

EEO Public File Report
February 1, 2017– January 31, 2018

Annual EEO Public File Report Form

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|------|-------|---------------|
| KLAA | 8166 | Tioga, LA |
| KEZP | 51078 | Bunkie, LA |
| KBKK | 86913 | Ball, LA |
| KEDG | 86925 | Pineville, LA |

Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the above stations: This report is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning February 1, 2017 to and including January 31, 2018

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from February 1, 2017 to January 31, 2018

Station(s) Comprising Station Employment Unit: KLAA, KEZP, KBKK, KEDG

Section 1: Vacancy Information

| | Full-time Positions Filled By Job Title | Recruitment Source of Hiree | Total Number of Interviewees from All Sources for This Position |
|---|--|--|--|
| 1 | Account Executive | Social Media/FB | 1 |
| 2 | Programming/On-air | Internal Posting | 1 |
| 3 | Traffic Manager | Professional Referral | 1 |
| 4 | Programming/On air | www.allaccess.com | 3 |
| 5 | Account Executive | Broadcast Radio Ads | 6 |
| 6 | Digital Manager | Broadcast Radio Ads | 3 |

Total Number of Persons Interviewed During Applicable Period: 15

Appendix 2

Annual EEO Public File Report Form

Covering the Period from February 1, 2017 to January 31, 2018

Stations Comprising Station Employment Unit: KLAA-FM, KEZP, KBKK, KEDG

Section 2: Recruitment Source Information

"Please note, during this period there have been no entities that have requested to be notified of all full time openings at the stations."

| | Recruitment Source (Name, Address, Telephone Number, Contact Person) | Total Number of Interviewees This Source Has Provided During This Period (If Any) | Full-time Positions for Which This Source Was Utilized |
|---|--|--|--|
| A | Social Media- www.Facebook.com Station Facebook sites KLAA, KEZP, KBKK, KEDG | 3 | In addition to all other sources this medium was used to specifically recruit account executives |
| B | Internal Posting | 1 | Programming/On-Air |
| C | Radio Station Ads Broadcast on KLAA, KEZP, KBKK, and KEDG | 18 | All positions advertised |
| D | Industry Website www.allaccess.com | 3 | In addition to all other sources this website is used to specifically recruit on air/programming positions |
| E | Society for Human Resource Management (SHRM) Sarah Sasser 318-767-5530 | 0 | All positions advertised |
| F | Other / Client Referral | 1 | Traffic Manager position |

Appendix 3 to

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Covering the Period from February 1, 2017 to January 31, 2018

Stations Comprising Station Employment Unit: KLAA, KEZP, KBKK, KEDG

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by

I. Participation In Job Fairs or Career Fairs:

March 2017: Lagniappe stations KLAA, KEZP, KBKK, and KEDG participated in the Louisiana College Career Fair. As part of the Career Fair, a Lagniappe employee manned a booth to represent our stations and speak with potential candidates about careers and current opportunities in radio. This Career Fair also aided in fostering the development and strengthening of connections between Louisiana College, employers, and graduate institutions. Employment applications were on hand and given to interested candidates along with accepting resumes from the candidates.

March 2017: Lagniappe attended a Society for Human Resource Management Seminar. Lagniappe sent their Recruitment and Retention Manager to speak and discuss radio opportunities for recruitment and job fairs along with continuing a relationship for Lagniappe to share their job opportunities with Society for Human Resource Management (SHRM). Currently, Lagniappe has an ongoing relationship with Society for Human Resource Management (SHRM) to promote upcoming job fairs on KLAA, KEZP, KBKK, and KEDG. This relationship also allows Lagniappe to participate in each job fair to present current job opportunities at the time of the job fair.

May 2017: Lagniappe stations KLAA, KEZP, KBKK, and KEDG participated in the Louisiana Workforce Commission Job Fair. As part of the Job Fair, numerous Lagniappe employees manned a booth to represent our stations and speak with potential candidates about careers and current opportunities in radio. Employment applications were on hand and given to interested candidates along with accepting resumes from the candidates.

II. On-Going Internship Program for Area College Students (73.2080(c)(2)(v))

Lagniappe stations participate in an on-going semester internship-program. The radio stations welcome students from area universities and colleges who are motivated and excited about expanding their knowledge and hands-on experience in a vibrant broadcasting environment. Students must be enrolled in a program related to the broadcasting industry, and their internship must be endorsed, supported, and constantly monitored by the sponsoring university. Students are rewarded with course credit hours upon completion of the semester-long program. Internship periods include Fall and Spring semesters.