

ANNUAL EEO PUBLIC FILE REPORT
KADN/KLAF
February 1, 2022 through January 31, 2023

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Recruitment Source of Hiree	Recruitment Sources Utilized
1	News Producer	J	A, B, C, I, J, L, M, N
2	Account Executive	L	A, B, C, H, I, J, L, M
3	Account Executive	M	A, B, C, H, I, J, L, M
4	Weekend Meteorologist	T	H, J, L, M, N, O, T, V
5	Chief Meteorologist	L	H, J, L, M, N, O, T, V
6	Evening Anchor	T	A, B, D, E, F, G, H, J, L, M, N, R, T, U, V
7	Multi-Media Journalist	M	B, D, E, F, G, H, J, L, M, N, P, Q, T, V
8	Morning Anchor	T	A, B, D, E, F, G, H, J, L, M, N, R, T, U, V
9	Multi-Media Journalist	J	B, D, E, F, G, H, J, L, M, N, P, Q, T, V
10	Account Executive	M	A, B, C, H, I, J, L, M
11	Account Executive	M	A, B, C, H, I, J, L, M
12	News Director	L	H, J, L, M, B, R, S, U, V
13	Videographer	L	A, B, C, I, J, L, M
14	Videographer	B	A, B, C, I, J, L, M

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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	4
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	2
J	KADN.com		1500 Eraste Landry Rd Lafayette, LA 70506	337-237-1500	N	5
K	Facebook		www.facebook.com		N	0
L	Employee Referral				N	8
M	Indeed.com		www.indeed.com		N	19

N	Tvjobs.com		www.tvjobs.com		N	0
O	American Meteorology Society		https://careercenter.ametsoc.org/		N	0
P	journalismnext.com		www.journalismnext.com		N	0
Q	journalismjobs.com		www.journalismjobs.com		N	0
R	Magid Talent Referrals		www.magid.com		N	0
S	Rick Gevers Newsletter		www.rickgevers.com		N	0
T	Youtube (<i>active candidate sourcing</i>)		www.youtube.com		N	7
U	LinkedIn		www.linkedin.com		N	3
V	Showbizjobs		www.showbizjobs.com		N	0
Total Interviewees Over Reporting Period:						48

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Section 3: Recruitment Activities

	Recruitment Initiative	Description
1	Participation in job fairs (2)	<p>During this reporting period, KADN/KLAF Business Manager and General Manager participated in two 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"> • LEDA Career Fair on May 10, 2022 at the Cajundome Convention Center • UL Lafayette Fall Career Fair on October 19, 2022 at the UL Student Union
2	Participate in an event/program for or on behalf of an educational institution related to careers in broadcasting (2)	<p>On September 13th, five 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 new introductory course offered to broadcasting students at UL.</p> <p>On December 9th, KADN/KLAF General Manager and News Director participated in a research project with the broadcasting students at the University of Louisiana at Lafayette. The Broadcasting students presented research founded by surveying the local community on news and our General Manager and News Director provided feedback and guidance.</p>
3	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 2022, two Production Assistants were trained as Production Directors and promoted to the Production Director position. In addition, a Production Assistant was trained as a Creative Promotions Producer and promoted to the Creative Promotions Producer position.
4	Establish an internship program	During the fall 2022 semester, two students from the University of Louisiana at Lafayette majoring in broadcasting interned with KADN/KLAF. Their responsibilities included running audio or graphics during our morning newscast as well as running the cameras. The interns were supervised by our Technical Media Producer Supervisor.