

**KLFY-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2017 - January 31, 2018**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Local Sales Manager	1-17, 19, 23-27, 30-31, 33-38, 42-50, 52-55, 58-72, 74-83	62
Creative Services Director	4, 8-12, 14, 16, 18-19, 21, 24, 35-36, 38, 41-44, 47-49, 53-55, 58-59, 64-66, 72, 74-75, 80, 83	21
Digital Sales Manager/Account Executive	27, 32	32
Digital Media Manager III	21, 32, 40, 57	21
Account Executive	21, 32, 40, 57	21
Graphic Artist	20, 32, 40, 57	20
HR Business Administrator	29, 32, 40, 57	29
Multi Media Journalist	32, 40, 57	57
Multi Media Journalist	32, 40, 57	57
Multi-Media Journalist	21, 32, 40, 57	21
Multi Media Journalist	32, 40, 57, 73	73
News Producers	28, 32, 40, 57	28
Production Assistant	29, 32, 40, 51, 57	29
Production Assistant	21, 32, 40, 57	21
Promotions Producer	32, 40, 57	57
News Director	4, 9-10, 12, 14, 16, 18-19, 22, 36, 38, 41-44, 48-49, 53-59, 64-66, 72, 74-75, 80, 83	57
Meteorologist III	32, 40, 57, 73	73
Sales Assistant	32, 40, 57	40
Digital News Producer	21, 32, 40, 57	21
Multi Media Journalist	32, 39-40, 57	39
News Editor	28, 32, 40, 57	28

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<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	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	AR&D Louisiana Fax : 214-951-9610 Kristin Gotthardt	N	0
6	Ayers Institute 3010 Knight St. #300 Shreveport, Louisiana 71105 Phone : 318-868-3000 Fax : 318-868-7701 Darlene Robinson	N	0
7	Baranco-Clark YMCA 1735 Thomas H. Delpit Dr Baton Rouge, Louisiana 70802 Phone : 225-344-6775 Fax : 225-344-6748 Frank Rideau	N	0

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8	BR School of Computers 9325 Interline Avenue Baton Rouge, Louisiana 70809 Phone : 225-923-2525 Fax : 1-225-923-2979 Pam Smith	N	0
9	Broadcast Employment Weekly Louisiana Phone : 800-922-5627 Fax : 208-377-4202 Eng. or	N	0
10	Camelot Career College 2618 Wooddale Blvd Baton Rouge, Louisiana 70805 Phone : 225-928-3005 Fax : 225-927-3794 Ronnie Williams	N	0
11	Current Employee - Transfer/Promotion	N	2
12	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
13	Delmont Service Center 3535 Riley Street Baton Rouge, Louisiana 70805 Phone : 225-389-5464 Fax : 225-389-4907 Julie Newman	N	0
14	Delta College 7380 Exchange Place Baton Rouge, Louisiana 70806 Phone : 225-927-7780 Fax : 225-927-9096 Amy Renn	N	0

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15	Denham Springs Housing Authority P.O. Box 910 Denham Springs, Louisiana 70727 Phone : 225-644-3301 Fax : 225-664-3309 Freddie Banks	N	0
16	Department of Labor Job Service 1991 Wooddale Blvd Baton Rouge, Louisiana 70806 Phone : 225-925-4311 Fax : 225-925-1845 Jennifer Johnson	N	0
17	Department of Social Services 3651 Cedarcrest Ave Baton Rouge, Louisiana 70816 Phone : 225-295-8900 Fax : 225-295-8966 Tommy Powell	N	0
18	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
19	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
20	Educational Institution	N	1
21	Employee Referral	N	6
22	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

