

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

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
Local Sales Assistant/Sales Research Coordinator	2, 4-12, 14-23, 25-43, 45-59, 61, 64-70	58
Local Sales Assistant/Sales Research Coordinator	2, 4-12, 14-23, 25-26, 28-29, 31-43, 45-59, 65, 68-73	56
Digital Web Producer	2, 4-12, 14-23, 25-29, 31-35, 37, 39-41, 43, 45-59, 65-66, 68,70-71	56
National Sales Assistant	2, 4-12, 14-23, 25-29, 31-43, 46-59, 62, 65-66, 69-71, 74-76	62
National Sales Assistant	2, 4-12, 14-22, 29, 56-59, 65-66, 71, 73-74,77	56
Local Sales Manager	1-2, 4-12,14-22, 29, 56-59, 61, 64-65, 67, 71, 73-74, 78-80	11
News Director	1,-2, 4-12, 14-22, 29-30, 56-59, 65, 67, 71, 73-74, 78, 81	57
Sports Anchor	2, 4-12, 14-23, 25-43, 45-59, 66-71, 74, 77, 82-84	58
Videographer	2, 4-12, 14-23, 25-43, 45-59, 61, 65-70, 77, 82	56
Editor	2, 4, 6-12, 14-23, 25-30, 32-43, 45-59, 61, 64-71, 73, 75, 82, 84, 85	56
Anchor Experienced	2, 4-9, 11-12, 14-23, 29-30, 56-59	57
Technical Media Operator	2, 4-12, 14-23, 29, 56-59, 65-66, 71, 73, 82	56
Digital Sales Manager/ Digital Account Executive	1-2, 4-7, 9-12, 14-20, 29, 56-59, 64, 66-67, 71, 73, 74, 81-82	56
Producer	2, 4-12, 14-23, 29-30, 56-59, 65-67, 73, 82	58
Producer	2, 4-12, 14-23, 29-30, 56-59, 65-67, 74, 77	56

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Experienced Multi Media Journalist	2, 4-12, 14-23, 25-43, 45-59, 65-66, 68-71, 74, 77, 86	58
Entry Level Multi Media Journalist	1-2, 4-12, 14-23, 25-43, 45-59, 64-71, 74-75, 82-84	57
Entry Level Multi Media Journalist	1-2, 4-12, 14-23, 25-43, 45-59, 64-71, 74-75, 82-84	58

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to a Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over Reporting Period
1	AARP Seniors Employment Program 820 Jordan, Suite 310 Shreveport, LA 71101 Attn: Receptionist Phone: 318-221-7611 Fax: 318-221-7612 Email: anppmshreve@aol.com	N	0
2	American Women in Radio & TV 8405 Greensboro Drive, Suite 800, McLean, VA, 22102 Phone: (703) 506-3290 Fax: (703) 506-3266 Email: info@awrt.org Website: www.awrt.org	N	0
3	Asian American Journalists Association 1182 Market St., Suite 320 San Francisco, CA 94102 Referral Director Phone: 1-415-346-2015	N	0
4	Baton Rouge School of Computers 9255 Interline Avenue Baton Rouge, LA 70809 Pam Smith 225-923-2979	N	0
5	Camelot Career College 2618 Woodvale Blvd. Baton Rouge, LA 70805 Ronnie Williams Phone: 225-928-3005 Fax: 225-927-3794	N	0
6	Delgado Community College 615 City Park New Orleans, LA 70119 Jean Ware Phone: 504-483-4296 Fax: 504-483-4160	N	0

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7	Delta College 7380 Exchange Place Baton Rouge, LA 70806 Amy Renn Phone: 225-927-7780 Fax: 225-927-8096	N	0
8	Department of Labor and Job Services 1991 Wooddale Blvd Baton Rouge, LA 70806 Jennifer Johnson Phone: 225-925-4311 Fax: 225-925-1845	N	0
9	Dillard University Mass Communications Department Pat Rochon 2601 Gentilly Blvd. New Orleans, LA 70122	N	0
10	Eastern New Mexico University/Placement Services Highway 70 Lucy Wilson Portales, New Mexico 88130	N	0
11	Employment Resource Center 1738 Elton Rd. Ste 3154 Silver Spring, MD 20903 Phone: 301-445-2600 Fax: 301-445-1693	N	0
12	Goodwill Employment Solutions 1253 Shreveport-Barksdale HWY Shreveport, LA 71105 Tammy Phone: 318-868-4701 Fax: 318-868-4936	N	0
13	Grambling University PO Box 1178 403 Main Street Grambling, LA 71245 Margie Pruitt Phone: 318-274-2346 Email: margiepruitt@hotmail.com	N	0

