



**2012**

**EEO PUBLIC FILE REPORT**

**FEBRUARY 1, 2011 THROUGH JANUARY 31, 2012**

**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, 2012, the station filled the following full time vacancies:**

**News Operations Manager (1)**  
**News Reporter (3)**  
**News Producer (3)**  
**Executive Producer (1)**

**News Anchor/Reporter (2)**  
**Local Account Executive (4)**  
**News Weekend Meteorologist (1)**

**The station interviewed a total of forty-five (45) people for all full time vacancies during the period covered in this report. In addition, the following positions were filled through internal promotions:**

**News Videographer (1)**  
**News Producer (1)**  
**Production Director/Audio (1)**  
**News Anchor/Reporter (1)**

**Graphics/Floor (1)**  
**Production Assistant (1)**  
**Local Sales Manager (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 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
Black Broadcasters Alliance	.....	0
Camelot Career College	.....	0
Delgado Community College	.....	0
Delta Career College	.....	0
Department of Labor Job Services	.....	0
Employee Referrals	.....	7
Goodwill Employment Solutions	.....	0
Hispanic Chamber of Commerce	.....	0
Job Fairs	.....	4
KELO-TV	.....	0
KLFY-TV In House Bulletin Board/ In House Employees	.....	0
KLFY-TV Website	.....	15
KRON-TV	.....	0
KWQC-TV	.....	0
Louisiana Association of Broadcasters	.....	0
Louisiana Department of Labor Job Center	.....	0
Louisiana State Employment Office	.....	0
Louisiana State University	.....	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
Native American Broadcasting Consortium	.....	0
Native American Public Broadcasting	.....	0
Native American Journalist Association	.....	0
Office of Women's Services	.....	0
On-Air Promotions	.....	0
Our Lady of Holy Cross College	.....	0
Panola College	.....	0
Remington College	.....	0
Southern University of New Orleans	.....	0

<b>Southern University of Baton Rouge</b>	.....	<b>0</b>
<b>Texarkana College/Placement Director</b>	.....	<b>0</b>
<b>Texarkana Workforce Center</b>	.....	<b>0</b>
<b>TVB</b>	.....	<b>0</b>
<b>TV Jobs.com</b>	.....	<b>18</b>
<b>United Way of Acadiana</b>	.....	<b>0</b>
<b>University of Arkansas-Fayetteville</b>	.....	<b>0</b>
<b>University of Louisiana – Lafayette</b>	.....	<b>1</b>
<b>University of New Orleans</b>	.....	<b>0</b>
<b>University of Texas – Tyler</b>	.....	<b>0</b>
<b>Walk-Ins</b>	.....	<b>0</b>
<b>Women in Communications</b>	.....	<b>0</b>
<b>WAFB-TV</b>	.....	<b>0</b>
<b>WATE-TV</b>	.....	<b>0</b>
<b>WBAY-TV</b>	.....	<b>0</b>
<b>WDSU-TV</b>	.....	<b>0</b>
<b>WKRN-TV</b>	.....	<b>0</b>
<b>WLNS-TV</b>	.....	<b>0</b>
<b>WRIC-TV</b>	.....	<b>0</b>
<b>WTEN-TV</b>	.....	<b>0</b>
<b>WTVO-TV</b>	.....	<b>0</b>

**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.**

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**ATTACHMENT A**

**EEO INFORMATION FOR FULL TIME VACANCIES**

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

Job Title of Vacancy:	<u>News Reporter (1)</u>	Recruitment Source That Referred the Hiree: <u>TVJOBS.COM</u>
Date Vacancy Opened:	<u>May 12<sup>th</sup>, 2011</u>	Total Number of Persons Interviewed for the Vacancy: <u>3</u>
Date Vacancy Filled:	<u>June 1<sup>st</sup>, 2011</u>	

**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	<u>www.klfy.com</u>	Dwight Dugas	<u>337-981-4823</u>	0	NO
Employee Referrals	N/A	N/A	N/A	0	NO
TV.Jobs.com	<u>www.tvjobs.com</u>	Mark Holloway	<u>admin@tvjobs.com</u>	3	NO
Univ. of Louisiana @ Laf.	<u>careerservices.louisiana.edu</u>	N/A	<u>337-482-1444</u>	0	NO
eo1source.com*	<u>www.eo1source.com</u>	Deepak Massand	<u>336-375-2991</u>	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 eo1source.com. Under the service, the Station provides eo1source.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: TVJOBS.COM

Date Vacancy Opened: July 7<sup>th</sup>, 2011

Total Number of Persons  
Interviewed for the Vacancy: 3

Date Vacancy Filled: September 26<sup>th</sup>, 2011

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	<u>www.klfy.com</u>	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	0	NO
T V Jobs.com	<u>www.tvjobs.com</u>	Mark Holloway	<u>admin@tvjobs.com</u>	3	NO
eo1source.com*	<u>www.eo1source.com</u>	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana @ Laf.	<u>careerservices.louisiana.edu</u>	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 eo1source.com. Under the service, the Station provides eo1source.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: News Reporter (3)

