

2007

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, 2007, the station filled the following full time vacancies:

News Reporter (2)	News Producer (3)
Weekend Meteorologist (1)	Production/Floor Crew (1)
Creative Services (1)	Sales/Traffic-Continuity (1)
Sales Account Executive w/experience (1)	News Producer/Reporter (1)
Sales Account Executive w/o experience (1)	

The station interviewed a total of sixty-four (64) people for all full time vacancies during the period covered in this report. In addition, the following positions were filled through internal promotions:

Newscast Director (1)	News Videographer (1)
Asst. to Promotions Manager (1)	News Producers (3)
Production Floor Director (1)	News VTO (1)
News Reporter (1)	

The station submitted vacancy information to numerous sources through a service provided by ee1source.com. Under the service, the Station provided ee1source.com with vacancy information, which was subsequently faxed to numerous recruitment sources (listed below). In addition to ee1source, vacancy information was also submitted to the University of Louisiana at Lafayette through MonsterTrak.com, through the Station Website and through Station bulletin boards.

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

American Women in Radio & TV	0
American Women in Television	0
Asian American Journalists Association	0
Ayers Institute	0
Baton Rouge School of Computers	0
Baton Rouge Job Service	0
Black Broadcasters Alliance	0
Camelot Career College	0
Delgado Community College	0
Delta Career College	0
Department of Labor Job Services	1
Employee Referrals	11
Goodwill Employment Solutions	0
Hispanic Chamber of Commerce	0
Job Fairs	1
KELO-TV	0
KLFY-TV In House Bulletin Board	6
KLFY-TV Website	14
KRON-TV	0
KWQC-TV	0
Louisiana Association of Broadcasters	0
Louisiana Department of Labor Job Center	0
Louisiana State Employment Office	0
Louisiana State University	0
Louisiana Technical College	0
Louisiana Technical University	0
Loyola University Career Services	0
Manship School of Mass Communications	0
Martin Luther King Community Center	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
Native American Broadcasting Consortium	0
Native American Public Broadcasting	0
Native American Journalist Association	0
Office of Women's Services	0
Our Lady of Holy Cross College	0
Panola College	0
Red River Employment Services	0
Remington College	0
Southern University of New Orleans	0
Southern University of Baton Rouge	0
Texarkana College/Placement Director	0

Texarkana Workforce Center	.....	0
TVB	.....	0
TV Jobs.com	.....	18
United Way of Acadiana	.....	1
University of Arkansas-Fayetteville	.....	0
University of Louisiana – Lafayette	.....	2
University of New Orleans	.....	0
University of Texas – Tyler	.....	0
Walk-Ins	.....	10
Women in Communications	.....	0
WATE-TV	.....	0
WBAY-TV	.....	0
WKRN-TV	.....	0
WLNS-TV	.....	0
WRIC-TV	.....	0
WTEN-TV	.....	0
WTVO-TV	.....	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.

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 – A 1

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

Date Vacancy Opened: January 3, 2006 **Total Number of Persons Interviewed for the Vacancy:** 5

Date Vacancy Filled: May 1, 2006

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	C. J. Hoyt	337-981-4844	1	NO
Employee Referrals	N/A	N/A	N/A	2	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	2	NO
Univ. of Louisiana @ Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
eeo1source.com *	www.eeo1source.com	Deepak Massand	336-375-2991	0	NO
In-House Employee	N/A	N/A	N/A	0	NO

* The Station submitted vacancy information to numerous sources through a service provided by eeo1source.com. Under the service, the Station provides 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.

FULL TIME VACANCY EEO INFORMATION – A 2

Job Title of Vacancy:

News Reporter (#2)

Recruitment Source That

Referred the Hiree: Walk-In Applicant

Date Vacancy Opened:

August 10, 2006

Total Number of Persons

Interviewed for the Vacancy: 3

Date Vacancy Filled:

September 18, 2006

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	C. J. Hoyt	337-981-4844	0	NO
Walk-In/Mail Applicants	N/A	N/A	N/A	1	NO
Employee Referrals	N/A	N/A	N/A	0	NO
T V Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	2	NO
eeo1source.com*	www.eeo1source.com	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana @ Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
In House Employee	N/A	N/A	N/A	0	NO

* The Station submitted vacancy information to numerous sources through a service provided by eeo1source.com. Under the service, the Station provides 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.

