



**2013**

**EEO PUBLIC FILE REPORT**

**FEBRUARY 1, 2012 THROUGH JANUARY 31, 2013**

**FOR**

**KLFY-TV  
LAFAYETTE, LOUISIANA**

## **EEO PUBLIC FILE REPORT**

**This EEO Public File Report is filed in KLFY's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.**

**During the one year period ending on January 31, 2013, the station filled the following full time vacancies:**

**Traffic Continuity (1)  
News Reporter (2)  
News Producer (3)  
Experienced News Reporter (1)**

**Video Journalist (1)  
Local Account Executive (2)  
Technical Media Operator (1)  
Promotions Manager (1)**

**The station interviewed a total of thirty (30) people for all full time vacancies during the period covered in this report. In addition, the following positions were filled through internal promotions:**

**Promotions Manager (1)  
News Producer (1)  
Experienced News Reporter (1)**

**Digital Sales Director (1)  
Local Account Executive (1)  
Sales Research Coordinator (1)**

**The station submitted vacancy information to numerous sources through a service provided by eeo1source.com. Under the service, the Station provided eeo1source.com with vacancy information, which was subsequently faxed to numerous recruitment sources (listed below). In addition to eeo1source, vacancy information was also submitted to the University of Louisiana at Lafayette, TVJOBS.com and through the Station Website and on-air promotions and through Station bulletin boards.**

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

American School of Business	0
American Women in Radio & TV	0
American Women in Television	0
Asian American Journalists Association	0
Ayers Institute	0
Baton Rouge School of Computers	0
Baton Rouge Job Service	0
Broadcast Employment Weekly	0
Black Broadcasters Alliance	0
Camelot Career College	0
Delgado Community College	0
Delta Career College	0
Department of Labor Job Services	0
Dillard University, Mass Communications	0
Dillard University	0
Eastern New Mexico University	0
Employee Referrals	7
Goodwill Employment Solutions	0
Hispanic Chamber of Commerce	0
Job Fairs	0
Kenner Professional Women's Association	0
KELO-TV	0
KLFY-TV In House Bulletin Board/ In House Employees	0
KLFY-TV Website	14
KRON-TV	0
KWQC-TV	0
Louisiana Association of Broadcasters	0
Louisiana College/Dept. of Communication Arts	0
Louisiana Department of Labor Job Center	0
Louisiana State Employment Office	0
Louisiana State University	0
Louisiana State University Communication Dept	0
Louisiana Technical College	0
Louisiana Technical University	0
Loyola University Career Services	0
Manship School of Mass Communications	0
Martin Luther King Community Center	0
MonsterJobs.com	0
Media Line	0
NAACP	0
National Association of Black Broadcasters	0
National Association of Black Journalists	0
National Association of Broadcasters	0
National Association of Hispanic Journalists	0
National Hispanic Coalition	0

Native American Broadcasting Consortium	.....	0
Native American Public Broadcasting	.....	0
Native American Journalist Association	.....	0
Northwestern State University	.....	0
Office of Women's Services	.....	0
On-Air Promotions	.....	0
Our Lady of Holy Cross College	.....	0
Panola College	.....	0
Regional Help Wanted.com	.....	0
Remington College	.....	0
Southeastern University Career Development Service.....	.....	0
Southern University of New Orleans	.....	0
Southern University of Baton Rouge	.....	0
Texarkana College/Placement Director	.....	0
Texarkana Workforce Center	.....	0
Tulane University	.....	0
TVB	.....	0
TV Jobs.com	.....	8
United Way of Acadiana	.....	0
University of Arkansas-Fayetteville	.....	0
University of Louisiana – Lafayette	.....	1
University of New Orleans	.....	0
University of Texas – Tyler	.....	0
Urban League of Greater New Orleans	.....	0
Walk-Ins	.....	0
Women's Employment & Training Center	.....	0
Women in Communications	.....	0
Women in Media – Newsletter	.....	0
WAFB-TV	.....	0
WATE-TV	.....	0
WBAY-TV	.....	0
WDSU-TV	.....	0
WKRN-TV	.....	0
WLNS-TV	.....	0
WRIC-TV	.....	0
WTEN-TV	.....	0
WTVO-TV	.....	0
Xavier University	.....	0

