

**2006**

**EEO PUBLIC FILE REPORT**

**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, 2006, the station filled the following full time vacancies:**

**News Reporter (3)  
Chief Meteorologist (1)  
News/Weather AM & Noon Meteorologist (1)  
News/Sports Weekend Anchor/Reporter (1)  
Sales Account Executive w/experience (1)  
Sales Account Executive w/o experience (1)  
Sales/Traffic-Continuity (1)**

**News Producer (2)  
Production/Floor Crew (1)**

**The station interviewed a total of sixty-six (66) people for all full time vacancies during the period covered in this report. In addition, the following positions were filled through internal promotions:**

**News/Sports Director (1)  
Production Floor Crew (1)**

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

University of Louisiana at Lafayette	1
Loyola University	0
Louisiana State University	0
Mississippi State University	1
Xavier University	0
KLFY Web Site	19
TVJOBS.COM	22
Frank N. Magid Associates, Inc.	9
WLNS-TV	0
WTVO-TV	0
WKRN-TV	0
WTEN-TV	0
WRIC-TV	0
WATE-TV	0
WBAY-TV	0
KWQC-TV	0
KELO-TV	0
KRON-TV	0
Walk-Ins	2
Employee Referrals	9
Job Fairs	1
American Women in Radio & TV	0
American Women in Television	0
Asian American Journalists Association	0
Baton Rough Job Service	0
Black Broadcasters Alliance	0
Boston University	0
Broadcast Employment Weekly	0
Hispanic Chamber of Commerce	0
Louisiana Association of Broadcasters	0
Louisiana Department of Labor Job Center	0
Louisiana Rehabilitation Services	0
Louisiana State Employment Office	0
Louisiana Technical College	0
Louisiana Technical University	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 Black Media Coalition	0
National Hispanic Coalition	0
Native American Broadcasting Consortium	0
Native American Journalist Association	0

Society of Professional News Journalists .....	0
South Asian Journalists Association .....	0
– Columbia Graduate School .....	0
Southeastern University .....	0
– Career Development Service .....	0
Southern University of New Orleans .....	0
Southern University of Baton Rouge .....	0
Texarkana Workforce Center .....	0
The Ohio Center for Broadcasting .....	0
Tulane University .....	0
University of New Orleans .....	0
University of Texas – Tyler .....	0
Urban League of Greater New Orleans .....	0
Women in Communications .....	0
Women’s Employment and Training Center .....	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.**

**Note: For vacancies announced after June 1, 2005, vacancy information was provided to eeolsource.com. Eeolsource.com, in turn, distributed that information to numerous sources. The following is a partial list of sources to which vacancy information was distributed via eeolsource.com.**

**American Women in Radio & TV  
American Women in Television  
Asian American Journalists Association  
Baton Rough Job Service  
Black Broadcasters Alliance  
Boston University  
Broadcast Employment Weekly  
Hispanic Chamber of Commerce  
Louisiana Association of Broadcasters  
Louisiana Department of Labor Job Center  
Louisiana Rehabilitation Services  
Louisiana State Employment Office  
Louisiana Technical College**

**Louisiana Technical University  
Loyola University Career Services  
LSU – Department of Communications  
Media Line  
NAACP  
National Association of Black Broadcasters  
National Association of Black Journalists  
National Association of Broadcasters  
National Association of Hispanic Journalists  
National Black Media Coalition  
National Hispanic Coalition  
Native American Broadcasting Consortium  
Native American Journalist Association  
Society of Professional News Journalists  
South Asian Journalists Association – Columbia Graduate School  
Southeastern University – Career Development Service  
Southern University of New Orleans  
Southern University of Baton Rouge  
Texarkana Workforce Center  
The Ohio Center for Broadcasting  
Tulane University  
TV Jobs.com  
University of New Orleans  
University of Texas – Tyler  
Urban League of Greater New Orleans  
Women in Communications  
Women’s Employment and Training Center  
Xavier University  
KELO-TV  
KRON-TV  
KWQC-TV  
University of Louisiana-Lafayette  
WATE-TV  
WBAY-TV  
WKRN-TV  
WLNS-TV  
WRIC-TV  
WTEN-TV**