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14	KELO TV 501 South Phillips Ave. Sioux Falls, SD 57104 Marlin Van Peursem Phone: 605-336-1100 Fax: 605-357-5530	N	0
15	KRON TV 900 Front Street, 3 rd Floor San Francisco, CA 94111 Sondra Lewis Phone: 415-441-4444 Fax: 415-561-8036	N	0
16	KWQC TV 805 Brady Street Davenport, IA 52803 Joydene Koresko Phone: 563-383-7000 Fax: 563-383-7165	N	0
17	LA Association of Broadcasters Employment Clearinghouse 660 Florida Street Baton Rouge, LA 70801 Angelice Tyson Phone: 225-267-4522 Fax: 225-295-1159 angelice@broadcasters.com	N	0
18	LA Dept of Labor Job Center 2900 Dowdell Shreveport, LA 71103 Dan Meade Phone: 318-676-5726 Fax: 318-676-7112	N	0
19	LA State Employment Office 1530 Thalia St New Orleans, LA 70130 Claudia Washington Phone: 504-568-7280 Fax: 504-568-5791	N	0

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20	LA Technical College 3250 N Acadian Thruway East Baton Rouge, LA 70805 Tammy Brown Phone: 225-359-9201 Fax: 225-359-9354	N	0
21	Louisiana College Department of Communication Arts 1140 College Dr. PO Box 554 Pineville, LA 71359 Bennett Strange Phone: 318-487-7598 Fax: 318-487-7191	N	0
22	Louisiana Tech University PO Box 3153 305 Wisteria St. Ruston, LA 71212 Jennie Flynn Phone: 318-257-4336 Fax: 318-257-4750 careercenter@latech.edu	N	0
23	Louisiana Technical College 1115 Clover Street Abbeville, LA 70511 Phone: 337-893-4984 Fax: 337-893-4991	N	0
24	Louisiana Technical College 1101 Bertrand Drive Lafayette, La 70506 Phone: 337-262-5963 Fax: 337-262-5122	N	0
25	Loyola University Career Services 6363 St. Charles Ave. New Orleans, LA 70118 Mark LaHood Phone: 504-865-3835 career@loyno.edu	N	0
26	LSU Communications Department 222 Journalism Bldg Baton Rouge, LA 70803 Mary Ann Phone: 225-388-0146 Fax: 225-388-0146	N	0

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27	Manship School of Mass Communications 221 Journalism Bldg Baton Rouge, LA 70803 Helen Taylor Phone: 225-578-2336 Fax: 225-578-2125	N	0
28	National Black Media Coalition 1738 Elton Road Suite 314 Silver Springs, MD 20903 Employment Resource Phone: 301-445-2600 Fax: 301-455-1693	N	0
29	University of Louisiana-Lafayette Office of Career Services Conference Center Room 104 200 Rex Street, LA 70504 Lafayette, LA 70504 Phone: 337-482-1444 Evelyn Rodgers careerservices@louisiana.edu website: career.louisiana.edu	N	0
30	TVJOBS.com Website: www.tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 PH (800) 374-0119 PH (760) 754-8177 FX (760) 754-2115 info@tvjobs.com	N	4
31	National Hispanic Coalition 2514 S. Grand Avenue Los Angeles, CA 90017 Alex Nogales Phone: 213-746-1305 Fax: 213-746-1305	N	0

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32	Native American Broadcasting Consortium P.O. Box 83111 Lincoln, NE 68501 Phone: 402-472-3522 Fax: 402-472-8675	N	0
33	Native American Public Broadcasting PO Box 68501 Lincoln, NE 68501 Referral Director Phone: 402-472-3522 Fax: 402-472-1785	N	0
34	Northwestern State University PO Box 5293 175 Sam Sibley Drive Natchitoches, LA 71457 Placement Office Phone: 318-357-6361 Fax: 318-357-5690	N	0
35	Our Lady of Holy Cross College 4123 Woodland Drive New Orleans, LA 70131 Stanton McNeely or Katharine Gonzales Phone: 504-394-7744 Fax: 504-391-2421	N	0
36	Panola College 1109 Panola Carthage, TX 75633 Temeka Jeter Phone: 903-693-2051 Fax: 903-693-2018	N	0
37	Regionalhelpwanted.com 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601 Sybil Miller Phone: 800-365-8630 Fax: 845-485-8398	N	0
38	Remington College 1900 N. Lobdell Blvd Baton Rouge, LA 70806 Carol Caddy Phone: 225-922-3900 Fax: 225-922-3999	N	0

