

2014

EEO PUBLIC FILE REPORT

FEBRUARY 1, 2013 THROUGH JANUARY 31, 2014

FOR

**KLFY-TV
LAFAYETTE, LOUISIANA**

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in KLFY-TV'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, 2014, the station filled the following full time vacancies:

**General Sales Manager (1)
News Operations Manager (1)
Newscast Editor (1)
News Producer (7)**

**Experienced Multimedia Journalist (1)
Vice President/General Manager (1)
Account Executive (5)**

The station interviewed a total of (56) people for all full time vacancies during the period covered in this report. In addition, the following positions were filled through internal promotions:

**Anchor/Multimedia Journalist (2)
Digital Content Producer (1)
Technical Media Operator (1)
Digital Sales Director (1)
Local Sales Manager (1)**

**Marketing/Promotions Manager (1)
Promotions Assistant (1)
National Sales Assistant (1)
Field Producer (1)
Technical Media Operator (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 and emailed to numerous recruitment sources (listed below). In addition to eeo1source.com, vacancy information was 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	14
Goodwill Employment Solutions	0
Hispanic Chamber of Commerce	0
Indeed.com	5
Job Fairs	0
Kenner Professional Women's Association	0
KELO-TV	0
KLFY-TV In House Bulletin Board/ In House Employees	1
KLFY-TV Website	26
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
Spots n Dots	1
Texarkana College/Placement Director	0
Texarkana Workforce Center	0
Tulane University	0
TVB	0
TV Jobs.com	0
United Way of Acadiana	0
University of Arkansas-Fayetteville	0
University of Louisiana – Lafayette	0
University of New Orleans	0
University of Texas – Tyler	0
Urban League of Greater New Orleans	0
Walk-Ins	9
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: General Sales Manager (1)

**Recruitment Source That
Referred the Hiree:** Spots n Dots

Date Vacancy Opened: June 27th, 2013

**Total Number of Persons
Interviewed for the Vacancy:** 5

Date Vacancy Filled: December 23rd, 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	www.klfy.com	Mike Barras	337-981-4823	4	NO
Employee Referrals	N/A	N/A	N/A	0	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	0	NO
Univ. of Louisiana @ Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
eeo1source.com*	www.eeo1source.com	Deepak Massand	336-375-2991	0	NO
In-House Employee	N/A	N/A	N/A	0	NO
Spots n Dots	www.spotsndots.com	N/A	PH: 888-884-2630 x 701	1	NO
Walk in/Mail Applicant	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 or emailed 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 Operations Manager (1)

**Recruitment Source That
Referred the Hiree:** KLFY Website

Date Vacancy Opened: March 21st, 2013

**Total Number of Persons
Interviewed for the Vacancy:** 2

Date Vacancy Filled: July 8th, 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	www.klfy.com	Dwight Dugas	337-981-4823	2	NO
Walk-In/Mail Applicants	N/A	N/A	N/A	0	NO
Employee Referrals	N/A	N/A	N/A	0	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	0	NO
eeo1source.com*	www.eeo1source.com	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana @ Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO

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FULL TIME VACANCY EEO INFORMATION – A 3

Job Title of Vacancy: Newscast Editor (1)

**Recruitment Source That
Referred the Hire:** KLFY Website

Date Vacancy Opened: April 4th, 2013

**Total Number of Persons
Interviewed for the Vacancy:** 3

Date Vacancy Filled: April 29th, 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	www.klfy.com	Dwight Dugas	337-981-4823	2	NO
Walk-In/Mail Applicants	N/A	N/A	N/A	1	NO
Employee Referrals	N/A	N/A	N/A	0	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	0	NO
eeo1source.com*	www.eeo1source.com	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana @ Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO

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FULL TIME VACANCY EEO INFORMATION – A 4

Job Title of Vacancy: News Producer (1)

**Recruitment Source That
Referred the Hire:** KLFY Website

Date Vacancy Opened: February 27th, 2013

**Total Number of Persons
Interviewed for the Vacancy:** 2

Date Vacancy Filled: March 14th, 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	Dwight Dugas	N/A	0	NO
Job Fair	N/A	N/A	N/A	0	NO
KLFY Website	www.klfy.com	Dwight Dugas	337-981-4823	2	NO
eeo1source.com *	www.eeo1source.com	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana-Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
In-House Employee	N/A	N/A	N/A	0	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	0	NO
Walk in/Mail Applicant	N/A	N/A	N/A	0	NO

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FULL TIME VACANCY EEO INFORMATION – A 5

Job Title of Vacancy: News Producer (2)