**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

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

Date Vacancy Opened: August 24, 2005 Total Number of Persons Interviewed for the Vacancy: 11

Date Vacancy Filled: November 1, 2005

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>	C. J. Hoyt	337-981-4844	3	NO
Walk-In/Mail Applicants	N/A	N/A	N/A	0	NO
Employee Referrals	N/A	N/A	N/A	2	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>	5	NO
LEDA Job Fair	N/A	N/A	N/A	1	NO
e eo1source.com *	<a href="http://www.eeo1source.com">www.eeo1source.com</a>	Deepak Massand	336-375-2991	*	NO

\* The Station submitted vacancy information to numerous sources through a service provided by [e eo1source.com](http://e eo1source.com). Under the service, the Station provides [e eo1source.com](http://e eo1source.com) with vacancy information, which was subsequently faxed to numerous recruitment sources (a partial 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.

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

**News Reporter (2)**

**Job Title of Vacancy:**

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

**March 21, 2005**

**Date Vacancy Opened:**

**March 22, 2005**

**March 22, 2005**

**Date Vacancy Filled:**

## Recruitment Sources Used to Fill the Vacancy

[illegible]



Job Title of Vacancy:	News Reporter (3)	Recruitment Source That Referred the Hire:	Employee Referral

**Date Vacancy Opened:** January 11, 2005

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

**Date Vacancy Filled:** February 1, 2005

[illegible]

**Job Title of Vacancy:** Chief Meteorologist

## Recruitment Source That Referred the Hire:

**Frank N. Magid Assoc., Inc.**

**Total Number of Persons  
Interviewed for the Vacancies**

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6

**Date Vacancy Filled:**[illegible]

# **FULL TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy:** AM & Noon Show Meteorologist      **Recruitment Source That Referred the Hiree:** Employee Referral

**Date Vacancy Opened:** October 7, 2005      **Total Number of Persons Interviewed for the Vacancy:** 5

**Date Vacancy Filled:** October 3, 2005

**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>	C.J. Hoyt	337-981-4844	0	NO
University of Louisiana at Lafayette	PO Box 43650 Lafayette, LA 70504	Dept. Of Communications	337-482-6103	0	NO
Employee Referrals	N/A	N/A	N/A	1	NO
Walk In-Mail Applicants	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>	4	NO

# **FULL TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy:** \_\_\_\_\_ **Recruitment Source That Referred the Hiree:** Miss. State University

**Date Vacancy Opened:** June 15, 2005 **Total Number of Persons Interviewed for the Vacancy:** 5

**Date Vacancy Filled:** July 18, 2005

**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?
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
Mississippi State University Starksville, Mississippi ✧	Mississippi State Univ. Dept. Of Communications 130 McComas Hall PO Box PF Mississippi State, MS 39762	Dr. John Forde	662-325-3320	1	NO
KLFY Website	<a href="http://www.klfy.com">www.klfy.com</a>	C.J. Hoyt	337-981-4844	1	NO
eoo1source.com*	<a href="http://www.eoo1source.com">www.eoo1source.com</a>	Deepak Massand	336-375-2991	*	NO

\* The Station submitted vacancy information to numerous sources through a service provided by [eoo1source.com](http://eoo1source.com). Under the service, the Station provides [eoo1source.com](http://eoo1source.com) with vacancy information, which was subsequently faxed to numerous recruitment sources (a partial 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.

[illegible]

# **FULL TIME VACANCY EEO INFORMATION**

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

**Job Title of Vacancy:** Local Account Executive (1)

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

**Date Vacancy Opened:** January 5, 2005

**Date Vacancy Filled:** February 9, 2005

**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	3	NO
Loyola University	6363 St. Charles Ave. New Orleans, LA 70118	Dept. of Communications	504-865-3430	0	NO
University of Louisiana at Lafayette	PO Box 43650 Lafayette, La 70504	Dept. of Communications	337-482-6103	0	NO
Southern University	PO Box 9770 Baton Rouge, LA 70813	Dept. of Mass Communications	225-771-4500	0	NO
Louisiana State Univ.	211 Journalism Bldg. Baton Rouge, LA 70803	Manship School of Mass Communications	225-578-2336	0	NO
Xavier University	1 Drexel Drive New Orleans, LA 70125	Dept. of Communications	513-745-3101	0	NO
WLNS-TV	Lansing, MI	Human Resources	517-372-8282	0	NO