FULL TIME VACANCY EEO INFORMATION – A 3

Job Title of Vacancy: Weekend Meteorologist **Recruitment Source That Referred the Hiree:** TV Jobs.com

Date Vacancy Opened: August 9, 2006 **Total Number of Persons Interviewed for the Vacancy:** 3

Date Vacancy Filled: September 18, 2006

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	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	3	NO
KLFY Website	www.klfy.com	C. J. Hoyt	337-981-4844	0	NO
Employee Referrals	N/A	N/A	N/A	0	NO
eeo1source.com *	www.eeo1source.com	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana-Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
In-House Employee	N/A	N/A	N/A	0	NO

* The Station submitted vacancy information to numerous sources through a service provided by eeo1source.com. Under the service, the Station provides 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.

FULL TIME VACANCY EEO INFORMATION -- A 4

Job Title of Vacancy: Creative Services Assistant Recruitment Source That Referred the Hire: Employee Referral

Date Vacancy Opened: February 28, 2006 Total Number of Persons Interviewed for the Vacancy: 8

Date Vacancy Filled: March 6, 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	http://www.klfv.com	C. J. Hoyt	337-981-4923	4	NO
Employee Referrals	N/A	N/A	N/A	1	NO
Univ. of Louisiana-Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
eeolsource.com*	www.eeolsource.com	Deepak Massand	336-375-2991	0	NO
In-House Employee	N/A	N/A	N/A	3	NO

* The Station submitted vacancy information to numerous sources through a service provided by eeolsource.com. Under the service, the Station provides eeolsource.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 – A 5

Job Title of Vacancy: News Producer (#1) **Recruitment Source That Referred the Hiree:** T V Jobs.com

Date Vacancy Opened: January 16, 2006 **Total Number of Persons Interviewed for the Vacancy:** 4

Date Vacancy Filled: February 5, 2006

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	C.J. Hoyt	337-981-4844	0	NO
Employee Referrals	N/A	N/A	N/A	1	NO
TV Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	1	NO
Univ. of Louisiana-Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
eeo1source.com*	www.eeo1source.com	Deepak Massand	336-375-2991	0	NO
In-House Employee	N/A	N/A	N/A	1	NO
United Way of Acadiana	215 E. Pinhook, Lafayette, LA 70501	Jeremy Broussard	337-233-8302	1	NO

* The Station submitted vacancy information to numerous sources through a service provided by eeo1source.com. Under the service, the Station provides 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.

Job Title of Vacancy:	<u>News Producer (#2)</u>	Recruitment Source That Referred the Hiree:	<u>In-House Employee</u>
Date Vacancy Opened:	<u>July 10, 2006</u>	Total Number of Persons Interviewed for the Vacancy:	<u>9</u>
Date Vacancy Filled:	<u>September 1, 2006</u>		

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	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	4	NO
KLFY Website	www.klfy.com	C.J. Hoyt	337-981-4844	1	NO
Univ. of Louisiana-Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
eeco1source.com*	www.eeco1source.com	Deepak Massand	336-375-2991	0	NO
Employee Referrals	N/A	N/A	N/A	2	NO
In-House Employee	N/A	N/A	N/A	2	NO

* The Station submitted vacancy information to numerous sources through a service provided by eo1source.com. Under the service, the Station provides 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.

FULL TIME VACANCY EEO INFORMATION – A 7

Job Title of Vacancy: News Producer/Reporter (#1) **Recruitment Source That Referred the Hiree:** Walk-In Applicant

Date Vacancy Opened: July 17, 2006 **Total Number of Persons Interviewed for the Vacancy:** 6

Date Vacancy Filled: August 11, 2006

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	C.J. Hoyt	337-981-4844	0	NO
T V Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	3	NO
Walk-Ins	N/A	N/A	N/A	3	NO
Univ. of Louisiana-Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
eeo1source.com*	www.eeo1source.com	Deepak Massand	336-375-2991	0	NO
In-House Employee	N/A	N/A	N/A	0	NO

* The Station submitted vacancy information to numerous sources through a service provided by eeo1source.com. Under the service, the Station provides 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.

FULL TIME VACANCY EEO INFORMATION – A 8

Job Title of Vacancy: News Producer/Reporter (#2) **Recruitment Source That Referred the Hiree:** T V Jobs.com

Date Vacancy Opened: August 25, 2006 **Total Number of Persons Interviewed for the Vacancy:** 6

Date Vacancy Filled: October 19, 2006

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	C.J. Hoyt	337-981-4844	0	NO
T V Jobs.com	www.tvjobs.com	Mark Holloway	admin@tvjobs.com	3	NO
Walk-Ins	N/A	N/A	N/A	3	NO
Univ. of Louisiana-Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
eeo1source.com*	www.eeo1source.com	Deepak Massand	336-375-2991	0	NO
In-House Employee	N/A	N/A	N/A	0	NO

* The Station submitted vacancy information to numerous sources through a service provided by eeo1source.com. Under the service, the Station provides 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.