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23	Goodwill Employment Solutions 1253 Shreveport-Barksdale Shreveport, Louisiana 71105 Phone : 318-868-4701 Fax : 1-318-868-4936 Job Services	N	0
24	Goodwill Employment Solutions 1243A Shreveport-Barksdale Shreveport, Louisiana 71105 Phone : 318-868-4701 Email : lynziek@goodwillnla.org Lynzie Kyle	N	0
25	Hispanic Chamber of Commerce P.O. Box 5985 Metairie, Louisiana 70009 Phone : 504-885-4262 Fax : 504-887-5422 Karen Rivas	N	0
26	Houston Chronicle Houston, Louisiana Phone : 713-220-3301 Fax : 713-354-3804 Danielle Gamble	N	0
27	Indeed.com	N	4
28	Internal Promotion	N	2
29	Job/Bulletin Board	N	2
30	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
31	Kenner Professional Women's Association P.O. Box 1227 Kenner, Louisiana 70063 Phone : 504-712-2258 Fax : 504-712-2206 Sal Lajarza	N	0

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32	KLFY.com 1808 Eraste Landry Road Lafayette, Louisiana 70506 Phone : 337-981-4823 Jessica Goff Manual Posting	N	2
33	KRON-TV 1001 Van Ness Avenue San Francisco, California 94109 Phone : 415-441-4444 Fax : 1-415-561-8759 Sondra Lewis	N	0
34	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
35	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
36	La Dept of Labor Job Center 2900 Dowdell Shreveport, Louisiana 71103 Phone : 318-676-5726 Fax : 318-676-7112 Dan Meade	N	0
37	La Rehabilitation Services 1525 Fairfield Ave. Room 708 Shreveport, Louisiana 71101 Phone : 318-676-7155 Fax : 318-676-7176 Dane Brittain	N	0

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38	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
39	Linked In	N	1
40	LinkedIn 2029 Stierlin Ct Ste 200 Mountain View, California 94043 Phone : 212-615-9373 Url : www.lonkedin.com Liz Lattanza Manual Posting	N	1
41	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
42	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
43	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
44	Louisiana Technical College 1115 Clover Street Abbeville, Louisiana 70511 Phone : 337-893-4984 Fax : 337-893-4991	N	0

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45	Louisiana Technical College 1101 Bertrand Drive Lafayette, Louisiana 70506 Phone : 337-262-5962 Fax : 337-262-5122	N	0
46	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
47	Loyola University, Career Services 6363 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-3835 Email : career@loyno.edu Mark LaHood	N	0
48	LSU Communications Department 222 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-5627 Email : amyc@lsu.edu Amy Caillouet	N	0
49	Manship School of Mass Communications 221 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-2336 Fax : 225-578-2125 Helen Taylor	N	0
50	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
51	MediaGeneral.com 333 E. Franklin Street Richmond, Virginia 23219 Phone : (804) 887-5000 Url : www.mediageneral.com Randy Santos Manual Posting	N	0



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52	Memphis Commercial Appeal Memphis, Louisiana Phone : 901-529-2700 Fax : 901-529-2278 Charles Mandell	N	0
53	National Hispanic Coalition 2514 S. Grand Avenue Los Angeles, Louisiana 90017 Phone : 213-746-1305 Email : info@nhmc.org Alex Nogales	N	0
54	Native American Broadcasting Consortium P.O. Box 83111 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-8675	N	0
55	Native American Public Broadcasting P.O. Box 68501 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-1785 Referral Director	N	0
56	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
57	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	5
58	Northwestern State University P.O. Box 5293 Natchitoches, Louisiana 71497 Phone : 318-357-6361 Fax : 318-357-5690 Placement Office	N	0

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59	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
60	Panola College 1109 Panola Carthage, Louisiana 75633 Phone : 903-693-2051 Fax : 903-693-2018 Temeka Jeter	N	0
61	PromaxBDA 5700 Wilshire Blvd Suite 275 Los Angeles, Louisiana 90036 Phone : 310-788-7600 Fax : 1-310-788-7616 Carla Calavitta	N	0
62	Re-hire	N	1
63	Remington College 1900 N. Lobdell Blvd. Baton Rouge, Louisiana 70806 Phone : 225-922-3900 Fax : 225-922-3999 Carol Caddy	N	0
64	Southeastern University Career Development Service SLU Box 10492 Hammond, Louisiana 70402 Phone : 504-549-2121 Fax : 1-985-549-2126 Sam Domiano	N	0
65	Southern University of New Orleans 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5395 Fax : 504-286-5390 Joe Marion	N	0

