

KLFY-TV
EEO PUBLIC FILE REPORT
February 1, 2014 - January 31, 2015¹

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Editor	4, 6-7, 10-11, 13-15, 17-18, 22, 24-28, 30-41, 43-47, 49-50, 52-53, 55-59, 62-64	24
Local Sales Assistant / Research Coordinator	3-4, 6-9, 11, 13-15, 17, 22, 24-28, 31-37, 40-41, 43-47, 49-50, 56-60, 62-64	15
Video Journalist	4, 6-11, 13, 17-18, 21-22, 24-28, 32-33, 36-37, 39-41, 43-47, 49-50, 56-59, 61-64	61
Multimedia Journalist Experienced	4, 6-15, 17-18, 22-29, 31-37, 39-41, 43-47, 49-50, 56-59, 62-64	15
Producer	4, 6-8, 10-13, 17, 22, 24-28, 31-38, 40-41, 43-47, 49-50, 56-59, 62-64	24
TECHNICAL MEDIA OPERATOR	4, 6-8, 10-11, 13-14, 16-18, 22, 24-26, 28, 31-37, 40-41, 43-47, 49-50, 53, 55-56, 58-59, 62-64	16
News Director	1-2, 4-9, 11-14, 17, 21-22, 24-28, 31-41, 43-47, 49-53, 55-59, 62-64	21
Digital Sales Manager/Account Executive	1-2, 4-6, 8, 10-12, 14, 17-18, 22, 24-28, 31-47, 49-50, 53, 55-57, 59, 62-64	24
Local Sales Manager	1-2, 6-8, 11-15, 17, 22, 24-29, 31-41, 43-47, 49-51, 53-56, 58-60, 62-64	15
National Sales Assistant	4, 6-8, 10-14, 17-18, 20-22, 24-28, 31-37, 40-41, 43-44, 46-47, 49-50, 53, 55-64	24
Sports Content Manager/Anchor	4, 6, 8, 10-15, 17-18, 22, 24-28, 31-34, 36-37, 39-41, 43-47, 49-50, 52-53, 55-60, 62-64	15
Multimedia Journalist Entry Level	1-2, 4, 6-8, 10-15, 17-18, 22, 24-28, 31-41, 43-47, 49-50, 52-53, 55-59, 62-64	15
Anchor	4-9, 11, 13-14, 17-19, 21-22, 24-26, 28, 31-37, 39-41, 43-46, 49-50, 53, 55-56, 58-59, 63-64	21
Digital Web Producer	4, 6-8, 10-11, 13-14, 17, 22, 24-26, 28, 31-37, 39-41, 43-44, 47, 49-50, 53, 55-56, 58-59, 62-64	24
Producer	6-8, 10-11, 13, 15, 17, 22, 24-28, 32-41, 43-45, 47-50, 52-53, 56, 58-60, 62-64	15
Local Sales Assistant / Research Coordinator	6-8, 11, 13-14, 17-18, 22, 24-26, 28, 32-36, 39-41, 43-47, 49-50, 53, 55-56, 58-60, 62-64	24

¹ This report was originally uploaded on January 29, 2015. It has been modified to address minor reporting issues.

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
National Sales Assistant	4, 6-8, 10-14, 17, 20, 22, 24-26, 28, 32-41, 43-47, 49-50, 53, 55-56, 58-59, 62-64	20