**Attachment A contains the following information for each full time vacancy:**

**The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone;**

**The recruitment source that referred the hiree for each full time vacancy;**

**The total number of persons interviewed for each full time vacancy; and**

**The total number of interviewees referred by each recruitment source used in connection with each vacancy.**

**Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.**

**\*\*\*\*\***

**ATTACHMENT A**

**EEO INFORMATION FOR FULL TIME VACANCIES**

**FULL TIME VACANCY EEO INFORMATION – A 1**

Job Title of Vacancy: News Reporter (1) Recruitment Source That Referred the Hiree: TVJOBS.COM

Date Vacancy Opened: October 26<sup>th</sup>, 2012 Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: January 5<sup>th</sup>, 2013

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KLFY Website	<a href="http://www.klfy.com">www.klfy.com</a>	Dwight Dugas	337-981-4823	0	NO
Employee Referrals	N/A	N/A	N/A	0	NO
TV Jobs.com	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	Mark Holloway	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	3	NO
Univ. of Louisiana @ Laf.	<a href="http://careerservices.louisiana.edu">careerservices.louisiana.edu</a>	N/A	337-482-1444	0	NO
eelsource.com*	<a href="http://www.eelsource.com">www.eelsource.com</a>	Deepak Massand	336-375-2991	0	NO
In-House Employee	N/A	N/A	N/A	0	NO

\* The Station submitted vacancy information to numerous sources through a service provided by eelsource.com. Under the service, the Station provides eelsource.com with vacancy information, which was subsequently faxed to numerous recruitment sources (a full list of these sources is located at the front of the Public File Report). Any recruitment source reached through this service that referred an interviewee is listed in the table above along with a “←” beside it.



**FULL TIME VACANCY EEO INFORMATION – A 2**

Job Title of Vacancy: News Reporter (2) Recruitment Source That Referred the Hiree: Employee Referral

Date Vacancy Opened: May 5<sup>th</sup>, 2012 Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Filled: July 2<sup>nd</sup>, 2012

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KLFY Website	<a href="http://www.klfy.com">www.klfy.com</a>	Dwight Dugas	337-981-4823	0	NO
Walk-In/Mail Applicants	N/A	N/A	N/A	0	NO
Employee Referrals	N/A	N/A	N/A	1	NO
T V Jobs.com	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	Mark Holloway	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	1	NO
eolsource.com*	<a href="http://www.eolsource.com">www.eolsource.com</a>	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana @ Laf.	<a href="http://careerservices.louisiana.edu">careerservices.louisiana.edu</a>	N/A	337-482-1444	0	NO
In House Employee	N/A	N/A	N/A	0	NO

\* The Station submitted vacancy information to numerous sources through a service provided by eolsource.com. Under the service, the Station provides eolsource.com with vacancy information, which was subsequently faxed to numerous recruitment sources (a full list of these sources is located at the front of the Public File Report). Any recruitment source reached through this service that referred an interviewee is listed in the table above along with a “↔” beside it.

**FULL TIME VACANCY EEO INFORMATION – A 3**

Job Title of Vacancy: Experienced News Reporter (1) Recruitment Source That Referred the Hiree: KLFY Website

Date Vacancy Opened: September 16<sup>th</sup>, 2011 Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: May 14<sup>th</sup>, 2012

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KLFY Website	<a href="http://www.klfy.com">www.klfy.com</a>	Dwight Dugas	337-981-4823	1	NO
Walk-In/Mail Applicants	N/A	N/A	N/A	0	NO
Employee Referrals	N/A	N/A	N/A	0	NO
T V Jobs.com	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	Mark Holloway	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	2	NO
eelsource.com*	<a href="http://www.eelsource.com">www.eelsource.com</a>	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana @ Laf.	<a href="http://careerservices.louisiana.edu">careerservices.louisiana.edu</a>	N/A	337-482-1444	0	NO
In House Employee	N/A	N/A	N/A	0	NO