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39	Southeastern University Career Development Service SLU Box 10492 Hammond, LA 70402 Sam Domiano Phone: 504-549-2121 Fax: 504-549-2126	N	0
40	Southern University of New Orleans 6400 Press Drive New Orleans, LA 70126 Joe Marion Phone: 504-286-5395 Fax: 504-286-5390	N	0
41	Southern University of Baton Rouge Southern Branch PO Box 9770 Baton Rouge, LA 70813 Al Barron Phone: 225-771-2200 Fax: 225-771-3272	N	0
42	State of Louisiana Governor's Office of Women's Services 2716-A Wooddale Blvd Baton Rouge, LA 70805 Consuella Savoie Phone: 225-925-6922 Fax: 225-922-2574	N	0
43	Tulane University 6823 St. Charles Ave New Orleans, LA 70118 Sandy Somerville Phone: 504-865-5107 Fax: 504-865-6712	N	0
44	University of Louisiana at Monroe ULM Financial Aid Office 700 University Avenue Monroe, LA 71209 Susan Rogers Phone: 318-342-5320 Email: srogers@ulm.edu	N	0

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45	University of New Orleans 2000 Lakeshore Dr University Ctr Room 268 New Orleans, LA 70148 Elizabeth Schaefer Phone: 504-280-6636 Fax: 504-280-7440	N	0
46	University of Tyler Texas 3900 University Drive Tyler, TX 75701 Phone: 903-566-7253 Fax: 903-566-7287	N	0
47	WATE TV 1306 Broadway NE Knoxville, TN 37917 Teresa Sylvia Phone: 865-637-6666 Fax: 865-633-6919	N	0
48	WBAY TV 115 S. Jefferson St Green Bay, WI 54301 Peggy Wilcox Phone: 920-432-3331 Fax: 920-432-7808	N	0
49	WKRN TV 441 Murfreesboro Road Nashville, TN 37210 Sandra Osbourne Phone: 615-369-7341 Fax: 615-369-7302	N	0
50	WLNS TV 2820 East Saginaw Street Lansing, MI 48912 Cindy Ward Phone: 517-367-2116 Fax: 517-367-2102	N	0
51	Women in Media Newsletter Baton Rouge, LA Phone: 225-381-7777 Fax: 225-332-4650 Laurie Hardison	N	0
52	Women's Employment & Training Center, Linda Cavin 2716-B Wooddale Blvd Baton Rouge, LA 70805 Phone: 225-922-2060 Fax: 225-922-2067	N	0

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53	WRIC TV 301 Arboretum Place Richmond, VA 23236 Brenda Krump Phone: 804-330-9726 Fax: 804-330-8881	N	0
54	WTEN TV 341 Northern Blvd Albany, NY 12204 Connie Scott Phone: 518-436-4822 Fax: 518-462-6065	N	0
55	Xavier University 1 Drexel Avenue PO Box 65A New Orleans, LA 70125 Director Phone: 504-486-7411 Fax: 504-520-7914	N	0
56	KLFY.com	N	24
57	Mediageneral.com	N	14
58	KLFY in house employee	N	11
59	KLFY bulletin board	N	0
60	KLFY walk in	N	0
61	Careerbuilder.com	N	0
62	Indeed.com	N	3
63	Monster.com	N	0
64	BARANCO-CLARK YMCA Baton Rouge, LA 70802 Phone: 225-344-6775 Fax: 225-344-6748	N	0
65	Broadcast Employment Weekly Louisiana Phone: 800-922-5627 Fax: 208-377-4202 Eng.	N	0
66	Delmont Service Center 3535 Riley Street Baton Rouge, LA 70805 Phone: 225-389-5464 Fax: 225-389-4907 Julie Newman	N	0

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67	LA Rehabilitation Services 1525 Fairfield Ave. Room 708 Shreveport, LA 71101 Phone: 318-676-7155 Fax: 318-676-7176 Dane Brittain	N	0
68	National Council of Negro Women of GNO, Inc PO Box 15856 New Orleans, LA 70140 Phone: 504-587-9065 Fax: 504-566-7231 Lennard Noble	N	0
69	Office of Women's Services 1885 Wooddale Blvd Baton Rouge, LA 70805 Phone: 225-219-9720 Fax: 225-219-9726 Eleanor Shirley	N	0
70	Urban League of Greater New Orleans 2322 Canal St., Rm. 201 New Orleans, LA 70119 Phone: 504-620-9645 Fax: 504-620-9658 Gilda EBanks	N	0
71	Department of Social Services 3651 Cedarcrest Ave Baton Rouge, LA 70816 Phone: 225-295-8900 Fax: 225-295-8966 Tommy Powell	N	0
72	Goodwill Industries/GAPS Training 800 West 70 th Street Shreveport, LA 71106 Phone: 318-869-2575 Fax: 318-869-2574	N	0
73	Hispanic Chamber of Commerce PO Box 5985 Metairie, LA 70009 Phone: 504-885-4262 Fax: 504-887-5422 Karen Rivas	N	0