FULL TIME VACANCY EEO INFORMATION – A 9

Job Title of Vacancy: Local Account Executive (#1) **Recruitment Source That**
Date Vacancy Opened: Newly Created Position **Referred the Hiree:** Employee Referral
Date Vacancy Filled: April 24, 2006 **Total Number of Persons**
Interviewed for the Vacancy: 6

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	337-981-4844	2	NO
Employee Referrals	N/A	N/A	N/A	2	NO
Walk-Ins	N/A	N/A	N/A	0	NO
Univ. of Louisiana-Laf.	careerservices.louisiana.edu	N/A	337-482-1444	2	NO
eeo1source.com*	www.eeo1source.com	Deepak Massand	336-375-2991	0	NO
In-House Employee	N/A	N/A	N/A	0	NO

* The Station submitted vacancy information to numerous sources through a service provided by eeo1source.com. Under the service, the Station provides 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.

FULL TIME VACANCY EEO INFORMATION – A 10

Job Title of Vacancy: _____ **Recruitment Source That**
Local Account Executive (#2) **Referred the Hiree:** Employee Referral

Date Vacancy Opened: _____ **Total Number of Persons**
Newly Created Position **Interviewed for the Vacancy:** 6

Date Vacancy Filled: April 24, 2006

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
Employee Referrals	N/A	N/A	N/A	2	NO
Walk-Ins	N/A	N/A	N/A	1	NO
Univ. of Louisiana-Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
eeo1source.com*	www.eeo1source.com	Deepak Massand	336-375-2991	0	NO
In-House Employee	N/A	N/A	N/A	0	NO

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FULL TIME VACANCY EEO INFORMATION – A 11

Job Title of Vacancy:

Traffic/Continuity-Data Proc.

**Recruitment Source That
Referred the Hiree:** KLFY Website

Date Vacancy Opened:

May 5, 2006

**Total Number of Persons
Interviewed for the Vacancy:** 4

Date Vacancy Filled:

May 22, 2006

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?
Employee Referrals	N/A	N/A	N/A	0	NO
Walk-In/Mail Applicants	N/A	N/A	N/A	1	NO
KLFY Website	www.klfy.com	Carolyn Chretien	337-981-4823	2	NO
eeo1source.com* (Dept. of Labor Job Services) ◇	www.eeo1source.com	Deepak Massand	336-375-2991	1	NO
Univ. of Louisiana-Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
In-House Employee	N/A	N/A	N/A	0	NO

* The Station submitted vacancy information to numerous sources through a service provided by eeo1source.com. Under the service, the Station provides 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.

FULL TIME VACANCY EEO INFORMATION – A 12

Job Title of Vacancy: Production-Floor Crew **Recruitment Source That Referred the Hiree:** KLFY Website

Date Vacancy Opened: August 28, 2006 **Total Number of Persons Interviewed for the Vacancy:** 4

Date Vacancy Filled: September 11, 2006

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	1	NO
Employee Referrals	N/A	N/A	N/A	1	NO
Walk-In/Mail Applicants	N/A	N/A	N/A	1	NO
Job Fair	N/A	N/A	N/A	1	NO
eeo1source.com *	www.eeo1source.com	Deepak Massand	336-375-2991	0	NO
Univ. of Louisiana-Laf.	careerservices.louisiana.edu	N/A	337-482-1444	0	NO
In-House Employee	N/A	N/A	N/A	0	NO

* The Station submitted vacancy information to numerous sources through a service provided by eeo1source.com. Under the service, the Station provides 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 Crowley, LA on January 31, 2006	Set up replica of TV 10 News Set and gave 10 th graders a chance to portray a TV News Anchor.
10	University of Louisiana-Lafayette Spring Career Day in Lafayette, LA on February 16, 2006	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.
1	Lafayette Economic Development Authority (LEDA) Job Fair in Lafayette, LA on August 23, 2006	Station had booth at job fair. Accepted over 100 applications and resumes and gave information on station jobs and internships. Station management was on site.
1	University of Louisiana-Lafayette Fall Career Day in Lafayette, LA September 26, 2006	Station had booth at job fair. Accepted over 45 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 2 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.

12	Internet sites	Station has begun providing information regarding job vacancies (including upper level positions) to eeo1source.com, which, in turn, faxes the job information to numerous recruitment sources (a partial list of such sources is located at the front of the Public File Report). These sources include media trade groups whose membership includes substantial participation by women and minorities.
8	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.
10	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 five student "shadows" during this reporting period.
9	Internal mentoring program	The Station has established a program under which long term personnel oversee and mentor newly hired employees.