

ANNUAL EEO PUBLIC FILE REPORT
KADN/KLAF
February 1, 2023 through January 31, 2024

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Recruitment Source of Hiree	Recruitment Sources Utilized
1	Sports Director	L	J, L, N
2	Engineer	M	B, D-F, H, J, M, N, S, V, W, Ff-li, Ll, Nn, Oo, Rr
3	Videographer	L	J, L-N, S
4	Multimedia Journalist	L	B, D-H, J, L-N, S, V, W, Y, Ff-li, Ll, Nn, Oo, Rr
5	Morning Anchor	L	B, D-H, J, L-N, S, V, W, Y, Ff-li, Ll, Nn, Oo, Rr
6	Videographer	M	I, J, M, N, S
7	Videographer	M	I, J, M, N, S
8	General Sales Manager	L	J, L, M, S, U
9	Multimedia Sales Manager	M	B, D-H, J, M, N, S, V, W, Y, Ff-li, Ll, Nn, Oo, Rr
10	Anchor	L	L*
11	Anchor	L	L*
12	Digital Content Manager	M	B, D-G, I, J, M, N, V, W, Y, Ff-li, Ll, Nn, Oo, Qq, Rr

* Exigent Circumstance

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Section 2: Master Recruitment Source List

	Recruitment Source	Contact	Mailing or Website Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees
A	Louisiana Workforce Commission	Randy Broussard	1001 N 23rd St, Baton Rouge, LA 70802	225-342-3111	N	0
B	University of Louisiana at Lafayette	Amy Chauvin	Career.louisiana.edu	337-482-1444	N	0
C	South Louisiana Community College	Alicia Hulin	320 Bertrand Dr. Lafayette, LA 70506	337-521-9000	N	0
D	Louisiana State University	Courtney L. Edwards	158 LSU Student Union Baton Rouge, LA 70803	225-578-2162	N	0
E	Nicholls State University	Kristie Tauzin	906 E 1 st St Thibodeaux, LA 70301	985-448-4508	N	0
F	McNeese State University		www.joinhandshake.com		N	0
G	University of Alabama at Birmingham		www.joinhandshake.com		N	0
H	Louisiana Association of Broadcasters	Polly Prince	www.broadcasters.org	225-267-4522	N	0
I	Lafayette Economic Development Authority		www.lafayette.org	337-593-1400	N	0
J	KADN.com		1500 Eraste Landry Rd Lafayette, LA 70506	337-237-1500	N	3
K	Facebook		www.facebook.com		N	0
L	Employee Referral				N	9
M	Indeed.com		www.indeed.com		N	17

N	Tvjobs.com		www.tvjobs.com		N	0
R	Magid Talent Referrals		www.magid.com		N	0
S	Job Fair (<i>as described in Section III</i>)				N	0
T	YouTube (<i>active candidate sourcing</i>)		www.youtube.com		N	0
U	LinkedIn (<i>active candidate sourcing</i>)		www.linkedin.com		N	0
V	Alabama A&M University		www.joinhandshake.com		N	0
W	Alabama State University		www.joinhandshake.com		N	0
X	Grambling State University		www.joinhandshake.com		N	0
Y	Louisiana State University Shreveport		www.joinhandshake.com		N	0
Z	Louisiana Tech University		www.joinhandshake.com		N	0
Aa	Loyola University New Orleans		www.joinhandshake.com		N	0
Bb	Northwestern State University		www.joinhandshake.com		N	0
Cc	Southeastern Louisiana University		www.joinhandshake.com		N	0
Dd	Southern University and A&M College at Baton Rouge		www.joinhandshake.com		N	0
Ee	Texas Southern University		www.joinhandshake.com		N	0
Ff	University of Alabama		www.joinhandshake.com		N	0
Gg	University of Alabama in Huntsville		www.joinhandshake.com		N	0
Hh	University of Mississippi		www.joinhandshake.com		N	0
Ii	University of Southern Mississippi		www.joinhandshake.com		N	0
Jj	University of Texas at Tyler		www.joinhandshake.com		N	0
Kk	Tulane University		www.joinhandshake.com		N	0

LI	University of Arkansas - Fayetteville		www.joinhandshake.com		N	0
Mm	University of Houston-Clear Lake		www.joinhandshake.com		N	0
Nn	University of Kentucky		www.joinhandshake.com		N	0
Oo	University of Louisiana-Monroe		www.joinhandshake.com		N	0
Pp	University of New Orleans		www.joinhandshake.com		N	0
Qq	University of South Alabama		www.joinhandshake.com		N	0
Rr	University of Texas at Austin		www.joinhandshake.com		N	0
Ss	Wake Forest University		www.joinhandshake.com		N	0
Total Interviewees Over Reporting Period:						29

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Section 3: Recruitment Activities

	Recruitment Initiative	Description
1	Participation in job fairs	<p>During this reporting period, KADN/KLAF Business Manager and General Manager participated in four career fairs at which we spoke with interested attendees about jobs at our station and accepted resumes. The career fairs were held at the following locations on the following dates:</p> <ul style="list-style-type: none"> • UL Lafayette Spring Career Fair on February 14, 2023 at the Cajundome Convention Center • LEDA Career Fair on May 9, 2023 at the Cajundome Convention Center • Professional Career Reception on November 29, 2023 at the DoubleTree by Hilton • Alabama A&M University December 12, 2023 Virtual Career Fair
2	Participate in an event/program for or on behalf of an educational institution related to careers in broadcasting (2)	<p>On February 15, three students from the University of Louisiana at Lafayette came to KADN/KLAF to job shadow, interview, and observe various media professionals as a part of a course offered to broadcasting students at UL.</p> <p>On October 24, three students from the University of Louisiana at Lafayette came to KADN/KLAF to job shadow, interview, and observe various media professionals as a part of a course offered to broadcasting students at UL.</p>
3	Participate in an event/program for or on behalf of an	On February 25, KADN/KLAF General Manager and News Director participated in the LAB Student Career Workshop & Job Fair at the University of Louisiana at

	educational institution related to careers in broadcasting	Lafayette and spoke with students majoring in broadcasting and accepted resumes.
4	Establish training and mentoring programs to allow station personnel to acquire skills that could qualify them for higher level positions	KADN/KLAF encourages employees to cross-train in various departments. In 2023, a Production Assistant was trained as a News Producer and promoted to the News Producer position.
5	Establish an internship program	During the Summer semester, two students from the University of Louisiana at Lafayette and one student from McNeese State University majoring in broadcasting interned with KADN/KLAF. Their responsibilities included running audio, graphics and cameras during our morning newscast. The interns were supervised by our News Director.