

ANNUAL EEO PUBLIC FILE REPORT

KADN/KLAF

February 1, 2024 through January 31, 2025

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Recruitment Source of Hiree	Recruitment Sources Utilized
1	Production Supervisor	L	B, D, E, F, G, H, L, M, V, W, Y, Z, Hh, Gg, Ff, Ii, Ll, Oo, Qq, Rr, Ss
2	Account Executive	L	B, D, E, F, G, L, M, S, V, W, Ff, Gg, Hh, Ii, Jj, Kk, Qq, Rr, Ss
3	Digital Sales Coordinator	L	B, D, E, F, H, I, L, M, N, V, W, Y, Z, Bb, Dd, Ee, Ff, Gg, Hh, Ii, Jj, Kk, Ll, Nn, Oo, Pp, Qq, Rr, Ss
4	Account Executive	L	B, D, E, F, G, L, M, S, V, W, Ff, Gg, Hh, Ii, Jj, Kk, Qq, Rr, Ss
5	Production Director	L	B, D, E, F, H, I, N, M, V, W, X, Y, Dd, Gg, Oo, Rr, Ss
6	Producer	M	B, D, E, F, G, M, N, V, W, Y, Z, Aa, Bb, Cc, Dd, Jj, Kk, Ll, Nn, Oo, Pp, Rr, Ss
7	Videographer	L	B, D, E, F, G, H, L, N, V, W, X, Y, Z, Aa, Cc, Ff, Gg, Oo, Pp, Rr, Ss

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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	
B	University of Louisiana at Lafayette	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	Louisiana State University	Courtney L. Edwards	158 LSU Student Union Baton Rouge, LA 70803	225-578-2162	N	
E	Nicholls State University	Kristie Tauzin	906 E 1 st St Thibodeaux, LA 70301	985-448-4508	N	
F	McNeese State University		www.joinhandshake.com		N	
G	University of Alabama at Birmingham		www.joinhandshake.com		N	
H	Louisiana Association of Broadcasters	Polly Prince	www.broadcasters.org	225-267-4522	N	
I	Lafayette Economic Development Authority		www.lafayette.org	337-593-1400	N	
J	KADN.com		1500 Eraste Landry Rd Lafayette, LA 70506	337-237-1500	N	
K	Facebook		www.facebook.com		N	
L	Employee Referral				N	7
M	Indeed.com		www.indeed.com		N	5

N	Tvjobs.com		www.tvjobs.com		N	
R	Magid Talent Referrals		www.magid.com		N	
S	Job Fair (<i>as described in Section III</i>)				N	1
T	YouTube (<i>active candidate sourcing</i>)		www.youtube.com		N	
U	LinkedIn (<i>active candidate sourcing</i>)		www.linkedin.com		N	
V	Alabama A&M University		www.joinhandshake.com		N	
W	Alabama State University		www.joinhandshake.com		N	
X	Grambling State University		www.joinhandshake.com		N	
Y	Louisiana State University Shreveport		www.joinhandshake.com		N	
Z	Louisiana Tech University		www.joinhandshake.com		N	
Aa	Loyola University New Orleans		www.joinhandshake.com		N	
Bb	Northwestern State University		www.joinhandshake.com		N	
Cc	Southeastern Louisiana University		www.joinhandshake.com		N	
Dd	Southern University and A&M College at Baton Rouge		www.joinhandshake.com		N	
Ee	Texas Southern University		www.joinhandshake.com		N	
Ff	University of Alabama		www.joinhandshake.com		N	
Gg	University of Alabama in Huntsville		www.joinhandshake.com		N	
Hh	University of Mississippi		www.joinhandshake.com		N	
Ii	University of Southern Mississippi		www.joinhandshake.com		N	
Jj	University of Texas at Tyler		www.joinhandshake.com		N	
Kk	Tulane University		www.joinhandshake.com		N	

LI	University of Arkansas - Fayetteville		www.joinhandshake.com		N	
Mm	University of Houston-Clear Lake		www.joinhandshake.com		N	
Nn	University of Kentucky		www.joinhandshake.com		N	
Oo	University of Louisiana-Monroe		www.joinhandshake.com		N	
Pp	University of New Orleans		www.joinhandshake.com		N	
Qq	University of South Alabama		www.joinhandshake.com		N	
Rr	University of Texas at Austin		www.joinhandshake.com		N	
Ss	Wake Forest University		www.joinhandshake.com		N	
Total Interviewees Over Reporting Period:						13

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Section 3: Recruitment Activities

	Recruitment Initiative	Description
1	Participation in job fairs	<p>During this reporting period, KADN/KLAF Office Manager and General Manager participated in five 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 28, 2024 at the University of Louisiana Lafayette Student Center • LEDA Career Fair on April 30th, 2024 at the Cajundome Convention Center • UL Lafayette Fall Career Fair on October 1, 2024 at the University of Louisiana Lafayette Student Center • Acadiana Diversity Carrer Fair on October 23, 2024 at the Heymann Convention Center • South Louisiana Community College Fall Career fair on November 12, 2024 at the SLCC campus
2	Participate in an event/program for or on behalf of an educational institution related to careers in broadcasting	On April 10, 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.
3	Participate in an event/program for or on behalf of an	On April 17, ten students from LJ Allenman came to KADN/KLAF to tour the station and observe various media professionals to learn about a career in

	educational institution related to careers in broadcasting	broadcasting.
4	Participate in an event/program for or on behalf of an educational institution related to careers in broadcasting	On May 16th, fourteen students with Red Oaks Coping studying meteorology came to KADN/KLAF to tour the station and observe our station's meteorologist to learn more about a career in broadcasting.
5	Participate in an event/program for or on behalf of an educational institution related to careers in broadcasting	On June 12 th , twenty students with the AcA Arts in Education summer camp came to KADN/KLAF to tour the station and observe various media professional to learn about a career in broadcasting.