\* The Station submitted vacancy information to numerous sources through a service provided by eelsource.com. Under the service, the Station provides eelsource.com with vacancy information, which was subsequently faxed to numerous recruitment sources (a full list of these sources is located at the front of the Public File Report). Any recruitment source reached through this service that referred an interviewee is listed in the table above along with a “←” beside it.

**FULL TIME VACANCY EEO INFORMATION – A 4**

**Job Title of Vacancy:** News Producer (1)      **Recruitment Source That Referred the Hiree:** Employee Referral

**Date Vacancy Opened:** May 29<sup>th</sup>, 2012      **Total Number of Persons Interviewed for the Vacancy:** 3

**Date Vacancy Filled:** June 9<sup>th</sup>, 2012

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Employee Referrals	N/A	N/A	N/A	1	NO
Job Fair	N/A	N/A	N/A	0	NO
KLFY Website	<a href="http://www.kfy.com">www.kfy.com</a>	Dwight Dugas	337-981-4823	2	NO
eeo1source.com *	<a href="http://www.eeo1source.com">www.eeo1source.com</a>	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana-Laf.	<a href="http://careerservices.louisiana.edu">careerservices.louisiana.edu</a>	N/A	337-482-1444	0	NO
In-House Employee	N/A	N/A	N/A	0	NO
T V Jobs.com	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	Mark Holloway	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	0	NO

\* The Station submitted vacancy information to numerous sources through a service provided by eeo1source.com. Under the service, the Station provides eeo1source.com with vacancy information, which was subsequently faxed to numerous recruitment sources (a full list of these sources is located at the front of the Public File Report). Any recruitment source reached through this service that referred an interviewee is listed in the table above along with a “←” beside it.

**FULL TIME VACANCY EEO INFORMATION – A 5**

**Job Title of Vacancy:** News Producer (2)      **Recruitment Source That**  
**Referred the Hiree:** University of Louisiana-  
Lafayette

**Date Vacancy Opened:** October 30<sup>th</sup>, 2012      **Total Number of Persons**  
**Interviewed for the Vacancy:** 3

**Date Vacancy Filled:** November 17<sup>th</sup>, 2012

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Employee Referrals	N/A	N/A	N/A	0	NO
Job Fair	N/A	N/A	N/A	0	NO
KLFY Website	<a href="http://www.klfv.com">www.klfv.com</a>	Dwight Dugas	337-981-4823	2	NO
eEO1source.com *	<a href="http://www.eEO1source.com">www.eEO1source.com</a>	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana-Laf.	<a href="http://careerservices.louisiana.edu">careerservices.louisiana.edu</a>	N/A	337-482-1444	1	NO
In-House Employee	N/A	N/A	N/A	0	NO
T V Jobs.com	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	Mark Holloway	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	0	NO

\* The Station submitted vacancy information to numerous sources through a service provided by eEO1source.com. Under the service, the Station provides eEO1source.com with vacancy information, which was subsequently faxed to numerous recruitment sources (a full list of these sources is located at the front of the Public File Report). Any recruitment source reached through this service that referred an interviewee is listed in the table above along with a “↔” beside it.

