P. O. Box 4571 Baton Rouge, LA 70821	Y	0
34.	Alliance for Women in Media 1760 Old Meadow Road, Suite 500 McLean, VA 22102 (703) 506-3290 www.allwomeninmedia.org	Y	0
35.	Station Website	N	3
36.	SEU Internship Programs	N	0
37.	Non-Employee Referral	N	0
38.	Self-Referral/Walk-In	N	2
39.	Baton Rouge School of Computers 10425 Plaza Americana Drive Baton Rouge, LA 70816 (225) 923-2525	N	0

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month Period
40.	Louisiana Technical College 3250 N. Acadian Thruway East Baton Rouge, LA 70805 (225)359-9297	Y	0
41.	Employee Referral	N	1
42.	www.indeed.com 800-462-5842	N	0
43.	Radio Station's Facebook	N	1
44.	LinkedIn	N	4
	TOTAL INTERVIEWEES DURING REPORTING PERIOD:		12

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1.	Participated in Event with Educational Institution (Initiative Number 10)	On January 30, 2020, our On-Air Talent participated in a job shadowing program for LSU Mass Communications student in Baton Rouge. This event has not previously been reported.
2.	Participated in Event with Educational Institution (Initiative Number 10)	On January 30, 2020, our On-Air Talent participated as a guest speaker in a Mass Communications class at Louisiana State University. This event has not previously been reported.
3.	Participated in Event with Educational Institution (Initiative Number 10)	On January 31, 2020, our On-Air Talent participated in a job shadowing program for a university High School graduate in Baton Rouge who was planning on participating in broadcasting classes at the Air Force Academy. This event has not previously been reported.
4.	Participated in Event with Educational Institution (Initiative Number 10)	On February 3, 2020, our On-Air Talent participated in a job shadowing program for LSU Mass Communications student in Baton Rouge.
5.	Participated in Event with Educational Institution (Initiative Number 10)	On February 6, 2020, our On-Air Talent participated as a guest speaker at Niagra University Sports Communication class (via Skype).
6.	Participated in Training Program (Initiative Number 14)	On July 9, 2020, the Human Resources Manager participated in a two hour Zoom webinar entitled “Courageous Conversation”. The focus of this Louisiana Association of Broadcasters webinar was centered around Diversity, Inclusion, and Leadership Development in the workplace.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
7.	Established Internship Program (Initiative Number 5)	We conducted an internship program in association with Louisiana State University in Baton Rouge in an effort to expose students to all aspects of the radio industry. We hosted one intern from LSU in the Programming and Production Departments in the Spring of 2020. Supervised by our Manager and Programming Manager, the interns' duties included basic audio editing for on-air use, work with social media, on-air time, and help with filing transmitter readings.
8.	Established Internship Program (Initiative Number 5)	We conducted an internship program in association with The Cristo Rey School of Baton Rouge in an effort to expose students to all aspects of the radio industry. We hosted two interns from Cristo Rey in the Production Departments in the Spring and Fall of 2020. Supervised by our Human Resources Manager, the interns' duties included basic production, on-air time, and radio sales assistance.
9.	Participated in Scholarship Program (Initiative Number 7)	We sponsored a scholarship program with the Mass Communications Department at Louisiana State University. We established the criteria for the scholarship recipient and awarded a grant of \$1,000 in our name to an LSU student. Recipients must be majoring in mass communications, have a 3.0 grade point average, and demonstrate need. The scholarship was awarded in November 2020 for the 2020-2021 school year.
10.	Participated in Scholarship Program (Initiative Number 7)	We sponsored a scholarship program with the Mass Communications Department at Southern University. We worked with its director to solicit scholarship applicants, established the criteria for the program and judged the applicants. We received the applications, interviewed the applicants and selected two scholarship winners. We awarded a \$500.00 scholarship to each of two Southern University students. To be chosen for the scholarship program, the student must be majoring in mass communications, have a 3.0 grade point average, and demonstrate need. The scholarships were awarded in November 2020 for the 2020-2021 school year.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
11.	Establishment of Training Program (Initiative Number 8)	We established a training program that offered our station personnel educational classes to learn new skills and update their existing skills which could qualify them for higher level positions. Approximately 25 employees participated during the reporting period in the following training classes: Social Media Strategies, WideOrbit, Sales Training,

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