# FULL TIME VACANCY EEO INFORMATION

Job Title of Vacancy:

Local Account Executive (1)

Recruitment Source That

Referred the Hiree: Same as Page 1

Date Vacancy Opened:

January 5, 2005

Total Number of Persons

Interviewed for the Vacancy: Same as Page 1

Date Vacancy Filled:

February 9, 2005

## 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?
WTVO-TV	Rockford, IL	Human Resources	815-963-5413	0	NO
WKRN-TV	Nashville, TN	Human Resources	615-369-7222	0	NO
WTEN-TV	Albany, NY	Human Resources	518-436-4822	0	NO
WRIC-TV	Richmond, VA	Human Resources	804-330-8888	0	NO
WATE-TV	Knoxville, TN	Human Resources	865-637-6666	0	NO
WBAY-TV	Green Bay, WI	Human Resources	920-432-3331	0	NO
KWQC-TV	Davenport, IA	Human Resources	563-383-7000	0	NO
KELO-TV	Sioux Falls, SD	Human Resources	605-336-1100	0	NO
KRON-TV	San Francisco, CA	Human Resources	415-441-4444	0	NO
Employee Referrals	N/A	N/A	N/A	2	NO
Walk In/Mail Applicants	N/A	N/A	N/A	0	NO

**Recruitment Source That Referred the Hire: Univ. of Louisiana/Laf.**

**Job Title of Vacancy:**

**Date Vacancy Opened:**

**Date Vacancy Filled:**

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	2	NO
Loyola University	6363 St. Charles Ave. New Orleans, LA 70118	Dept. of Communications	504-865-3430	0	NO
University of Louisiana at Lafayette	PO Box 43650 Lafayette, La 70504	Dept. of Communications	337-482-6103	1	NO
Southern University	PO Box 9770 Baton Rouge, LA 70813	Dept. of Mass Communications	225-771-4500	0	NO
Louisiana State Univ.	211 Journalism Bldg. Baton Rouge, LA 70303	Manship School of Mass Communications	225-578-2336	0	NO
Xavier University	1 Drexel Drive New Orleans, LA 70125	Dept. of Communications	513-745-3101	0	NO
WLNS-TV	Lansing, MI	Human Resources	517-372-8282	0	NO



**Recruitment Source That Referred the Hire: \_\_\_\_\_ Same as Page 1**

**Local Account Executive (2)**

**Job Title of Vacancy:**

**Total Number of Persons  
Interviewed for the Vacancy: Same as Page 1**

**Same as Page 1**

**Date Vacancy Opened:**

**Same as Page 1**

**Date Vacancy Filled:**

## **Recruitment Sources Used to Fill the Vacancy**

[illegible]

# **FULL TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy:**

Traffic/Continuity

**Recruitment Source That**

**Referred the Hiree:** KLFY Website

**Date Vacancy Opened:**

January 7, 2005

**Total Number of Persons**

**Interviewed for the Vacancy:** 5

**Date Vacancy Filled:**

January 10, 2005

## **Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
KLFY Website	<a href="http://www.klfy.com">www.klfy.com</a>	Spencer Bienvenu	337-981-4823	3	NO
Loyola University	6363 St. Charles Ave. New Orleans, LA 70118	Dept. of Communications	504-865-3430	0	NO
University of Louisiana at Lafayette	PO Box 43650 Lafayette, La 70504	Dept. of Communications	337-482-6103	0	NO
Southern University	PO Box 9770 Baton Rouge, LA 70813	Dept. of Mass Communications	225-771-4500	0	NO
Louisiana State Univ.	211 Journalism Bldg. Baton Rouge, LA 70803	Manship School of Mass Comm.	225-578-2336	0	NO
Xavier University	1 Drexel Drive New Orleans, LA 70125	Dept. of Communications	513-745-3101	0	NO
WLNS-TV	Lansing, MI	Human Resources	517-372-8282	0	NO