**FULL TIME VACANCY EEO INFORMATION – A 6**

**Job Title of Vacancy:** News Producer (3)      **Recruitment Source That Referred the Hiree:** Employee Referral

**Date Vacancy Opened:** October 30<sup>th</sup>, 2012      **Total Number of Persons Interviewed for the Vacancy:** 3

**Date Vacancy Filled:** December 19<sup>th</sup>, 2012

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Employee Referrals	N/A	N/A	N/A	1	NO
Job Fair	N/A	N/A	N/A	0	NO
KLFY Website	<a href="http://www.klfy.com">www.klfy.com</a>	Dwight Dugas	337-981-4823	0	NO
eEO1source.com *	<a href="http://www.eEO1source.com">www.eEO1source.com</a>	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana-Laf.	<a href="http://careerservices.louisiana.edu">careerservices.louisiana.edu</a>	N/A	337-482-1444	0	NO
In-House Employee	N/A	N/A	N/A	0	NO
T V Jobs.com	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	Mark Holloway	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	2	NO
LEDA Job fair	N/A	N/A	N/A	0	NO

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**FULL TIME VACANCY EEO INFORMATION – A 7**

**Job Title of Vacancy:** Local Account Executive (1)      **Recruitment Source That Referred the Hiree:** Employee Referral

**Date Vacancy Opened:** November 1<sup>st</sup>, 2011      **Total Number of Persons Interviewed for the Vacancy:** 2

**Date Vacancy Filled:** June 18<sup>th</sup>, 2012

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Employee Referrals	N/A	Spencer Bienvenu	337-981-4823	1	NO
Walk-In/Mail Applicants	N/A	N/A	N/A	0	NO
KLFFY Website	<a href="http://www.klff.com">www.klff.com</a>	Spencer Bienvenu	337-981-4823	1	NO
eEO1source.com*	<a href="http://www.eEO1source.com">www.eEO1source.com</a>	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana-Laf.	<a href="http://careerservices.louisiana.edu">careerservices.louisiana.edu</a>	N/A	337-482-1444	0	NO
In-House Employee	N/A	N/A	N/A	0	NO
T V Jobs.com	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	Mark Holloway	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	0	NO

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**FULL TIME VACANCY EEO INFORMATION – A 8**

**Job Title of Vacancy:** Local Account Executive (2)      **Recruitment Source That Referred the Hiree:** KLFY Website

**Date Vacancy Opened:** July 31<sup>st</sup>, 2012      **Total Number of Persons Interviewed for the Vacancy:** 3

**Date Vacancy Filled:** January 3<sup>rd</sup>, 2013

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Employee Referrals	N/A	Spencer Bienvenu	337-981-4823	0	NO
Walk-In/Mail Applicants	N/A	N/A	N/A	0	NO
KLFY Website	<a href="http://www.klfy.com">www.klfy.com</a>	Spencer Bienvenu	337-981-4823	3	NO
eEO1source.com*	<a href="http://www.eEO1source.com">www.eEO1source.com</a>	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana-Laf.	<a href="http://careerservices.louisiana.edu">careerservices.louisiana.edu</a>	N/A	337-482-1444	0	NO
In-House Employee	N/A	N/A	N/A	0	NO
T V Jobs.com	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	Mark Holloway	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	0	NO

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**FULL TIME VACANCY EEO INFORMATION – A 9**

**Job Title of Vacancy:** Videojournalist      **Recruitment Source That Referred the Hiree:** Employee Referral

**Date Vacancy Opened:** October 30<sup>th</sup>, 2012      **Total Number of Persons Interviewed for the Vacancy:** 2

**Date Vacancy Filled:** November 12<sup>th</sup>, 2012

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KLFY Website	<a href="http://www.klfy.com">www.klfy.com</a>	Dwight Dugas	337-981-4823	1	NO
Employee Referrals	N/A	N/A	N/A	1	NO
TV Jobs.com	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	Mark Holloway	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	0	NO
Univ. of Louisiana @ Laf.	<a href="http://careerservices.louisiana.edu">careerservices.louisiana.edu</a>	N/A	337-482-1444	0	NO
eoo1source.com*	<a href="http://www.eoo1source.com">www.eoo1source.com</a>	Deepak Massand	336-375-2991	0	NO
In-House Employee	N/A	N/A	N/A	0	NO
Walk-In/Mail Applicants	N/A	N/A	N/A	0	NO