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75	Martin Luther King Community Center 4100 Gus Young Avenue Baton Rouge, LA 70802 Phone: 225-389-7804 Fax: 225-389-7816 E.C. Baham	N	0
76	Representative Lydia P. Jackson 610 Texas Suite 201 Shreveport, LA 71101 Phone: 318-676-7029 Fax: 318-676-7034 Daphane Wililams	N	0
77	Frost Community Services/Div. of C-BARC 5320 Greenwood Road Shreveport, LA 71105 Phone: 318-631-9501 Fax: 318-688-6864 Terri Brock	N	0
78	Spotsndots.com SND Publishing LLC 1635 Old Highway 41NW Suite 112-338 Kennesaw, GA 30152	N	0
79	Linkedin.com	N	0
80	TVnewscheck.com Phil Kirk Cell: 917 658-9012 Phone: 516 674-4914 pkirk@newscheckmedia.com	N	0
81	Ayers Institute 3010 Knight St., #300 Shreveport, LA 71105 Phone: 318-868-3000 Fax: 318-868-7701 Darlene Robinson	N	0
82	Economic Freedom Association 2625 Choctaw Dr Baton Rouge, LA 70805 Phone: 225-355-8857 Fax: 225-356-0384 Calvin Beal	N	0

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83	St. Louis Post /Classifieds Department St Louis, MO Phone: 314-340-8660 Fax: 314-340-8660 Brenda	N	0
84	TCP, Inc./Agape' Care Providers, Inc. 781 Behrman Highway, Ste. 107 Terrytown, LA 70056 Phone: 504-392-1398 Fax: 504-392-0825 Lisa Jordan	N	0
85	NAACP PO Box 36893 Shreveport, LA 71133 Phone: 318-621-0716 Fax: 318-635-9735 Julia Small	N	0
86	City of Shreveport/ Dept. of Economic Development PO Box 31109 Shreveport, LA 71130 Phone: 318-673-7500 Fax: 318-673-7502 Chuck Arnett	N	0
	TOTAL INTERVIEWS OVER REPORTING PERIOD:		56

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III. RECRUITMENT INITIATIVES

Date	Type of Activity	Brief Description	Station Participant
February 4 th , 2014	South Louisiana Community College / University of Louisiana-Lafayette Career Connections Fair in Lafayette, LA	Station had booth at job fair for High School Students. Information was given about station jobs and internships. Station management was on site.	Marketing / Promotions Manager
February 18 th , 2014	University of Louisiana-Lafayette Spring Career Day in Lafayette, LA	Station had booth at job fair. Accepted 9 applications and resumes and gave information on station jobs and internships. Station management was on site.	Marketing / Promotions Manager
May 21st, 2014	Lafayette Economic Development Authority (LEDA) Job Fair in Lafayette, LA May 21st, 2014	Station had booth at job fair. Accepted 49 applications and resumes and gave information on station jobs and internships. Station management was on site.	Marketing / Promotions Manager
January 29 th , 2015	South Louisiana Community College / University of Louisiana-Lafayette Career Connections Fair in Lafayette, LA	Station had booth at job fair for High School Students. Information was given about station jobs and internships. Station management was on site.	Marketing / Promotions Manager
September 25 th , 2014	Louisiana Tech University Fall Career Day in Lafayette, LA	Station had booth at job fair. Accepted 2 applications and resumes and gave information on station jobs and internships. Station management was on site.	Marketing / Promotions Manager
Ongoing	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 6 students participated in the Internship Program during the period covered by this report.	News Director Other News Staff including Anchors, Reporters, Videographers, and Producers

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Ongoing	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.	Station Management including News Director, Production Manager, Chief Engineer, and Sales Managers. Station staff including Production, Engineering, News and Sales staff.
Ongoing	Job Shadowing	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 4 student “shadows” during this reporting period.	Station Management including News Director, Production Manager, Chief Engineer, and Sales Managers. Station staff including Production, Engineering, News and Sales staff.
Ongoing	Internal mentoring 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.	Station Management including News Director, Production Manager, Chief Engineer, and Sales Managers. Station staff including Production, Engineering, News and Sales staff.