KLFY-TV
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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	AARP Seniors Employment Program 820 Jordan, Suite 310 Shreveport, Louisiana 71101 Phone : 3182217611 Fax : 318-221-7612 Betty Hendrix	N	0
2	AARP Seniors Employment Program 820 Jordan, Suite 310 Shreveport, Louisiana 71101 Phone : 3182217611 Email : anppmshreve@aol.com Fax : 1-318-221-7612 Attn: Receptionist	N	0
3	American School of Business 702 Professional Drive Shreveport, Louisiana 71105 Phone : 318-798-3333 Fax : 318-798-3336 Patty Donovan	N	0
4	American Women in Radio & TV Louisiana Phone : 702-506-3290 Url : www.art.org/careerline Fax : 703-506-3266	N	0
5	Ayers Institute 3010 Knight St. #300 Shreveport, Louisiana 71105 Phone : 318-868-3000 Fax : 318-868-7701 Darlene Robinson	N	0
6	BR School of Computers 9255 Interline Avenue Baton Rouge, Louisiana 70809 Phone : 225-923-2525 Fax : 225-923-2979 Pam Smith	N	0
7	Broadcast Employment Weekly Louisiana Phone : 800-922-5627 Fax : 208-377-4202 Eng. or	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Camelot Career College 2618 Wooddale Blvd Baton Rouge, Louisiana 70805 Phone : 225-928-3005 Fax : 225-927-3794 Ronnie Williams	N	0
9	CareerBuilder 200 N. LaSalle St. Suite 1100 Chicago, Illinois 60601 Url : www.careerbuilder.com Career Builder Manual Posting	N	0
10	Delmont Service Center 3535 Riley Street Baton Rouge, Louisiana 70805 Phone : 225-389-5464 Fax : 225-389-4907 Julie Newman	N	0
11	Delta College 7380 Exchange Place Baton Rouge, Louisiana 70806 Phone : 225-927-7780 Fax : 225-927-9096 Amy Renn	N	0
12	Denham Springs Housing Authority P.O. Box 910 Denham Springs, Louisiana 70727 Phone : 225-644-3301 Fax : 225-664-3309 Freddie Banks	N	0
13	Department of Labor Job Service 1991 Wooddale Blvd Baton Rouge, Louisiana 70806 Phone : 225-925-4311 Fax : 225-925-1845 Jennifer Johnson	N	0
14	Department of Social Services 3651 Cedarcrest Ave Baton Rouge, Louisiana 70816 Phone : 225-295-8900 Fax : 225-295-8966 Tommy Powell	N	0

KLFY-TV
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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Employee Referral	N	8
16	Former Employee	N	1
17	Goodwill Employment Solutions 1253 Shreveport-Barksdale Shreveport, Louisiana 71105 Phone : 318-868-4701 Fax : 318-868-4936 Tammy or	N	0
18	Goodwill Industries/GAPS Training 800 West 70th Street Shreveport, Louisiana 71106 Phone : 318-869-2575 Fax : 318-869-2574	N	0
19	Hispanic Chamber of Commerce P.O. Box 5985 Metairie, Louisiana 70009 Phone : 504-885-4262 Fax : 504-887-5422 Karen Rivas	N	0
20	Indeed.com	N	2
21	Internet Ad	N	4
22	KELO-TV 501 South Phillips Ave. Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Fax : 1-605-357-5530 Marlin Van Peursem	N	0
23	Kenner Professional Women's Association P.O. Box 1227 Kenner, Louisiana 70063 Phone : 504-712-2258 Fax : 504-712-2206 Sal Lajarza	N	0
24	KLFY.com 1808 Eraste Landry Road Lafayette, Louisiana 70506 Nick Gremillion Manual Posting	N	7

KLFY-TV
EEO PUBLIC FILE REPORT
February 1, 2014 - January 31, 2015

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	KWQC-TV 805 Brady Street Davenport, Iowa 52803 Phone : 563-383-7000 Email : jkoresko@kwqc.com Fax : 1-563-383-7165 Joydene Koresko	N	0
26	La Dept of Labor Job Center 2900 Dowdell Shreveport, Louisiana 71103 Phone : 318-676-5726 Fax : 318-676-7112 Dan Meade	N	0
27	La Rehabilitation Services 1525 Fairfield Ave. Room 708 Shreveport, Louisiana 71101 Phone : 318-676-7155 Fax : 318-676-7176 Dane Brittain	N	0
28	La. Technical College 3250 N. Acadian Thruway East Baton Rouge, Louisiana 70805 Phone : 225-359-9201 Fax : 225-359-9354 Tammy Brown	N	0
29	LinkedIn 2029 Stierlin Ct Ste 200 Mountain View, California 94043 Phone : 212-615-9373 Url : www.linkedin.com Liz Lattanza Manual Posting	N	0
30	Louisiana Association of Broadcasters 660 Florida Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Email : suzette@broadcasters.org Fax : 1-225-267-4329 Suzette Daniel	Y	0

KLFY-TV
EEO PUBLIC FILE REPORT
February 1, 2014 - January 31, 2015

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Louisiana Tech University P.O. Box 3153 Ruston, Louisiana 71212 Phone : 318-257-4336 Fax : 318-257-4750 Cheryl Myers	N	0
32	Louisiana Tech University P.O. Box 3153 Ruston, Louisiana 71212 Phone : 318-257-4336 Email : careercenter@latech.edu Fax : 1-318-257-2482 Jennie Flynn	N	0
33	Louisiana Technical College 1115 Clover Street Abbeville, Louisiana 70511 Phone : 337-893-4984 Fax : 337-893-4991	N	0
34	Louisiana Technical College 1101 Bertrand Drive Lafayette, Louisiana 70506 Phone : 337-262-5962 Fax : 337-262-5122	N	0
35	Loyola University, Career Services 6363 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-3835 Fax : 1-504-865-2382 Mark LaHood	N	0
36	Loyola University, Career Services 6363 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-3835 Email : career@loyno.edu Mark LaHood	N	0
37	Manship School of Mass Communications 221 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-2336 Fax : 225-578-2125 Helen Taylor	N	0