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**FULL TIME VACANCY EEO INFORMATION – A 10**

**Job Title of Vacancy:** Technical Media Operator      **Recruitment Source That Referred the Hiree:** KLFY Website

**Date Vacancy Opened:** September 21<sup>st</sup>, 2012      **Total Number of Persons Interviewed for the Vacancy:** 2

**Date Vacancy Filled:** September 26<sup>th</sup>, 2012

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KLFY Website	<a href="http://www.klfy.com">www.klfy.com</a>	Dwight Dugas	337-981-4823	2	NO
Employee Referrals	N/A	N/A	N/A	0	NO
TV Jobs.com	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	Mark Holloway	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	0	NO
Univ. of Louisiana @ Laf.	<a href="http://careerservices.louisiana.edu">careerservices.louisiana.edu</a>	N/A	337-482-1444	0	NO
eeo1source.com*	<a href="http://www.eeo1source.com">www.eeo1source.com</a>	Deepak Massand	336-375-2991	0	NO
In-House Employee	N/A	N/A	N/A	0	NO
Walk-In/Mail Applicants	N/A	N/A	N/A	0	NO

\* The Station submitted vacancy information to numerous sources through a service provided by eeo1source.com. Under the service, the Station provides eeo1source.com with vacancy information, which was subsequently faxed to numerous recruitment sources (a full list of these sources is located at the front of the Public File Report). Any recruitment source reached through this service that referred an interviewee is listed in the table above along with a “←” beside it.

**FULL TIME VACANCY EEO INFORMATION – A 11**

**Job Title of Vacancy:** Continuity **Recruitment Source That Referred the Hiree:** Employee Referral

**Date Vacancy Opened:** February 16<sup>th</sup>, 2012 **Total Number of Persons Interviewed for the Vacancy:** 2

**Date Vacancy Filled:** March 1<sup>st</sup>, 2012

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KLFY Website	<a href="http://www.klfy.com">www.klfy.com</a>	Spencer Bienvenu	337-981-4823	1	NO
Employee Referrals	N/A	N/A	N/A	1	NO
TV Jobs.com	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	Mark Holloway	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	0	NO
Univ. of Louisiana @ Laf.	<a href="http://careerservices.louisiana.edu">careerservices.louisiana.edu</a>	N/A	337-482-1444	0	NO
<a href="http://eeo1source.com">eeo1source.com*</a>	<a href="http://www.eeo1source.com">www.eeo1source.com</a>	Deepak Massand	336-375-2991	0	NO
In-House Employee	N/A	N/A	N/A	0	NO
Walk-In/Mail Applicants	N/A	N/A	N/A	0	NO

\* The Station submitted vacancy information to numerous sources through a service provided by [eeo1source.com](http://eeo1source.com). Under the service, the Station provides [eeo1source.com](http://eeo1source.com) with vacancy information, which was subsequently faxed to numerous recruitment sources (a full list of these sources is located at the front of the Public File Report). Any recruitment source reached through this service that referred an interviewee is listed in the table above along with a “↔” beside it.

**FULL TIME VACANCY EEO INFORMATION – A 12**

Job Title of Vacancy: Promotions Manager Recruitment Source That Referred the Hiree: Employee Referral

Date Vacancy Opened: April 10<sup>th</sup>, 2012 Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Filled: April 30<sup>th</sup>, 2012

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
KLFY Website	<a href="http://www.klfv.com">www.klfv.com</a>	Spencer Bienvenu	337-981-4823	1	NO
Employee Referrals	N/A	N/A	N/A	1	NO
TV Jobs.com	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	Mark Holloway	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	0	NO
Univ. of Louisiana @ Laf.	<a href="http://careerservices.louisiana.edu">careerservices.louisiana.edu</a>	N/A	337-482-1444	0	NO
eEO1source.com*	<a href="http://www.eEO1source.com">www.eEO1source.com</a>	Deepak Massand	336-375-2991	0	NO
In-House Employee	N/A	N/A	N/A	0	NO
Walk-In/Mail Applicants	N/A	N/A	N/A	0	NO

\* The Station submitted vacancy information to numerous sources through a service provided by eEO1source.com. Under the service, the Station provides eEO1source.com with vacancy information, which was subsequently faxed to numerous recruitment sources (a full list of these sources is located at the front of the Public File Report). Any recruitment source reached through this service that referred an interviewee is listed in the table above along with a “←” beside it.