Recruitment Source That  
Referred the Hiree: TVJOBS.COM

Date Vacancy Opened: December 7<sup>th</sup>, 2010

Total Number of Persons  
Interviewed for the Vacancy: 3

Date Vacancy Filled: February 21<sup>st</sup>, 2011

**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	<u>www.klfy.com</u>	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	0	NO
T V Jobs.com	<u>www.tvjobs.com</u>	Mark Holloway	<u>admin@tvjobs.com</u>	3	NO
eo1source.com*	<u>www.eo1source.com</u>	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana @ Laf.	<u>careerservices.louisiana.edu</u>	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 eo1source.com. Under the service, the Station provides eo1source.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:** October 26<sup>th</sup>, 2011      **Total Number of Persons Interviewed for the Vacancy:** 3

**Date Vacancy Filled:** November 14<sup>th</sup>, 2011

**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	1	NO
KLFY Website	<a href="http://www.klfy.com">www.klfy.com</a>	Dwight Dugas	337-981-4823	1	NO
eo1source.com *	<a href="http://www.eo1source.com">www.eo1source.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 5**

**Job Title of Vacancy:** News Producer (2)

**Recruitment Source That  
Referred the Hiree:** Job Fair

**Date Vacancy Opened:** August 26<sup>th</sup>, 2011

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

**Date Vacancy Filled:** September 5<sup>th</sup>, 2011

**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	1	NO
KLFY Website	<a href="http://www.klfy.com">www.klfy.com</a>	Dwight Dugas	337-981-4823	1	NO
eo1source.com *	<a href="http://www.eo1source.com">www.eo1source.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 6

Job Title of Vacancy: News Producer (3)

Recruitment Source That  
Referred the Hiree: KLFY WEBSITE

Date Vacancy Opened: June 3<sup>rd</sup>, 2011  
Date Vacancy Filled: July 20<sup>th</sup>, 2011

Total Number of Persons  
Interviewed for the Vacancy: 3

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	1	NO
KLFY Website	<a href="http://www.klfy.com">www.klfy.com</a>	Dwight Dugas	337-981-4823	1	NO
eo1source.com *	<a href="http://www.eo1source.com">www.eo1source.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
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:** KLFY WEBSITE

**Date Vacancy Opened:** November 1<sup>st</sup>, 2011

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

**Date Vacancy Filled:** December 15<sup>th</sup>, 2011

**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
eo1source.com*	<a href="http://www.eo1source.com">www.eo1source.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:** Employee Referral

**Date Vacancy Opened:** June 21<sup>st</sup>, 2011

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

**Date Vacancy Filled:** November 29<sup>th</sup>, 2011

**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
KLFY Website	www.klfy.com	Spencer Bienvenu	337-981-4823	2	NO
eo1source.com*	www.eo1source.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
T V 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:** Local Account Executive (3)

**Recruitment Source That  
Referred the Hiree:** Job Fair

**Date Vacancy Opened:** June 21<sup>st</sup>, 2011

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

**Date Vacancy Filled:** September 12<sup>th</sup>, 2011

**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
Job Fair	N/A	N/A	N/A	1	NO
KLFY Website	<a href="http://www.klfy.com">www.klfy.com</a>	Spencer Bienvenu	337-981-4823	2	NO
eo1source.com*	<a href="http://www.eo1source.com">www.eo1source.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 10

Job Title of Vacancy: Local Account Executive (4)

Recruitment Source That  
Referred the Hiree: UL Lafayette

Date Vacancy Opened: June 21<sup>st</sup>, 2011  
Total Number of Persons  
Interviewed for the Vacancy: 3

Date Vacancy Filled: September 8<sup>th</sup>, 2011

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	2	NO
eo1source.com*	<a href="http://www.eo1source.com">www.eo1source.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

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

<b>Job Title of Vacancy:</b>	<u>News Weekend Meteorologist</u>	<b>Recruitment Source That Referred the Hiree:</b>	<u>TVJOBS.COM</u>
<b>Date Vacancy Opened:</b>	<u>August 4<sup>th</sup>, 2011</u>	<b>Total Number of Persons Interviewed for the Vacancy:</b>	<u>3</u>
<b>Date Vacancy Filled:</b>	<u>September 8<sup>th</sup>, 2011</u>		