**Recruitment Source That
Referred the Hire:** Walk-In

Date Vacancy Opened: April 9th, 2013

**Total Number of Persons
Interviewed for the Vacancy:** 2

Date Vacancy Filled: April 24th, 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	Dwight Dugas	N/A	0	NO
Job Fair	N/A	N/A	N/A	0	NO
KLFY Website	www.klfy.com	Dwight Dugas	337-981-4823	1	NO
eeo1source.com *	www.eeo1source.com	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana-Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
In-House Employee	N/A	N/A	N/A	0	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	0	NO
Walk in/Mail Applicant	N/A	N/A	N/A	1	NO

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FULL TIME VACANCY EEO INFORMATION – A 6

Job Title of Vacancy: News Producer (3)

**Recruitment Source That
Referred the Hire:** KLFY Website

Date Vacancy Opened: June 17th, 2013

**Total Number of Persons
Interviewed for the Vacancy:** 5

Date Vacancy Filled: July 1st, 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	Dwight Dugas	N/A	2	NO
Job Fair	N/A	N/A	N/A	0	NO
KLFY Website	www.klfy.com	Dwight Dugas	337-981-4823	3	NO
eeo1source.com *	www.eeo1source.com	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana-Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
In-House Employee	N/A	N/A	N/A	0	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	0	NO
Walk in/Mail Applicant	N/A	N/A	N/A	0	NO

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FULL TIME VACANCY EEO INFORMATION – A 7

Job Title of Vacancy: News Producer (4)

**Recruitment Source That
Referred the Hire:** KLFY Website

Date Vacancy Opened: June 17, 2013

**Total Number of Persons
Interviewed for the Vacancy:** 5

Date Vacancy Filled: August 8th, 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	Dwight Dugas	337-981-4823	2	NO
Walk-In/Mail Applicants	N/A	N/A	N/A	0	NO
KLFY Website	www.klfy.com	Dwight Dugas	337-981-4823	3	NO
eeo1source.com*	www.eeo1source.com	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana-Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
In House Employee	N/A	N/A	N/A	0	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	0	NO

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FULL TIME VACANCY EEO INFORMATION – A 8

Job Title of Vacancy: News Producer (5)

**Recruitment Source That
Referred the Hire:** KLFY Website

Date Vacancy Opened: June 17th, 2013

**Total Number of Persons
Interviewed for the Vacancy:** 5

Date Vacancy Filled: August 12th, 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	Dwight Dugas	337-981-4823	2	NO
Walk-In/Mail Applicants	N/A	N/A	N/A	0	NO
KLFY Website	www.klfy.com	Dwight Dugas	337-981-4823	3	NO
eeo1source.com*	www.eeo1source.com	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana-Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
In-House Employee	N/A	N/A	N/A	0	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	0	NO

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FULL TIME VACANCY EEO INFORMATION – A 9

Job Title of Vacancy: News Producer (6)

**Recruitment Source That
Referred the Hire:** Employee Referral

Date Vacancy Opened: November 5th, 2013

**Total Number of Persons
Interviewed for the Vacancy:** 2

Date Vacancy Filled: December 1st, 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	www.klfy.com	Dwight Dugas	337-981-4823	1	NO
Employee Referrals	N/A	N/A	N/A	1	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	0	NO
Univ. of Louisiana @ Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
eeo1source.com*	www.eeo1source.com	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: News Producer (7)

**Recruitment Source That
Referred the Hire:** KLFY Website

Date Vacancy Opened: November 5th, 2013

**Total Number of Persons
Interviewed for the Vacancy:** 2

Date Vacancy Filled: December 10th, 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	www.klfy.com	Dwight Dugas	337-981-4823	1	NO
Employee Referrals	N/A	N/A	N/A	1	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	0	NO
Univ. of Louisiana @ Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
eeo1source.com*	www.eeo1source.com	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 11

Job Title of Vacancy: Experienced Multimedia Journalist

**Recruitment Source That
Referred the Hire:** KLFY Website

Date Vacancy Opened: January 25th, 2013

**Total Number of Persons
Interviewed for the Vacancy:** 3

Date Vacancy Filled: July 22nd, 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	www.klfy.com	Dwight Dugas	337-981-4823	2	NO
Employee Referrals	N/A	Dwight Dugas	N/A	1	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	0	NO
Univ. of Louisiana @ Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
eeo1source.com*	www.eeo1source.com	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 12

