

KLFY-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

Nexstar is an equal opportunity employer and considers applicants for all positions without regard to race, color, gender, national origin, age, religious creed, disability, marital status, pregnancy, sexual orientation, veteran status, citizenship or any other characteristic protected by law.

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 Hiree |
|----------------------------|--|-------------------------------|
| Multi Media Journalist | 1-8, 10-16, 19-27, 29-32, 34-40, 42, 44-51, 53-56 | 38 |
| Sports Anchor/ Reporter | 17, 20, 24, 38, 51-52 | 52 |
| Business Administrator | 13, 16, 20, 24, 38 | 24 |
| Morning Anchor | 17, 20, 38-39, 51 | 17 |
| Associate Producer | 17, 20, 38 | 17 |
| Multi Media Journalist | 3-10, 12-16, 18, 20-41, 43, 45-51, 53-57 | 18 |
| Sales Assistant | 3-15, 19-38, 40-41, 45-50, 53-57 | 19 |
| Sales Assistant | 3-8, 10, 12, 14-15, 20-27, 29-38, 40-41, 45-50, 53-57 | 38 |
| Sales Assistant | 3-8, 10-12, 14-15, 20-27, 29-38, 40-41, 45-50, 53-57 | 20 |
| Multi-Media Journalist | 3, 5-8, 11-12, 14-15, 20-27, 29-32, 34-38, 40, 42, 44-50, 53-57 | 20 |
| Creative Services Director | 3-8, 10-12, 14-15, 17, 20-27, 29-32, 34-38, 40, 42, 44-50, 53-57 | 17 |
| Anchor / Reporter | 3-8, 10-12, 14-15, 20-27, 29-32, 34-38, 40, 42, 44-50, 53, 55-57 | 38 |
| IT Engineer | 3-8, 10-15, 20-27, 29-32, 34-38, 40, 42, 44-50, 53, 55-57 | 13 |
| Promotions Producer | 3-8, 10-12, 14-15, 17, 20-27, 29-32, 34-38, 40, 42, 44-50, 53, 55-57 | 17 |
| Multi Media Journalist | 1, 17, 20, 24, 38-39 | 17 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|----------------------|---|--|---|
| 1 | Advertisement-Print | N | 2 |
| 2 | Advertisement-TV | N | 1 |
| 3 | American Women in Radio & TV Louisiana Phone : 702-506-3290 Url : www.art.org/careerline Fax : 703-506-3266 | N | 0 |
| 4 | BR School of Computers 9325 Interline Avenue Baton Rouge, Louisiana 70809 Phone : 225-923-2525 Fax : 1-225-923-2979 Pam Smith | N | 0 |
| 5 | Broadcast Employment Weekly Louisiana Phone : 800-922-5627 Fax : 208-377-4202 Eng. or | N | 0 |
| 6 | Camelot Career College 2618 Wooddale Blvd Baton Rouge, Louisiana 70805 Phone : 225-928-3005 Fax : 225-927-3794 Ronnie Williams | N | 0 |
| 7 | CareerBuilder 200 N. LaSalle St. Suite 1100 Chicago, Illinois 60601 Url : www.careerbuilder.com Career Builder Manual Posting | N | 0 |
| 8 | Delgado Community College 615 City Park New Orleans, Louisiana 70119 Phone : 504-671-5141 Email : cmajor@dcc.edu Fax : 1-504-361-6686 Carla Major | N | 0 |

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|------------------|---|--|---|
| 9 | Delta College of Arts & Technology 7380 Exchange Place Baton Rouge, Louisiana 70806 Phone : 225-928-7770 Ext. 237 Email : ksheppard@delta-college.com Fax : 1-225-927-9096 Kiawana Dunn | N | 0 |
| 10 | Department of Labor Job Service 1991 Wooddale Blvd Baton Rouge, Louisiana 70806 Phone : 225-925-4311 Fax : 225-925-1845 Jennifer Johnson | N | 0 |
| 11 | Dillard University 2601 Gentilly Blvd New Orleans, Louisiana 70122 Phone : 504-816-4222 Email : jwright@dillard.edu Fax : 1-504-816-5312 J. Wright | N | 0 |
| 12 | Eastern New Mexico University Career & Counseling 1500 S Ave K Station 34 Portales, New Mexico 88130 Phone : 505-562-2211 Fax : 1-575-562-2215 Larsen Susan | N | 0 |
| 13 | Employee Referral | N | 6 |
| 14 | Faith House 1125 N Parkerson Ave Crowley, Louisiana 70526 Phone : 337-232-8954 Email : billi@faithhouseacadiana.com Fax : 1-337-267-9422 Billi Lacombe | N | 0 |
| 15 | Goodwill Employment Solutions 1253 Shreveport-Barksdale Shreveport, Louisiana 71105 Phone : 318-868-4701 Fax : 1-318-868-4936 Job Services | N | 0 |
| 16 | Indeed.com | N | 3 |
| 17 | Internal Promotion | N | 12 |

