

Red River Radio Network

EEO Report: covering the employment period from February 1, 2022 until January 31, 2023.

KLDN-Lufkin
KDAQ-Shreveport
KLSA – Alexandria
KBSA-El Dorado
KTYK-Overton

We had two positions filled during this time period, including a full time Operations Manager/Jazz Host and a part time Operations Assistant/Announcer

For these positions, ads were placed in the Shreveport Times, Current Magazine (a trade publication) website, the Shreveport Sun (an historically black newspaper) and the university and station websites, as well as on the Louisiana State hiring website. All applicants had to apply via the State website, which automatically blocks certain information (such as race) from reaching the search committee, thereby providing an extra level of assurance that EEO requirements are being met. Out of all the applicants, in both cases, multiple persons were interviewed either by phone or in person, if possible.

Kiara LaFitte was hired for the Operations Manager position on April 5, 2022. This is a full time position. The position was announced in the Shreveport Sun on Feb. 22, 2022 via paid advertisement. It was also announced on the Corporation for Public Broadcasting job site at: <https://cpb.org/jobline/Red-River-Radio-KDAQ-KLSA-KBSA-KLDN-KTYK/Operations-Manager-Producer-and-Host> on Feb. 14, 2022 and on publicmediajobs.org on Feb. 15, 2022., plus the Louisiana State job website on Feb. 13, 2022. LSUS also posted it on their website at : [LSUS Employment Opportunities](#). The job opening deadline was extended until March 22, 2022 to ensure that interested parties had time to consider the position, especially since the pandemic was likely a factor. There were 10 applicants, out of which 4 were seriously considered for the position..

Mark Pizzolato was hired for the Operations Assistant position October 24, 2022. The Ops Assistant position is part time. (30 hours). The position was again put on the Louisiana State job website, the LSUS website at [LSUS Employment Opportunities](#), it was advertised in the Shreveport Sun on September 28., 2022, on publicmediajobs.org at September 27, 2022. Because this was an hourly part time position, we were not expecting as many applicants as we would be drawing primarily from the immediate local area. We had a total of 4 applicants, of which 2 were seriously considered for the position.

On an ongoing basis, Red River Radio has maintained a program of working with interns who are interested in broadcasting. These interns learn the basics of radio and broadcast production through the creation of projects intended for airing on Red River Radio. These internships include opportunities for LSUS students and for students from other area colleges as well. Information about our internships is provided on our website: www.redriverradio.org. Currently, we have one paid intern working for the station who is also a student at our licensee. Internships can be focused on either broadcast journalism or production.

Starting in 2016, the station began a cooperative internship with Stephen F. Austin State University in Nacogdoches, TX. This was paused during the pandemic. We maintain an open door policy for interns and students from Centenary College, Southern University,

Grambling State, Wiley College, Stephan F. Austin and other schools who have expressed an interest.

Red River Radio makes available student work and volunteer opportunities to full time students attending LSUS, as well as to members of our community. We have an active list of dozens of volunteers who participate in a variety of tasks at our station.

Red River Radio also encourages volunteers who have an interest in broadcasting to take advantage of training and volunteer opportunities throughout each year. This includes hosting programs, commentaries or assisting our production team in live events. Volunteer opportunities exist for those who desire to learn about broadcasting as a potential career choice. These opportunities are less specialized than our intern program but provide a good opportunity to gain experience in broadcasting. Red River Radio encourages volunteers who have an interest in broadcasting to take advantage of training and volunteer opportunities throughout each year.

Red River Radio also has an open association with Grambling State University (home of our Grambling translator) for the purpose of providing production opportunities for students in the Communications department. Grambling is also the location of our translator serving that area, part of a long time collaboration dating back decades.

Red River Radio maintains a collaboration with the Louisiana School for Math, Sciences and the Arts where High School students gain an understanding of radio and broadcast production. This was also paused during the pandemic, however we have a number of produced programming segments from this collaboration.

Red River Radio also participates in job fairs held on the campus of Louisiana State University Shreveport on a regular basis.

Finally, the network also abides by the equal employment opportunities policies of the University. Any positions open will be advertised and filled according to the rules of LSUS and the State of Louisiana.

Submitted January 26, 2023