

**KLFY-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multi Media Journalist	1-2, 4, 7, 10, 12-13, 15-24, 26-32	7
Digital Account Executive	1-3, 6, 8, 12-21, 23-24, 26-32	3
Sales Assistant	1-2, 8, 12-13, 15-16, 18-21, 23-24, 26-32	8
Photographer	1-2, 6, 12-13, 15-21, 23-32	6
Master control operator	1-2, 6, 9, 12-13, 15-21, 23-32	9
Digital Reporter	2, 5, 11-13, 15-21, 23-24, 26-32	15
Account Executive	1-2, 4, 12-21, 23-24, 26-28, 30-32	14
Digital Reporter	1-2, 4, 8-9, 12-13, 15-21, 23, 26-31	8
Digital Content Producer	1-2, 4, 8, 12-13, 15-21, 23, 26-31	8
Producer	1-4, 9, 12-13, 15-21, 23, 26-31	9
Producer	1-4, 9, 12-13, 15-21, 23, 26-31	15
Photographer	5, 12, 15, 23	5
Newscast Director	12, 14, 23	14
Integrated Digital Specialist	1-2, 4, 6, 8, 12-21, 23, 26-31	6

Nexstar did not actively distribute job vacancy notices to Indeed.com and LinkedIn. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

RS#23 - Sportscasters Talent Agency of America - requested in writing to receive job vacancy notices for on-air (Sports related) vacancies only. Consequently, that "entitled" source did not receive any other job vacancy notices - per its request.

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	American Women in Radio & TV , Louisiana Phone : 702-506-3290 Url : www.art.org/careerline Fax : 703-506-3266	N	0
2	Broadcast Employment Weekly , Louisiana Phone : 800-922-5627 Fax : 208-377-4202 Eng. or	N	0
3	CareerBuilder.com	N	2
4	Dillard University 2601 Gentilly Blvd New Orleans, Louisiana 70122 Phone : 504-816-4222 Email : dtoney@dillard.edu Fax : 1-504-816-5312 Dwanna Toney	N	0
5	Educational Institution	N	2
6	Employee Referral	N	5
7	Grambling University P O Box 1178 Grambling, Louisiana 71245 Phone : 318-274-2346 Margie Pruitt	N	1
8	Indeed.com	N	7
9	Internal Promotion	N	3
10	Intracompany Transfer	N	1
11	Job Fair	N	1
12	KLFY.com 1808 Eraste Landry Road Lafayette, Louisiana 70506 Phone : 337-981-4823 Email : syoshonis@nexstar.tv Scott Yoshonis	N	0

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13	La Assn of Broadcasters Employment Clearinghouse 660 Florida Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Email : susan@broadcasters.org Fax : 1-225-267-4392 Susan Lynch	N	0
14	Linked In	N	4
15	LinkedIn 2029 Stierlin Ct Ste 200 Mountain View, California 94043 Phone : 212-615-9373 Url : www.lonkedin.com Liz Lattanza Manual Posting	N	4
16	Louisiana Association of Broadcasters 660 Florida Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Email : susan@broadcasters.org Fax : 1-225-267-4329 Susan Lynch	N	0
17	Louisiana College/Dept of Communications Arts 1140 College Dr - Box 554 Pineville, Louisiana 71359 Phone : 318-487-7598 Email : Elizabeth.clarke@lcuniversity.edu Elizabeth Clarke	N	0
18	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
19	Loyola University, Career Services 6363 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-3835 Email : career@loyno.edu Mark LaHood	N	0

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20	LSU Communications Department 222 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-5627 Email : amyc@lsu.edu Amy Caillouet	N	0
21	MediaRecruiter 9457 S University Blvd Aurora, Colorado Phone : 303-400-5150 Email : art@mediarecruiter.com Art Scott	N	0
22	Native American Public Broadcasting P.O. Box 68501 Lincoln, Louisiana 68501 Phone : 402-472-3522 Email : native@unl.edu Referral Director	N	0
23	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
24	Southern University of New Orleans 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5395 Fax : 504-286-5390 Joe Marion	N	0
25	Southern University-Baton Rouge Southern Branch Post Office - Box 9770 Baton Rouge, Louisiana 70813 Phone : 225-771-2200 Email : janene_tate@sus.edu Janene Tate	N	0
26	Sportscasters Talent Agency of America PO Box 1024 Del Mar, California 92014 Phone : 949-648-STAA Email : jon@staatalent.com Jon Chelesnik	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
27	Tulane University 6823 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-5107 Fax : 1-504-862-8750 Sandy Somerville	N	0
28	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
29	University of Texas-Tyler 3900University Drive Tyler, Louisiana 75701 Phone : 903-566-7253 Email : uttylercareersuccess@uttyler.edu Placement Director	N	0
30	Women in Media- Newsletter Baton Rouge Baton Rouge, Louisiana Phone : 225-381-7777 Email : info@womeninmediabr.com Laurie Hardison	N	0
31	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
32	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>30</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.</p> <p>The Station hosted three (3) interns from University of Louisiana at Lafayette during the 2023 Spring Semester, two (2) interns from the University of Louisiana at Lafayette during the 2023 Summer Semester and one (1) Intern during the 2023 Fall Semester</p>	1	News Director
2	2/14/2023	Participation in Job Fairs	The Station participated at the University of Louisiana at Lafayette (Career)Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	Business Administrator News Director General Manager
3	2/25/2023	Participation in events sponsored by organizations representing the community	KLFY personnel attended the College 2 Career Day which was held at the University of Louisiana at Lafayette by the Louisiana Association of Broadcasters. During that event, the Station had a table that college students majoring in Broadcasting were able to discuss broadcasting jobs in general at the Station [or Stations] and provided guidance on how and where to apply for jobs at Nexstar. KLFY personnel also provided constructive feedback for student reels.	4	News Director General Manager Business Administrator Morning Anchor
4	3/1/2023	Participation in Job Fairs	The Station participated at the Louisiana State University Networking Reception (Career Fair). Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
5	5/9/2023	Participation in Job Fairs	The Station participated at the LEDA Job Fair. Station personnel met with potential job applicants.	4	Business Administrator News Director General Manager General Sales Manager