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66	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
67	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
68	The Advocate P.O. Box 588 Baton Rouge, Louisiana 70801 Phone : 225-383-1111 Fax : 225-388-0129 Classified Department	N	0
69	The Charlotte Observer/Classified Department Charlotte, Louisiana Phone : 704-358-5340 Fax : 704-358-5340 Kim	N	0
70	Times Picayune/Classified Department New Orleans, Louisiana 70140 Phone : 504-826-3230 Fax : 504-826-3334 Delores Jones	N	0
71	Tulane University 6823 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-5107 Fax : 504-865-6712 Sandy Somerville	N	0
72	Tulane University 6823 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-5107 Fax : 1-504-862-8750 Sandy Somerville	N	0
73	TVJobs.com	N	2

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74	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
75	University of Texas-Tyler 3900 University Drive Tyler, Louisiana 75701 Phone : 903-566-7253 Fax : 903-566-7287 Placement Director	N	0
76	WATE-TV 1306 Broadway NE Knoxville, Tennessee 37917 Phone : 865-637-6666 Fax : 1-865-633-6919 Teresa Sylvia	N	0
77	WBAY-TV 115 S. Jefferson Street Green Bay, Wisconsin 54301 Phone : 920-432-3331 Fax : 1-920-438-3355 Peggy Wilcox	N	0
78	WKRN-TV 441 Murfreesboro Road Nashville, Tennessee 37210 Phone : 615-369-7341 Fax : 1-615-369-7302 Sandra Osbourne	N	0
79	WLNS-TV 2820 East Saginaw Street Lansing, Michigan 48912 Phone : 517-367-2116 Fax : 1-517-372-1507 Cindy Ward	N	0
80	Women in Media- Newsletter Baton Rouge Baton Rouge, Louisiana Phone : 225-381-7777 Email : info@womeninmediabr.com Laurie Hardison	N	0

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81	WRIC-TV 301 Arboretum Place Richmond, Virginia 23236 Phone : 804-330-9726 Fax : 1-804-330-8881 Brenda Kump	N	0
82	WTEN-TV 341 Northern Blvd. Albany, New York 12204 Phone : 518-436-4822 Fax : 1-518-462-6065 Connie Scott	N	0
83	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>29</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	2/1/2017	Establishment of a mentoring program	The Station has an established mentoring program which encourages continuing AND cross division education and training amongst its employees.	1	Chief Engineer
2	2/15/2017	Participation in events or programs sponsored by educational institutions	The Station's News Director and an Anchor did a presentation on careers in broadcast at the University of Louisiana in Lafayette to a journalism class.	2	News Director Anchor
3	2/22/2017	Participation in job banks, internet programs and other programs designed to promote outreach	LEDA, the LED Faststart, the Louisiana Workforce Commission and One Acadiana hosted the second Industrial Trades Career.	2	News Director News Anchor III
4	3/15/2017	Participation in Job Fairs	ULL/B.I. Moody III College of Business Administration Internship & Career Fair Obtain access to highly motivated business students interested in internships and/or employment.	2	News Director Promotions Producer
5	10/27/2017	Participation in events or programs sponsored by educational institutions	The Station regularly participates at the UL Lafayette Collegiate Sales Competition. The Competition provides students interested in careers in marketing and sales with an opportunity to 1) network with potential employers in various industries, including broadcasting, 2) practice some skills (role play scenarios) necessary in their anticipated career path and 3) improve job interviewing skills. The Competition provides participating employers with an opportunity to recruit candidates on site.	2	General Manager General Sales Manager