

KLFY-TV
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Sales Executive	1-3, 5-10, 13-18, 20-44	14
Account Executive	2-3, 5-11, 13, 15-18, 20-44	11
Multi Media Journalist	1-12, 15-18, 20-44	9
Anchor III, News	1, 3, 7, 11-12, 15-16, 19-23, 25-28, 30, 32, 37-44	12
Multi Media Journalist	1, 3-4, 7, 9, 11, 15-16, 19-23, 25-28, 30, 32, 37-44	19
Multi Media Journalist	7, 9, 15-16, 19-23, 25-26, 28, 32, 37, 40, 42-43	19
Photographer	7, 9, 12, 15-16, 20-23, 25-26, 28, 30, 32, 37-38, 40, 42-43	9
Promotions Producer	3, 7, 9, 11, 15-16, 19-21, 23, 25-28, 30, 32, 37-38, 40, 42-44	9
Master control operator	7, 11, 15-16, 19-23, 25-26, 28, 32, 37- 38, 40, 42-43	11
News Producers	3, 7, 11, 15-16, 19-23, 25-28, 30, 32, 37- 38, 40-43	11

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Women in Radio & TV Louisiana Phone : 702-506-3290 Url : www.art.org/careerline Fax : 703-506-3266	N	0
2	BR School of Computers 9325 Interline Avenue Baton Rouge, Louisiana 70809 Phone : 225-923-2525 Fax : 1-225-923-2979 Pam Smith	N	0
3	Broadcast Employment Weekly Louisiana Phone : 800-922-5627 Fax : 208-377-4202 Eng. or	N	0
4	CareerBuilder.com	N	3
5	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
6	Department of Labor Job Service 1991 Wooddale Blvd Baton Rouge, Louisiana 70806 Phone : 225-925-4311 Fax : 225-925-1845 Jennifer Johnson	N	0
7	Dillard University 2601 Gentilly Blvd New Orleans, Louisiana 70122 Phone : 504-816-4222 Email : jwright@dillard.edu Fax : 1-504-816-5312 J. Wright	N	0
8	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Employee Referral	N	9
10	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
11	Indeed.com	N	7
12	Internal Promotion	N	3
13	Job Fair	N	2
14	Job/Bulletin Board	N	1
15	KLFY.com 1808 Eraste Landry Road Lafayette, Louisiana 70506 Phone : 337-981-4823 Jessica Goff Manual Posting	N	0
16	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
17	La Dept of Labor Job Center 2900 Dowdell Shreveport, Louisiana 71103 Phone : 318-676-5726 Fax : 318-676-7112 Dan Meade	N	0
18	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
19	Linked In	N	9

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20	LinkedIn 2029 Stierlin Ct Ste 200 Mountain View, California 94043 Phone : 212-615-9373 Url : www.lonkedin.com Liz Lattanza Manual Posting	N	3
21	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
22	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
23	Louisiana State University 101 LSU Student Union, LSU Box 2500 Baton Rouge, Louisiana 70803 Phone : 225-578-2162 Url : www.lsu.edu/careercenter Email : masscomm@lsu.edu Amy Caillouet	N	0
24	Louisiana Works 124 E. Main New Iberia, Louisiana 70562 Phone : 337-373-0010 Email : cmenard@ldol.state.la.us Fax : 1-337-373-0070 Catherine Menard	N	0
25	Loyola University, Career Services 6363 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-3835 Email : career@loyno.edu Mark LaHood	N	0

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26	LSU Communications Department 222 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-5627 Email : amyc@lsu.edu Amy Caillouet	N	0
27	Manship School of Mass Communications 221 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-2336 Fax : 225-578-2125 Helen Taylor	N	0
28	MediaRecruiter 9457 S University Blvd Aurora, Colorado Phone : 303-400-5150 Email : art@mediarecruiter.com Art Scott	N	0
29	National Hispanic Coalition 2514 S. Grand Avenue Los Angeles, Louisiana 90017 Phone : 213-746-1305 Email : info@nhmc.org Alex Nogales	N	0
30	Native American Public Broadcasting P.O. Box 68501 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-1785 Referral Director	N	0
31	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
32	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0

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33	Northwestern State University P.O. Box 5293 Natchitoches, Louisiana 71497 Phone : 318-357-6361 Fax : 318-357-5690 Placement Office	N	0
34	Our Lady of Holy Cross College 4123 Woodland Dr New Orleans, Louisiana 70131 Phone : 504-394-7744 Fax : 504-391-2421 Stanton McNeely	N	0
35	South Louisiana Community College 1101 Bertrand Dr. Lafayette, Louisiana 70506 N/A N/A Manual Posting	N	0
36	Southeastern University Career Development Service SLU Box 10492 Hammond, Louisiana 70402 Phone : 504-549-2121 Fax : 1-985-549-2126 Sam Domiano	N	0
37	Southern University of New Orleans 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5395 Fax : 504-286-5390 Joe Marion	N	0
38	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
39	Tulane University 6823 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-5107 Fax : 1-504-862-8750 Sandy Somerville	N	0

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40	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
41	University of Texas-Tyler 3900 University Drive Tyler, Louisiana 75701 Phone : 903-566-7253 Fax : 903-566-7287 Placement Director	N	0
42	Women in Media- Newsletter Baton Rouge Baton Rouge, Louisiana Phone : 225-381-7777 Email : info@womeninmediabr.com Laurie Hardison	N	0
43	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
44	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			37

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2020	Participation in job banks, internet programs and other programs designed to promote outreach	The Station regularly disseminates job vacancy notices, including upper-level positions, to the Louisiana Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	Business Administrator
2	Ongoing Event	Establishment of a mentoring program	The Station established a mentoring program to enable station personnel to improve and/or acquire additional skills to qualify for higher positions. During the reporting period there were 5 mentees and 5 mentors.	5	General Manager Business Administrator News Director Creative Service Director
3	11/25/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as consultants allowing students to receive feedback on their presentation on media analytics.	4	General Manager News Director Digital Director Digital Producer