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|------------------|---|--|---|
| 18 | Intracompany Transfer | N | 1 |
| 19 | Job Fair | N | 3 |
| 20 | KLFY.com 1808 Eraste Landry Road Lafayette, Louisiana 70506 Phone : 337-981-4823 Jessica Goff Manual Posting | N | 3 |
| 21 | La Assn of Broadcasters Employment Clearinghouse 660 Florida Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Email : laura@broadcasters.org Fax : 1-225-267-4392 Laura Smith | N | 0 |
| 22 | La Dept of Labor Job Center 2900 Dowdell Shreveport, Louisiana 71103 Phone : 318-676-5726 Fax : 318-676-7112 Dan Meade | N | 0 |
| 23 | La. Technical College 3250 N. Acadian Thruway East Baton Rouge, Louisiana 70805 Phone : 225-359-9201 Email : hobdyg@mybrcc.edu Fax : 1-225-359-9354 Gerri Hobdy | N | 0 |
| 24 | LinkedIn 2029 Stierlin Ct Ste 200 Mountain View, California 94043 Phone : 212-615-9373 Url : www.lonkedin.com Liz Lattanza Manual Posting | N | 2 |
| 25 | Louisiana Association of Broadcasters 660 Florida Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Email : laura@broadcasters.org Fax : 1-225-267-4329 Laura Smith | N | 0 |

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|------------------|--|--|---|
| 26 | Louisiana College/Dept of Communications Arts 1140 College Dr - Box 554 Pineville, Louisiana 71359 Phone : 318-487-7598 Fax : 318-487-7191 Bennett Strange | N | 0 |
| 27 | Louisiana State University 101 LSU Student Union, LSU Box 2500 Baton Rouge, Louisiana 70803 Phone : 225-578-2162 Url : www.lsu.edu/careercenter Email : masscomm@lsu.edu Amy Caillouet | N | 0 |
| 28 | Louisiana Technical College 1115 Clover Street Abbeville, Louisiana 70511 Phone : 337-893-4984 Fax : 337-893-4991 | N | 0 |
| 29 | Louisiana Works 124 E. Main New Iberia, Louisiana 70562 Phone : 337-373-0010 Email : cmenard@Idol.state.la.us Fax : 1-337-373-0070 Catherine Menard | N | 0 |
| 30 | Loyola University, Career Services 6363 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-3835 Email : career@loyno.edu Mark LaHood | N | 0 |
| 31 | LSU Communications Department 222 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-5627 Email : amyc@lsu.edu Amy Caillouet | N | 0 |
| 32 | Manship School of Mass Communications 221 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-2336 Fax : 225-578-2125 Helen Taylor | N | 0 |

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|------------------|--|--|---|
| 33 | MediaGeneral.com 333 E. Franklin Street Richmond, Virginia 23219 Phone : (804) 887-5000 Url : www.mediageneral.com Randy Santos Manual Posting | N | 0 |
| 34 | MediaRecruiter 9457 S University Blvd Aurora, Colorado Phone : 303-400-5150 Email : art@mediarecruiter.com Art Scott | N | 0 |
| 35 | National Hispanic Coalition 2514 S. Grand Avenue Los Angeles, Louisiana 90017 Phone : 213-746-1305 Email : info@nhmc.org Alex Nogales | N | 0 |
| 36 | Native American Public Broadcasting P.O. Box 68501 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-1785 Referral Director | N | 0 |
| 37 | New Life Center for Women 411 E Landry St Opelousas, Louisiana 70570 Phone : 337-948-3161 Email : sclement@catholicsservice.org Fax : 1-337-234-0953 Sarah Clement | N | 0 |
| 38 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting | N | 13 |
| 39 | Nexstar's Facebook Page | N | 6 |