# FULL TIME VACANCY EEO INFORMATION

Job Title of Vacancy:

Traffic/Continuity

Recruitment Source That  
Referred the Hiree: Same as Page 1

Date Vacancy Opened:

January 7, 2005

Total Number of Persons  
Interviewed for the Vacancy: Same as Page 1

Date Vacancy Filled:

January 10, 2005

## 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?
WTVO-TV	Rockford, IL	Human Resources	815-963-5413	0	NO
WKRN-TV	Nashville, TN	Human Resources	615-369-7222	0	NO
WTEN-TV	Albany, NY	Human Resources	518-436-4822	0	NO
WRIC-TV	Richmond, VA	Human Resources	804-330-8888	0	NO
WATE-TV	Knoxville, TN	Human Resources	865-637-6666	0	NO
WBAY-TV	Green Bay, WI	Human Resources	920-432-3331	0	NO
KWQC-TV	Davenport, IA	Human Resources	563-383-7000	0	NO
KELO-TV	Sioux Falls, SD	Human Resources	605-336-1100	0	NO
KRON-TV	San Francisco, CA	Human Resources	415-441-4444	0	NO
Employee Referrals	N/A	N/A	N/A	1	NO
Walk In/Mail Applicants	N/A	N/A	N/A	1	NO

# FULL TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Weekend Sports Anchor/Reporter Recruitment Source That Referred the Hiree: T V Jobs.com

Date Vacancy Opened: June 25, 2005 Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: July 5, 2005

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?
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>	3	NO
KLFY Website	<a href="http://www.klfy.com">www.klfy.com</a>	C. J. Hoyt	337-981-4844	0	NO
eoe1source.com*	<a href="http://www.eoe1source.com">www.eoe1source.com</a>	Deepak Massand	336-375-2991	*	NO

\* The Station submitted vacancy information to numerous sources through a service provided by eoe1source.com. Under the service, the Station provides eoe1source.com with vacancy information, which was subsequently faxed to numerous recruitment sources (a partial 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**

**Job Title of Vacancy:** Production Floor Crew **Recruitment Source That Referred the Hiree:** Employee Referral

**Date Vacancy Opened:** July 8, 2005 **Total Number of Persons Interviewed for the Vacancy:** 4

**Date Vacancy Filled:** August 1, 2005

**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">http://www.klfy.com</a>	Brett Judice	337-981-4823	3	NO
Employee Referral	N/A	N/A	N/A	1	NO
eeo1source.com*	<a href="http://www.eeo1source.com">www.eeo1source.com</a>	Deepak Massand	336-375-2991	*	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 partial 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
10	Career Connections Expo in Lafayette, LA on January 25, 2005	Set up replica of TV 10 News Set and gave 10 <sup>th</sup> graders a chance to portray a TV News Anchor.
10	Career Futures Expo in Opelousas, LA on March 24, 2005	Set up replica of TV 10 News Set and gave 10 <sup>th</sup> graders a chance to portray a TV News Anchor.
1	National Assn. Of Broadcasters Career Fair in Las Vegas, Nevada on April 20, 2005	Participated in NABEF-BEA-RTNDA Career Fair during NAB2005 convention in Las Vegas, NV. Attended by over 1,000 people from around the country. This was an outreach initiative designed to increase awareness of opportunities in the broadcast industry.
1	Lafayette Economic Development Authority (LEDA) Job Fair on August 24, 2005	Station had booth at job fair. Accepted over 130 applications and resumes and gave information on station jobs and internships. Station management was on site.
1	University of Louisiana/Lafayette Career Day on September 14, 2005	Station had booth at job fair. Accepted over 50 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.
7	Louisiana Assn. of Broadcasters	Station participates in an annual statewide scholarship program. The scholarship is promoted on the air and Station has scholarship application/info available at the Station. Scholarships are worth \$1,000 each. LAB has a rotating scholarship committee comprised of General Managers from LAB member stations. A portion of LAB member stations' dues go to the scholarship fund.