

KLFY-TV
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Reporter	1-2, 6, 8-13, 15-21, 23-29	6
Account Executive	1-2, 6, 9-10, 12-29	6
Multi Media Journalist	4, 9-18, 20-21, 25, 27-28	4
Integrated Digital Specialist	1-2, 4, 9-10, 12-13, 15-21, 23-29	4
Weekend Sports Anchor/Reporter	1-2, 5-6, 9-13, 15-21, 23-29	6
Account Executive	1-2, 4, 9-10, 12-13, 15-21, 23-29	4
Promotions Producer	1-2, 6, 9-10, 12-13, 15-21, 23-29	6
Account Executive	1-2, 6, 9-13, 15-21, 23-29	6
News Producers	1-2, 4, 6, 9-10, 12-13, 15-21, 23-29	4
Morning New Anchor	1-2, 6, 9-13, 15-21, 23-29	6
Account Executive	1-2, 8-13, 15-21, 24-29	8
Account Executive	1-3, 8-10, 12-13, 15-21, 24-29	3
Multi Media Journalist	1-2, 4, 9-13, 15-21, 23-29	4
Digital Content Producer	1-2, 5, 9-10, 12-13, 15-21, 23-28	5
Multi Media Journalist	1-2, 6, 9-10, 12-13, 15-21, 23-29	6
Account Executive	1-2, 9-10, 12-13, 15-21, 23-29	9
Local Sales Manager	1-2, 4, 7, 9-13, 15-21, 23-29	4
Digital Content Manager	1-2, 4-5, 9-10, 12-13, 15-21, 24-29	4
Promotions Producer	1-2, 4, 9-10, 12-13, 15-21, 24-29	4

Nexstar did not actively distribute job vacancy notices to Indeed.com and LinkedIn. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

RS#23 - Sportscasters Talent Agency of America - requested in writing to receive job vacancy notices for on-air (Sports related) vacancies only. Consequently, that "entitled" source did not receive any other job vacancy notices - per its request.

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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	Broadcast Employment Weekly , Louisiana Phone : 800-922-5627 Fax : 208-377-4202 Eng. or	N	0
3	Educational Institution	N	1
4	Employee Referral	N	11
5	Indeed.com	N	7
6	Internal Promotion	N	11
7	Intracompany Transfer	N	1
8	Job Fair	N	5
9	KLFY.com 1808 Eraste Landry Road Lafayette, Louisiana 70506 Phone : 337-981-4823 Jessica Goff Manual Posting	N	3
10	La Assn of Broadcasters Employment Clearinghouse 660 Florida Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Email : susan@broadcasters.org Fax : 1-225-267-4392 Susan Lynch	N	0
11	Linked In	N	18
12	LinkedIn 2029 Stierlin Ct Ste 200 Mountain View, California 94043 Phone : 212-615-9373 Url : www.lonkedin.com Liz Lattanza Manual Posting	N	0

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13	Louisiana Association of Broadcasters 660 Florida Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Email : susan@broadcasters.org Fax : 1-225-267-4329 Susan Lynch	N	0
14	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
15	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
16	Loyola University, Career Services 6363 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-3835 Email : career@loyno.edu Mark LaHood	N	0
17	LSU Communications Department 222 Journalism Bldg Baton Rouge, Louisiana 70803 Phone : 225-578-5627 Email : amyc@lsu.edu Amy Caillouet	N	0
18	MediaRecruiter 9457 S University Blvd Aurora, Colorado Phone : 303-400-5150 Email : art@mediarecruiter.com Art Scott	N	0

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19	Native American Public Broadcasting P.O. Box 68501 Lincoln, Louisiana 68501 Phone : 402-472-3522 Email : native@unl.edu Referral Director	N	0
20	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
21	Southern University of New Orleans 6400 Press Drive New Orleans, Louisiana 70126 Phone : 504-286-5395 Fax : 504-286-5390 Joe Marion	N	0
22	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
23	Sportscasters Talent Agency of America PO Box 1024 Del Mar, California 92014 Phone : 949-648-STAA Email : jon@staatalent.com Jon Chelesnik	Y	0
24	Tulane University 6823 St. Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-5107 Fax : 1-504-862-8750 Sandy Somerville	N	0
25	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

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26	University of Texas-Tyler 3900 University Drive Tyler, Louisiana 75701 Phone : 903-566-7253 Fax : 903-566-7287 Placement Director	N	0
27	Women in Media- Newsletter Baton Rouge Baton Rouge, Louisiana Phone : 225-381-7777 Email : info@womeninmediabr.com Laurie Hardison	N	0
28	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
29	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:			57

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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	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.</p> <p>The Station hosted three (3) interns from University of Louisiana at Lafayette during the 2022 Spring Semester and three (3) intern from the University of Louisiana at Lafayette during the 2022 Summer Semester.</p>	1	News Director
2	Ongoing Event	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
3	3/16/2022	Participation in Job Fairs	The Station participated in the Spring 2022 University of Louisiana at Lafayette Career Fair for all majors. Station personnel were able to meet with students to discuss vacancies at the Station and in the Broadcast industry.	4	Business Administrator General Manager News Director General Sales Manager
4	4/7/2022	Participation in Job Fairs	The Station participated in the Spring 2022 Loyola University Career Fair for all majors. Station personnel were able to meet with students to discuss vacancies at the Station and in the Broadcast industry	1	News Director
5	5/10/2022	Participation in Job Fairs	The Station participated in the Spring 2022 LEDA Career Fair for all majors. Station personnel were able to meet with candidates to discuss vacancies at the Station and in the Broadcast industry.	4	Business Administrator General Manager News Director Local Sales Manager
6	10/19/2022	Participation in Job Fairs	The Station participated in the Fall 2022 University of Louisiana at Lafayette Career Fair for all majors. Station personnel were able to meet with students to discuss vacancies at the Station and in the Broadcast industry.	3	Business Administrator News Director General Manager