**ATTACHMENT B**

**MENU OPTION ACTIVITIES**

## MENU OPTION ACTIVITIES

Station KLFY has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
1	South Louisiana Community College / Acadiana Technical College Career Fair in Lafayette, LA on April 23 <sup>rd</sup> , 2012	Station had booth at job fair. Accepted 1 resume and gave information on station jobs and internships. Station management was on site.
1	University of Louisiana-Lafayette Spring Career Day in Lafayette, LA on February 29 <sup>th</sup> , 2012	Station had booth at job fair. Accepted 8 applications and resumes and gave information on station jobs and internships. Station management was on site.
1	Work Pay Job Fair, Louisiana Workforce Commission/Louisiana Rehabilitation Services in Lafayette, LA on October 25 <sup>th</sup> , 2012	Station had booth at job fair. Accepted 7 applications and resumes and gave information on station jobs and internships. Station management was on site.
1	University of Louisiana-Lafayette Fall Career Day in Lafayette, LA September 13 <sup>th</sup> , 2012	Station had booth at job fair. Accepted 2 applications and resumes and gave information on station jobs and internships. Station management was on site.
5	College Internship Program	Station's College Internship Program offers college students an opportunity to earn college credit while gaining experience in the realm of broadcast media. Approximately 4 students participated in the Internship Program during the period covered by this report.
8	Internal cross training program	The Station has established a program under which many employees are cross trained in order for them to learn other station jobs for advancement purposes. News Reporters have opportunities to work as Anchors giving them experience for possible promotions in the future. Production employees learn various jobs so that when positions open up with more responsibilities and higher pay, those employees are able to apply for them.

10	Job Shadowing	Local high schools and middle schools have a Job Shadowing program which allows students to go into businesses and “shadow” an employee for a few hours during a work day. Station hosted two student “shadows” during this reporting period.
9	Internal mentoring program	The Station has established a program under which long term personnel oversee and mentor newly hired employees. The program takes new employees and pairs them with veterans as they go through their day to day routines. New Account Executives, for example, are educated on various sales programs and brought to client meetings in order for them to learn how to make presentations to their own clients. New news reporters are paired with veteran reporters as they gather information for stories as well as prepare the packages for on air.

### **EXHIBIT 3**

#### **Narrative Statement**

The Employment Unit is dedicated to providing equal employment opportunities and preventing discrimination. The Employment Unit has achieved broad and inclusive outreach in the following ways:

- Job openings are posted on the Station's website and other Internet websites.
- The Employment Unit maintains a database of recruitment sources that contains numerous broadcast- and nonbroadcast-related recruiting sources throughout the community. This database is constantly updated as the Employment Unit learns of new recruitment opportunities. Notices concerning job openings are sent to these recruitment sources.
- Employment Unit personnel who have substantial responsibility for making hiring decisions participate in job and internship fairs.
- The Employment Unit provides an internship program for students of local colleges and universities that is designed to assist students to acquire skills needed for broadcast employment.
- The Employment Unit has established an internal training program designed to enable Station personnel to acquire skills that could qualify them for higher level positions.
- The Employment Unit participates in a job shadowing program with local high schools and middle schools pursuant to which students shadow Station employees for a few hours to learn about careers in broadcasting.
- The Employment unit has established an internal mentoring program pursuant to which senior employees are paired with and mentor new employees.

Additional information concerning the Employment Unit's outreach activities is contained in the Employment Unit's EEO Public File Reports.

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