Recruitment Sources Used to Fill the Vacancy			
Name of Recruitment Source	Address	Contact Person	Telephone Number
KLFY Website	<u>www.klfy.com</u>	Dwight Dugas	337-981-4823
Employee Referrals	N/A	N/A	0
TV Jobs.com	<u>www.tvjobs.com</u>	Mark Holloway	<u>admin@tvjobs.com</u>
Univ. of Louisiana @ Laf.	<u>careerservices.louisiana.edu</u>	N/A	337-482-1444
eo1source.com*	<u>www.eo1source.com</u>	Deepak Massand	336-375-2991
In-House Employee	N/A	N/A	0
Walk-In/Mail Applicants	N/A	N/A	0

\* The Station submitted vacancy information to numerous sources through a service provided by eo1source.com. Under the service, the Station provides eo1source.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: News Operations Manager

Date Vacancy Opened: January 10<sup>th</sup>, 2011

Date Vacancy Filled: December 12<sup>th</sup>, 2011

Recruitment Source That  
Referred the Hiree: Employee Referral

Total Number of Persons  
Interviewed for the Vacancy: 3

**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	<u>www.klfy.com</u>	Dwight Dugas	<u>337-981-4823</u>	1	NO
Employee Referrals	N/A	N/A	N/A	1	NO
TV Jobs.com	<u>www.tvjobs.com</u>	Mark Holloway	<u>admin@tvjobs.com</u>	1	NO
Univ. of Louisiana @ Laf.	<u>careerservices.louisiana.edu</u>	N/A	<u>337-482-1444</u>	0	NO
eeolsource.com*	<u>www.eeolsource.com</u>	Deepak Massand	<u>336-375-2991</u>	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 eeolsource.com. Under the service, the Station provides eeolsource.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 13**

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

**Date Vacancy Opened:** May 24<sup>th</sup>, 2011      **Total Number of Persons  
Interviewed for the Vacancy:** 3

**Date Vacancy Filled:** October 10<sup>th</sup> , 2011

**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	<u>www.klfy.com</u>	Dwight Dugas	337-981-4823	1	NO
Employee Referrals	N/A	N/A	N/A	1	NO
TV Jobs.com	<u>www.tvjobs.com</u>	Mark Holloway	<u>admin@tvjobs.com</u>	1	NO
Univ. of Louisiana @ Laf.	<u>careerservices.louisiana.edu</u>	N/A	337-482-1444	0	NO
eeolsource.com*	<u>www.eeolsource.com</u>	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 eeolsource.com. Under the service, the Station provides eeolsource.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 14**

Job Title of Vacancy: News Anchor/Reporter (1)

Date Vacancy Opened: May 25<sup>th</sup>, 2011

Date Vacancy Filled: November 14<sup>th</sup>, 2011

Recruitment Source That  
Referred the Hiree: KLFY Website

Total Number of Persons  
Interviewed for the Vacancy: 3

**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	<u>www.klfy.com</u>	Dwight Dugas	<u>337-981-4823</u>	1	NO
Employee Referrals	N/A	N/A	N/A	1	NO
TV Jobs.com	<u>www.tvjobs.com</u>	Mark Holloway	<u>admin@tvjobs.com</u>	1	NO
Univ. of Louisiana @ Laf.	<u>careerservices.louisiana.edu</u>	N/A	<u>337-482-1444</u>	0	NO
eoIsource.com*	<u>www.eoisource.com</u>	Deepak Massand	<u>336-375-2991</u>	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 eoIsource.com. Under the service, the Station provides eoIsource.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 15**

Job Title of Vacancy: News Anchor/Reporter (2)

Date Vacancy Opened: July 7<sup>th</sup>, 2011

Date Vacancy Filled: August 4<sup>th</sup>, 2011

Recruitment Source That  
Referred the Hiree: TVjobs.com

Total Number of Persons  
Interviewed for the Vacancy: 3

**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	<u>www.klfy.com</u>	Dwight Dugas	337-981-4823	0	NO
Employee Referrals	N/A	N/A	N/A	0	NO
TV Jobs.com	<u>www.tvjobs.com</u>	Mark Holloway	<u>admin@tvjobs.com</u>	3	NO
Univ. of Louisiana @ Laf.	<u>careerservices.louisiana.edu</u>	N/A	337-482-1444	0	NO
eo1source.com*	<u>www.eo1source.com</u>	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 eo1source.com. Under the service, the Station provides eo1source.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:**

<b>Activity Classification</b>	<b>Type of Activity</b>	<b>Brief Description</b>
1	Career Connections Fair in Lafayette, LA on January 25, 2012	Station had booth at job fair. Gave information on station jobs and internships. Station management was on site. Set up interactive display including TV 10 Live Truck, Cameras and lights for high school students.
1	University of Louisiana-Lafayette Spring Career Day in Lafayette, LA on February 2 <sup>nd</sup> , 2011	Station had booth at job fair. Accepted 15 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 August 17th, 2011	Station had booth at job fair. Accepted 43 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 23rd, 2011	Station had booth at job fair. Accepted 13 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 10 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	<p>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 four student “shadows” during this reporting period.</p>
9	Internal mentoring program	<p>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.</p>