KLFY-TV
EEO PUBLIC FILE REPORT
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38	Martin Luther King Community Center 4100 Gus Young Avenue Baton Rouge, Louisiana 70802 Phone : 225-389-7804 Fax : 225-389-7816 E.C. Baham	N	0
39	MediaGeneral.com 333 E. Franklin Street Richmond, Virginia 23219 Phone : (804) 887-5000 Url : www.mediageneral.com Randy Santos Manual Posting	N	0
40	Native American Broadcasting Consortium P.O. Box 83111 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-8675	N	0
41	Native American Public Broadcasting P.O. Box 68501 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-1785 Referral Director	N	0
42	New Orleans Tribune 2335 Esplanade Ave New Orleans, Louisiana 70119 Phone : 504-945-0772 Fax : 1-504-949-4129 Louise Cardrich	N	0
43	Northwestern State University P.O. Box 5293 Natchitoches, Louisiana 71497 Phone : 318-357-6361 Fax : 318-357-5690 Placement Office	N	0
44	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

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EEO PUBLIC FILE REPORT
February 1, 2014 - January 31, 2015

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	Panola College 1109 Panola Carthage, Louisiana 75633 Phone : 903-693-2051 Fax : 903-693-2018 Temeka Jeter	N	0
46	RegionalHelpWanted.com, Inc 1 Civic Center Plaza, Suite 506 Poughkeepsie, Louisiana 12601 Phone : 800-365-8630 Fax : 845-485-8398 Sybil Miller	N	0
47	Remington College 1900 N. Lobdell Blvd. Baton Rouge, Louisiana 70806 Phone : 225-922-3900 Fax : 225-922-3999 Carol Caddy	N	0
48	Shreveport Times 222 Lake Street Shreveport, Louisiana 71101 Phone : 318-459-3355 Fax : 318-459-3392 Isabelle	N	0
49	Southern University of New Orleans 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5395 Fax : 504-286-5390 Joe Marion	N	0
50	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
51	Spots N Dots 1635 Old Highway 41 NW Suite 112-238 Kennesaw, Georgia 30152 Url : www.spotsndots.com Kellie Grisez Manual Posting	N	0

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52	TCP, Inc./Agape' Care Providers, Inc 781 Behrman Highway, Ste. 107 Terrytown, Louisiana 70056 Phone : 504-392-1398 Fax : 504-392-0825 Lisa Jordan	N	0
53	Tulane University 6823 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-5107 Fax : 504-865-6712 Sandy Somerville	N	0
54	TV NewsCheck 24 W. Lancaster Avenue Suite 205 Ardmore, Pennsylvania 19003 Url : www.tvnewscheck.com Patty Hersh Manual Posting	N	0
55	University of Louisiana-Lafayette P.O. Box 43583 Conference Center Room 104 Lafayette, Louisiana 701504 Phone : 337-482-1444 Email : cbrasher@louisiana.edu Fax : 1-337-482-1450 Christine Brasher	N	0
56	University of Texas-Tyler 3900University Drive Tyler, Louisiana 75701 Phone : 903-566-7253 Fax : 903-566-7287 Placement Director	N	0
57	Urban League of Greater New Orleans 2322 Canal St., Rm. 201 New Orleans, Louisiana 70119 Phone : 504-620-9645 Fax : 504-620-9658 Gilda Ebanks	N	0
58	WATE-TV 1306 Broadway NE Knoxville, Tennessee 37917 Phone : 865-637-6666 Fax : 1-865-633-6919 Teresa Sylvia	N	0

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February 1, 2014 - January 31, 2015

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59	WKRN-TV 441 Murfreesboro Road Nashville, Tennessee 37210 Phone : 615-369-7341 Fax : 1-615-369-7302 Sandra Osbourne	N	0
60	WLNS-TV 2820 East Saginaw Street Lansing, Michigan 48912 Phone : 517-367-2116 Fax : 1-517-372-1507 Cindy Ward	N	0
61	Word of Mouth Referral	N	2
62	WRIC-TV 301 Arboretum Place Richmond, Virginia 23236 Phone : 804-330-9726 Fax : 1-804-330-8881 Brenda Kump	N	0
63	WTEN-TV 341 Northern Blvd. Albany, New York 12204 Phone : 518-436-4822 Fax : 1-518-462-6065 Connie Scott	N	0
64	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:			24

