

KLFY-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - February 1, 2019

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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist Reporter	1-9, 11-12, 14-32, 34, 36-45	18
News Photographer	1-3, 5-9, 11-12, 14-17, 19-26, 28-32, 34-37, 39, 41-45	14
Producer, Promotions	1, 5-6, 8, 10-11, 13-15, 17, 20-23, 33	10

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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	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	Camelot Career College 2618 Wooddale Blvd Baton Rouge, Louisiana 70805 Phone : 225-928-3005 Fax : 225-927-3794 Ronnie Williams	N	0
4	CareerBuilder 200 N. LaSalle St. Suite 1100 Chicago, Illinois 60601 Url : www.careerbuilder.com Career Builder Manual Posting	N	0
5	Delgado Community College 615 City Park New Orleans, Louisiana 70119 Phone : 504-671-5141 Email : cmajor@dcc.edu Fax : 1-504-361-6686 Carla Major	N	0
6	Delta College of Arts & Technology 7380 Exchange Place Baton Rouge, Louisiana 70806 Phone : 225-928-7770 Ext. 237 Email : ksheppard@deltacollege.com Fax : 1-225-927-9096 Kiawana Dunn	N	0
7	Department of Labor Job Service 1991 Wooddale Blvd Baton Rouge, Louisiana 70806 Phone : 225-925-4311 Fax : 225-925-1845 Jennifer Johnson	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	Dillard University 2601 Gentilly Blvd New Orleans, Louisiana 70122 Phone : 504-816-4222 Email : ccooke@dillard.edu Fax : 1-504-816-5312 Caretta Cooke	N	0
9	Eastern New Mexico University Career & Counseling 1500 S Ave K Station 34 Portales, New Mexico 88130 Phone : 505-562-2211 Fax : 1-575-562-2215 Larsen Susan	N	0
10	Educational Institution	N	1
11	Faith House 1125 N Parkerson Ave Crowley, Louisiana 70526 Phone : 337-232-8954 Email : billi@faithhouseacadiana.com Fax : 1-337-267-9422 Billi Lacombe	N	0
12	Goodwill Employment Solutions 1253 Shreveport-Barksdale Shreveport, Louisiana 71105 Phone : 318-868-4701 Fax : 1-318-868-4936 Job Services	N	0
13	Job/Bulletin Board	N	1
14	KLFY.com 1808 Eraste Landry Road Lafayette, Louisiana 70506 Phone : 337-981-4823 Jessica Goff Manual Posting	N	3
15	La Assn of Broadcasters Employment Clearinghouse 660 Florida Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Email : laura@broadcasters.org Fax : 1-225-267-4392 Laura Smith	N	0

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16	La Dept of Labor Job Center 2900 Dowdell Shreveport, Louisiana 71103 Phone : 318-676-5726 Fax : 318-676-7112 Dan Meade	N	0
17	La. Technical College 3250 N. Acadian Thruway East Baton Rouge, Louisiana 70805 Phone : 225-359-9201 Email : hobdyg@mybrcc.edu Fax : 1-225-359-9354 Gerri Hobdy	N	0
18	LinkedIn 2029 Stierlin Ct Ste 200 Mountain View, California 94043 Phone : 212-615-9373 Url : www.linkedin.com Liz Lattanza Manual Posting	N	1
19	Louisiana Association of Broadcasters 660 Florida Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Email : laura@broadcasters.org Fax : 1-225-267-4329 Laura Smith	N	0
20	Louisiana College/Dept of Communications Arts 1140 College Dr - Box 554 Pineville, Louisiana 71359 Phone : 318-487-7598 Fax : 318-487-7191 Bennett Strange	N	0
21	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