Job Title of Vacancy: Vice President / General Manager

**Recruitment Source That
Referred the Hiree:** Employee Referral

Date Vacancy Opened: October 17th, 2013

**Total Number of Persons
Interviewed for the Vacancy:** 3

Date Vacancy Filled: January 1st, 2014

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	www.klfy.com	N/A	337-981-4823	0	NO
Employee Referrals	N/A	N/A	N/A	2	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	0	NO
Univ. of Louisiana @ Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
eeo1source.com*	www.eeo1source.com	Deepak Massand	336-375-2991	0	NO
In-House Employee	N/A	N/A	N/A	1	NO
Walk-In/Mail Applicants	N/A	N/A	N/A	0	NO

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FULL TIME VACANCY EEO INFORMATION – A 13

Job Title of Vacancy: Account Executives (1)

**Recruitment Source That
Referred the Hiree:** Indeed.com

Date Vacancy Opened: January 22nd, 2013

**Total Number of Persons
Interviewed for the Vacancy:** 4

Date Vacancy Filled: April 15th, 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	www.klfy.com	Spencer Bienvenu	337-981-4823	1	NO
Employee Referrals	N/A	N/A	N/A	0	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	0	NO
Univ. of Louisiana @ Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
eeo1source.com*	www.eeo1source.com	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	2	NO
Indeed.com	www.indeed.com	N/A	N/A	1	NO

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FULL TIME VACANCY EEO INFORMATION – A 14

Job Title of Vacancy: Account Executives (2)

**Recruitment Source That
Referred the Hire:** Walk-In Applicant

Date Vacancy Opened: January 22nd, 2013

**Total Number of Persons
Interviewed for the Vacancy:** 4

Date Vacancy Filled: April 1st, 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	www.klfy.com	Spencer Bienvenu	337-981-4823	1	NO
Employee Referrals	N/A	N/A	N/A	0	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	0	NO
Univ. of Louisiana @ Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
eeo1source.com*	www.eeo1source.com	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	2	NO
Indeed.com	www.indeed.com	N/A	N/A	1	NO

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FULL TIME VACANCY EEO INFORMATION – A 15

Job Title of Vacancy: Account Executives (3)

**Recruitment Source That
Referred the Hire:** Employee Referral

Date Vacancy Opened: January 22nd, 2013

**Total Number of Persons
Interviewed for the Vacancy:** 3

Date Vacancy Filled: June 24th, 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	www.klfy.com	Spencer Bienvenu	337-981-4823	0	NO
Employee Referrals	N/A	N/A	N/A	1	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	0	NO
Univ. of Louisiana @ Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
eeo1source.com*	www.eeo1source.com	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	1	NO
Indeed.com	www.indeed.com	N/A	N/A	1	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 or emailed 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 16

Job Title of Vacancy: Account Executives (4)

**Recruitment Source That
Referred the Hiree:** Walk-in/Mail-in Applicant

Date Vacancy Opened: January 22nd, 2013

**Total Number of Persons
Interviewed for the Vacancy:** 3

Date Vacancy Filled: September 16th, 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	www.klfy.com	Spencer Bienvenu	337-981-4823	0	NO
Employee Referrals	N/A	N/A	N/A	1	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	0	NO
Univ. of Louisiana @ Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
eeo1source.com*	www.eeo1source.com	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	1	NO
Indeed.com	www.indeed.com	N/A	N/A	1	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 or emailed 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 17

Job Title of Vacancy: Account Executives (5)

**Recruitment Source That
Referred the Hire:** Indeed.com

Date Vacancy Opened: January 22nd, 2013

**Total Number of Persons
Interviewed for the Vacancy:** 3

Date Vacancy Filled: October 1st, 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	www.klfy.com	Spencer Bienvenu	337-981-4823	0	NO
Employee Referrals	N/A	N/A	N/A	1	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	0	NO
Univ. of Louisiana @ Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
eeo1source.com*	www.eeo1source.com	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	1	NO
Indeed.com	www.indeed.com	N/A	N/A	1	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 or emailed 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 / University of Louisiana-Lafayette Career Connections Fair in Lafayette, LA on February 5th, 2013	Station had booth at job fair for High School Students. Information was given about station jobs and internships. Station management was on site.
1	University of Louisiana-Lafayette Spring Career Day in Lafayette, LA on February 26th, 2013	Station had booth at job fair. Accepted 5 applications and resumes and gave information on station jobs and internships. Station management was on site.
1	Lafayette Economic Development Authority (LEDA) Job Fair in Lafayette, LA on May 15th, 2013	Station had booth at job fair. Accepted 22 applications and resumes and gave information on station jobs and internships. Station management was on site.
1	Job Fair for Persons with disAbilities in Lafayette, LA on October 2nd, 2013	Station had booth at job fair. Accepted 13 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 18th, 2013	Station had booth at job fair. Accepted 8 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 5 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 six 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.