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III. Recruitment Initiatives

	Date	Type	Description	Participants
1	2/4/14	Participation in Job Fairs	Our Station manned a booth at the South Louisiana Community College / University of Louisiana-Lafayette Career Connections Fair. Information was given about station jobs and internships.	Marketing / Promotions Manager
2	3/12/14	Participation in events sponsored by educational institutions	Our Station hosted a station tour for a student interested in careers in broadcasting.	News
3	5/21/14	Participation in Job Fairs	Our Station manned a booth at the Lafayette Economic Development Authority Job Fair. Information was given about station jobs and internships, and resumes were collected.	Marketing / Promotions Manager
4	9/25/14	Participation in Job Fairs	Our Station manned a booth at the Louisiana Tech University Fall Career Day Job Fair. Information was given about station jobs and internships, and resumes were collected.	Marketing / Promotions Manager
5	1/29/15	Participation in Job Fairs	Our Station manned a booth at the South Louisiana Community College / University of Louisiana-Lafayette Career Connections Fair. Information was given about station jobs and internships.	Marketing / Promotions Manager
6	Summer 2014	Establishment of an internship program	The SEU runs an unpaid internship program where college students can earn credit while learning about careers in the broadcast industry. During the reporting year, the SEU supervised an intern from the University of Louisiana-Lafayette in its news department.	News Manager

7	Ongoing	Establishment of 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.	Various
8	Ongoing	Establishment of training 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.	Various

STATION PROFILE

KLFY-TV LAFAYETTE, LAVirtual Channel **10** | RF Channel **10** | Facility ID **35059**

Search KLFY-TV Station Profile

EQUAL EMPLOYMENT OPPORTUNITY RECORDS

EEO FORMS

ADDITIONAL DOCUMENTS

The following folders contain additional EEO materials uploaded by stations. The *EEO Public File Reports* folder should contain annual reports prepared by stations with 5 or more employees in their employment units. The reports recount the stations' employment recruitment efforts during the preceding year. The *Audits-Investigations-Complaints* folder should contain information bearing on any ongoing inquiry, audit, investigation or complaint that concerns EEO and of which the licensee is aware.

Browse → [Equal Employment Opportunity Files](#) → [EEO Public File Reports](#)

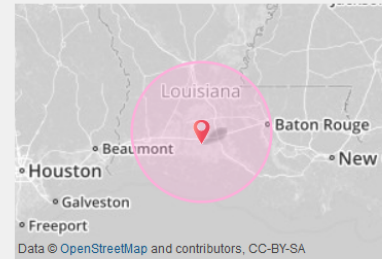
File Name	Size	Type	Date Uploaded
2005 EEO PUBLIC FILE REPORT.pdf	738.71 Kb	PDF	01/08/2013 2:44 pm
2006 EEO PUBLIC FILE REPORT.pdf	959.50 Kb	PDF	01/08/2013 2:45 pm
2007 EEO PUBLIC FILE REPORT.pdf	858.24 Kb	PDF	01/08/2013 2:45 pm
2008 EEO PUBLIC FILE REPORT.pdf	1.24 Mb	PDF	01/08/2013 2:45 pm
2009 EEO PUBLIC FILE REPORT.pdf	1.19 Mb	PDF	01/08/2013 2:45 pm
2010 EEO PUBLIC FILE REPORT.pdf	564.39 Kb	PDF	01/08/2013 2:45 pm
2011 EEO PUBLIC FILE REPORT.pdf	0.96 Mb	PDF	01/08/2013 2:45 pm
2012_EEO_REPORT.pdf	1.12 Mb	PDF	01/08/2013 2:46 pm
2014 EEO PUBLIC FILE REPORT.pdf	381.00 Kb	DOC	01/30/2014 11:51 am
2015 EEO PUBLIC FILE REPORT.pdf	195.50 Kb	DOC	01/29/2015 2:39 pm
2016 EEO PUBLIC FILE REPORT.pdf	106.90 Kb	PDF	01/29/2016 3:33 pm

FIND A STATION

You may enter a call sign (e.g., WXYZ), network affiliation (e.g., NBC), channel number (e.g., 26), or facility ID number (e.g., 123456).



KLFY-TV CONTOUR MAP



RECENT HISTORY

Uploaded **1** file in Records concerning commercial limits in childrens programs

1 week ago

Uploaded **1** file in Issues and programs lists

1 week ago

Uploaded **1** file in Political File/2016/Non-Candidate Issue Ads/Grow Louisiana Coalition

3 weeks ago

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