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22	Louisiana Technical College 1115 Clover Street Abbeville, Louisiana 70511 Phone : 337-893-4984 Fax : 337-893-4991	N	0
23	Louisiana Works 124 E. Main New Iberia, Louisiana 70562 Phone : 337-373-0010 Email : cmenard@Idol.state.la.us Fax : 1-337-373-0070 Catherine Menard	N	0
24	Loyola University, Career Services 6363 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-3835 Email : career@loyno.edu Mark LaHood	N	0
25	LSU Communications Department 222 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-5627 Email : amyc@lsu.edu Amy Caillouet	N	0
26	Manship School of Mass Communications 221 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-2336 Fax : 225-578-2125 Helen Taylor	N	0
27	MediaGeneral.com 333 E. Franklin Street Richmond, Virginia 23219 Phone : (804) 887-5000 Url : www.mediageneral.com Randy Santos Manual Posting	N	0
28	MediaRecruiter 9457 S University Blvd Aurora, Colorado Phone : 303-400-5150 Email : art@mediarecruiter.com Art Scott	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
29	National Hispanic Coalition 2514 S. Grand Avenue Los Angeles, Louisiana 90017 Phone : 213-746-1305 Email : info@nhmc.org Alex Nogales	N	0
30	Native American Public Broadcasting P.O. Box 68501 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-1785 Referral Director	N	0
31	New Life Center for Women 411 E Landry St Opelousas, Louisiana 70570 Phone : 337-948-3161 Email : sclement@catholicsservice.org Fax : 1-337-234-0953 Sarah Clement	N	0
32	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
33	Nexstar's Facebook Page	N	1
34	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
35	Southeastern University Career Development Service SLU Box 10492 Hammond, Louisiana 70402 Phone : 504-549-2121 Fax : 1-985-549-2126 Sam Domiano	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
36	Southern University of New Orleans 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5395 Fax : 504-286-5390 Joe Marion	N	0
37	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
38	Spots N Dots 1635 Old Highway 41 NW Suite 112-238 Kennesaw, Georgia 30152 Url : www.spotsndots.com Kellie Grisez Manual Posting	N	0
39	Tulane University 6823 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-5107 Fax : 1-504-862-8750 Sandy Somerville	N	0
40	TV NewsCheck 24 W. Lancaster Avenue Suite 205 Ardmore, Pennsylvania 19003 Url : www.tvnewscheck.com Patty Hersh Manual Posting	N	0
41	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
42	University of Texas-Tyler 3900University Drive Tyler, Louisiana 75701 Phone : 903-566-7253 Fax : 903-566-7287 Placement Director	N	0

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43	Women in Media- Newsletter Baton Rouge Baton Rouge, Louisiana Phone : 225-381-7777 Email : info@womeninmediabr.com Laurie Hardison	N	0
44	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
45	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:			7

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2018	Establishment of a mentoring program	The Station established a mentoring program to enable station personnel to improve and/or acquire additional skills to qualify for higher positions. During the reporting period there were five (5) mentees and five (5) mentors.	5	News Director Operations News Director Creative Services Manager MMJ
2	4/18/2018	Participation in Job Fairs	The Station participated at the South Louisiana Community College (SLCC) career fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	4	News Director HR Business Administrator General Sales Manager Digital Sales Manager
3	4/19/2018	Provision of training to personnel of unaffiliated non-profit organizations	The Station collaborated with the University of Loyola-New Orleans Communication Department to modify their course curriculum in an effort to meet the changing needs and expectations of employers in and outside of the broadcast industry.	1	News Director
4	5/8/2018	Participation in Job Fairs	The Station participated in the Lafayette Economic Development Association (LEDA) job fair. Station personnel met with potential job applicants.	4	New Director General Sales Manager Digital Sales Manager HR Business Administrator
5	8/23/2018	Participation in Job Fairs	The Station participated at the Fall Internship and Part-Time Job Fair at Loyola University. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	HR Business Administrator
6	9/7/2018	Provision of training to personnel of unaffiliated non-profit organizations	The Station collaborated with the University of Louisiana at Lafayette's Media Board of Advisors to review and discuss student portfolio evaluations with a focus at improving educators understanding of broadcast employer needs with regard to educational qualifications.	1	News Director

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	10/9/2018	Participation in events or programs sponsored by educational institutions	Station personnel attended the the Annual Cajun Sales Competition hosted by the Moody III College of Business Administration. Station personnel acted as judges for the Competition and later met with students to discuss broadcasting jobs in general and at the Station.	2	General Sales Manager Local Sales Manager
8	10/24/2018	Participation in events or programs sponsored by educational institutions	Station personnel attended the Sales Program Competition hosted by the University of Louisiana at Lafayette. Station personnel had an opportunity to discuss broadcasting jobs in general and at the Station with students present at the event.	2	General Manager General Sales Manager