

EEO PUBLIC FILE REPORT

For the 12-month Period Ending January 21, 2007

Prepared by: \_\_\_\_\_  
(Licensee/Permittee)

This report covers the following employment unit:

Call Sign	Facility ID	Type of Station	Location (city, state)	LMA
KADN	33261	Commercial TV	Lafayette, LA	
KLAF-LPTV	16537	Commercial TV	Opelousas, LA	

A. The following is a list of all vacancies for full-time and part-time jobs during the previous 12 months:

Job Title	Date of Opening	Date Filled
Part-time Master Control Operator	January 27, 2006	February 17, 2006
Part-time Master Control Operator	March 13, 2006	March 23, 2006
Full-time Master Control Operator	April 3, 2006	April 12, 2006
Part-time Master Control Operator	April 24, 2006	May 9, 2006
Full-time Receptionist	May 15, 2006	June 8, 2006
Part-time Master Control Operator	June 12, 2006	June 26, 2006
Part-time Master Control Operator	June 11, 2006	August 1, 2006
Account Executive	June 6, 2006	August 14, 2006
Producer/Editor	August 2, 2006	August 25, 2006
Part-time Master Control Operator	August 22, 2006	August 30, 2006
Part-time Master Control Operator	September 20, 2006	September 25, 2006
Receptionist/Traffic Assistant	September 20, 2006	November 1, 2006
Sports/Creative Services Producer	October 6, 2006	November 11, 2006
Account Executive	June 6, 2006	January 19, 2007

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time and part-time jobs opened. Those with an (\*) were organizations that requested to be contacted as job openings occurred:

Recruitment Source	Address	Contact Person	Telephone Number
Louisiana Association of Broadcasters (LAB)	<a href="http://www.broadcasters.org">www.broadcasters.org</a>		
Lafayette Job Center (*)	815 West Congress Lafayette, LA 70501	Neil LeBouf	(337) 291-7034
Louisiana Works (*)	P.O. Box 3447 Lafayette, LA 70502	Jamar Dupas	(337) 262-5534
KADN/KLAF websites	<a href="http://www.kadn.com">www.kadn.com</a> <a href="http://www.klaf.com">www.klaf.com</a>	Katie Flash	(337) 237-1500 ext. 376
In-House Applicant	1500 Eraste Landry Lafayette, LA 70506		(337) 237-1500
Employee Referral	1500 Eraste Landry Lafayette, LA 70506		(337) 237-1500
Walk-In	1500 Eraste Landry Lafayette, LA 70506		(337) 237-1500
On-air Commercial	1500 Eraste Landry Lafayette, LA 70506	John Spain, II	(337) 237-1500

C. The following is a list of the services for full-time and part-time jobs shown in Section A above and the recruitment source which provided the hiree for that position:

Job Title	Recruitment Source
Part-time Master Control Operator	Employee Referral
Part-time Master Control Operator	Employee Referral
Full-time Master Control Operator	Employee Referral
Part-time Master Control Operator	Walk-in
Full-time Receptionist	Employee Referral
Part-time Master Control Operator	Employee Referral
Part-time Master Control Operator	Employee Referral
Account Executive	Louisiana Association of Broadcasters
Producer/Editor	Employee Referral
Part-time Master Control Operator	Walk-in
Part-time Master Control Operator	Employee Referral
Receptionist/Traffic Assistant	Station Websites
Sports/Creative Services Producer	Station Websites
Account Executive	Station Websites

D. During the previous 12 months, there were a total of 55 people interviewed for vacancies for full-time and part-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

Recruitment Source	Total No. of Interviewees
Louisiana Association of Broadcasters	2
Lafayette Job Center	5
Louisiana Works	5
KADN/KLAF websites	16
In-House Applicants	2
Employee Referral	12
Walk-In	11
On-air Commercial	2

E. During the last 12 months, the station employment unit engaged in the following outreach efforts (provide full details, including an explanation if no outreach efforts were conducted during the period involved):

On January 26, 2006, we participated in the Acadia Parish Career Expo, which was held at the Rice Festival Center in Crowley, LA. This expo was to help expose High School students to the different careers in this area.

On August 23, 2006, we participated in the Lafayette Economic Development Association (LEDA) Job Fair, which was held at the Heymenn Center in Lafayette, LA. This job fair was to help aide the needs of people in the community who are seeking employment opportunities.

All job openings are posted on the Louisiana Association of Broadcasters website (<http://www.broadcasters.org>).

Discussions are held in weekly manager meetings about open positions and those that may become open at our stations. We hold meetings as a group, and then the department heads have a meeting with our General Manager and myself to ensure that all managers are trained in the latest EEO procedures applicable to filling an open position and to discuss how EEO procedures may be improved and better implemented.

Name of Respondent: \_\_\_\_\_

Signed: \_\_\_\_\_

Typed Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Telephone No.  
(Include area code): \_\_\_\_\_