

**ANNUAL EEO PUBLIC FILE REPORT**  
**KADN/KLAF**  
**February 1, 2019 through January 31, 2020**

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, 2019 to and including January 31, 2020 (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, 2019 through January 31, 2020

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  | Receptionist                            | 02/06/2019  | J                           | 4                                | J, K                         |
| 2  | Anchor                                  | 3/25/2019   | L                           | 3                                | F, L                         |
| 3  | Master Control Operator                 | 04/13/2019  | G                           | 7                                | G, J, K                      |
| 4  | Reporter                                | 04/15/2019  | K                           | 3                                | K, L                         |
| 5  | Chief Meteorologist                     | 04/15/2019  | L                           | 3                                | L                            |
| 6  | Master Control Operator                 | 05/26/2019  | B                           | 5                                | B, J                         |
| 7  | News Producer                           | 08/12/2019  | J                           | 4                                | B, G, J                      |
| 8  | Master Control Operator                 | 08/14/2019  | K                           | 8                                | B, H, K                      |
| 9  | Reporter                                | 09/30/2019  | L                           | 2                                | L                            |
| 10 | Reporter                                | 10/07/2019  | L                           | 3                                | F, L                         |
| 11 | Meteorologist                           | 11/11/2019  | L                           | 2                                | L                            |
| 12 | News Producer                           | 11/18/2019  | J                           | 3                                | J, K                         |
| 13 | Reporter                                | 11/18/2019  | K                           | 2                                | F, K                         |
| 14 | Creative Producer                       | 12/17/2019  | J                           | 3                                | J                            |
| 15 | Account Executive                       | 01/02/2020  | K                           | 5                                | K                            |

Total Number of Persons Interviewed During Applicable Period: 57

Appendix 2 to Annual EEO Public File Report

Covering the Period from February 1, 2019 through January 31, 2020

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 | Handshake - UL                           | Amy Chauvin         | Career.louisiana.edu                          | 337-482-1444 | N                      | -   |
| C | South Louisiana Community College        | Alicia Hulin        | 320 Bertrand Dr. Lafayette, LA 70506          | 337-521-9000 | N                      | -   |
| D | LSU Olinde Career Center                 | Courtney L. Edwards | 158 LSU Student Union Baton Rouge, LA 70803   | 225-578-2162 | N                      | -   |
| E | Nicholls State University                | Kristie Tausin      | 906 E 1 <sup>st</sup> 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                      | -   |
| 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                      | -   |
| K | Indeed.com                               | NA                  | NA  | NA           | N                      | -   |
| L | Tvjobs.com                               | NA                  | NA  | NA           | N                      | -   |

|   |                                      |    |  |              |   |   |
|---|--------------------------------------|----|--|--------------|---|---|
| M | Academy of Interactive Entertainment | NA | 537 Cajundome Blvd Lafayette, LA 70506   | 337-456-1848 | N | - |
| N | Unitech Training Academy             | NA | <a href="http://www.unitechtrainingacademy.com">www.unitechtrainingacademy.com</a> | 337-451-3004 | N | - |

Appendix 3 to Annual EEO Public File Report

Covering the Period from February 1, 2019 through January 31, 2020

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 2/18/19 at the Cajundome, South Louisiana Community College Spring Career Fair on 4/03/19 at the SLCC campus, the Acadiana Diversity Job Fair on 10/08/19 at the Heymann Center and the South Louisiana Community College Fall Career Fair on 11/13/19 at the SLCC campus. |
| 2 | 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.   |
| 3 | 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.  |