

ANNUAL EEO PUBLIC FILE REPORT
KADN/KLAF
February 1, 2018 through January 31, 2019

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

KADN/ KLAF

The information contained in this Report covers the time period beginning February 1, 2018 to and including January 31, 2019 (the “Applicable Period”). The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follows have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from February 1, 2018 through January 31, 2019

Station(s) Comprising the Station Employment Unit: KADN/KLAF

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Master Control Operator	2/1/18	K	3	B, G, K
2	Assistant Engineer	2/12/18	J	2	J
3	News Producer	2/18/18	G	3	G, K
4	Sports Director	2/28/18	L	3	L
5	Account Executive	3/26/18	G	2	G, K
6	Multimedia Journalist	3/27/18	B	3	B, L
7	National Sales Assistant	4/12/18	J	1	J
8	Account Executive	6/11/18	K	3	J, K
9	Local Sales Manager	7/16/18	J	4	J, K
10	Sports Anchor	7/21/18	L	2	L
11	Master Control Operator	7/28/18	G	3	B, G, J
12	News Producer	7/30/18	J	3	B, J
13	Master Control Operator	9/10/18	J	2	G, J
14	Account Executive	9/14/18	J	3	J, K
15	Account Executive	12/17/18	B	3	B, K
16	News Director	1/2/19	L	4	K, L
17	Account Executive	1/7/19	J	2	J, K
18	National Sales Assistant	1/28/19	K	4	G, J, K

Total Number of Persons Interviewed During Applicable Period: 50

Appendix 2 to Annual EEO Public File Report

Covering the Period from February 1, 2018 through January 31, 2019

Station(s) Comprising the Station Employment Unit: KADN/KLAF

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Louisiana Workforce Commission	Randy Broussard	1001 N 23rd St, Baton Rouge, LA 70802	225-342-3111	N	-
B	UL Lafayette Career Services	Amy Chauvin	Career.louisiana.edu	337-482-1444	N	5
C	South Louisiana Community College	Alicia Hulin	320 Bertrand Dr. Lafayette, LA 70506	337-521-9000	N	-
D	LSU Olinda Career Center	Courtney L. Edwards	158 LSU Student Union Baton Rouge, LA 70803	225-578-2162	N	-
E	Nicholls State University	Kristie Tauzin	906 E 1 st St Thibodeaux, LA 70301	985-448-4508	N	-
F	Louisiana Association of Broadcasters	Polly Prince	www.broadcasters.org	225-267-4522	N	-
G	Lafayette Economic Development Authority	NA	www.lafayette.org	337-593-1400	N	8
H	KADN.com	NA	1500 Eraste Landry Rd Lafayette, LA 70506	337-237-1500	N	-
I	Facebook	NA	NA	NA	N	-
J	Employee Referral	NA	NA	NA	N	13

K	Indeed.com	NA	NA	NA	N	16
L	Tvjobs.com	NA	NA	NA	N	8
M	National Alliance of State Broadcasters Associations	N/A	www.nasbaonline.net	505-881-4444	N	-
N	Academy of Interactive Entertainment	NA	537 Cajundome Blvd Lafayette, LA 70506	337-456-1848	N	-
O	Unitech Training Academy	NA	www.unitechtrainingacademy.com	337-451-3004	NA	-

Appendix 3 to Annual EEO Public File Report

Covering the Period from February 1, 2018 through January 31, 2019

Station(s) Comprising the Station Employment Unit: KADN/KLAF

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KADN/KLAF

	Recruitment Initiative	Description
1	Participation in job fair by station personnel who have substantial responsibility for hiring decisions.	KADN/KLAF participated in four career fairs, including Career Connections on 2/2/18 at the Cajundome, South Louisiana Community College Spring Career Fair on 4/18/18 at the SLCC campus, the Acadiana Diversity Job Fair on 10/09/18 at the Heymann Center and the South Louisiana Community College Fall Career Fair on 11/14/18 at the SLCC campus.
2	Participation in programs relating to career opportunities in broadcasting sponsored by educational institutions.	KADN/KLAF News Anchors attended the University of Louisiana at Lafayette on several occasions to speak to broadcast and communication majors about working in the broadcasting field.
3	Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Upper-level management, such as General Manager, General Sales Manager, Business Manager, and News Director, participated in seminars through ASHRM that provided knowledge on recruitment.

4	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	KADN/KLAF participated in an internship program through the US Army which offered four college students to intern for three weeks in their related field at our station.
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