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|------------------|--|--|---|
| 40 | Northwestern State University P.O. Box 5293 Natchitoches, Louisiana 71497 Phone : 318-357-6361 Fax : 318-357-5690 Placement Office | N | 0 |
| 41 | Our Lady of Holy Cross College 4123 Woodland Dr New Orleans, Louisiana 70131 Phone : 504-394-7744 Fax : 1-504-391-2421 Katharine Gonzales | N | 0 |
| 42 | Our Lady of Holy Cross College 4123 Woodland Dr New Orleans, Louisiana 70131 Phone : 504-394-7744 Fax : 504-391-2421 Stanton McNeely | N | 0 |
| 43 | Professional/Industry Trade Organization | N | 1 |
| 44 | South Louisiana Community College 1101 Bertrand Dr. Lafayette, Louisiana 70506 N/A N/A Manual Posting | N | 0 |
| 45 | Southeastern University Career Development Service SLU Box 10492 Hammond, Louisiana 70402 Phone : 504-549-2121 Fax : 1-985-549-2126 Sam Domiano | N | 0 |
| 46 | Southern University of New Orleans 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5395 Fax : 504-286-5390 Joe Marion | N | 0 |
| 47 | Southern University-Baton Rouge Southern Branch Post Office - Box 9770 Baton Rouge, Louisiana 70813 Phone : 225-771-2200 Fax : 225-771-3272 Al Barron | N | 0 |

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|------------------|--|--|---|
| 48 | Spots N Dots 1635 Old Highway 41 NW Suite 112-238 Kennesaw, Georgia 30152 Url : www.spotsndots.com Kellie Grisez Manual Posting | N | 0 |
| 49 | Tulane University 6823 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-5107 Fax : 1-504-862-8750 Sandy Somerville | N | 0 |
| 50 | TV NewsCheck 24 W. Lancaster Avenue Suite 205 Ardmore, Pennsylvania 19003 Url : www.tvnewscheck.com Patty Hersh Manual Posting | N | 0 |
| 51 | TVJobs.com | N | 4 |
| 52 | Twitter | N | 1 |
| 53 | University of New Orleans 2000 Lakeshore Dr. - University Ctr Rm 268 New Orleans, Louisiana 70148 Phone : 504-286-6390 Email : hrm@uno.edu Elizabeth Schaefer | N | 0 |
| 54 | University of Texas-Tyler 3900University Drive Tyler, Louisiana 75701 Phone : 903-566-7253 Fax : 903-566-7287 Placement Director | N | 0 |
| 55 | Women in Media- Newsletter Baton Rouge Baton Rouge, Louisiana Phone : 225-381-7777 Email : info@womeninmediabr.com Laurie Hardison | N | 0 |

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|--|--|--|---|
| 56 | www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| 57 | Xavier University 1 Drexel Avenue - P.O. Box 65A New Orleans, Louisiana 70125 Phone : 504-486-7411 Fax : 504-520-7914 Director of | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 58 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|--|
| 1 | 2/1/2019 | Establishment of a mentoring program | The Station established a mentoring program to enable station personnel to improve and/or acquire additional skills to qualify for higher positions. During the reporting period there were 5 mentees and 5 mentors. | 5 | News Director Digital Producer Creative Services Director Operations News Manager |
| 2 | 2/12/2019 | Participation in Job Fairs | The Station participated in the Spring 2019 University of Lafayette Career Fair for all majors. Station personnel were able to meet with students to discuss vacancies at the station and in the Broadcast industry. | 4 | HR Business Admin. Local Sales Manager News Director General Sales Manager |
| 3 | 4/30/2019 | Participation in Job Fairs | The Station participated in the Lafayette Economic Development Association (LEDA) job fair. Station personnel met with potential job applicants. | 3 | General Sales Manager Local Sales Manager News Director |
| 4 | 9/25/2019 | Participation in Job Fairs | The station participated in the University of Louisiana at Lafayette Career Fair - Liberal Arts, Visual Arts & Business Day. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry. | 6 | General Sales Manager Local Sales Manager News Director Business Administrator |
| 5 | 1/29/2020 | Provision of training to personnel of unaffiliated non-profit organizations | The Station collaborated with the University of Louisiana at Lafayette's Media Board of Advisers to review and discuss student portfolio evaluations with a focus at improving educators understanding of broadcast employer needs with the regard to educational qualifications. | 2 | News Director Executive Producer |