

EEO PUBLIC FILE REPORT

For the 12-month Period Ending 23-Jan-10

Prepared by: ComCorp of Louisiana License Corp.  
(Licensee/Permittee)

This report covers the following employment unit:

Call Sign	Facility ID	Type of Station	Location (city, state)
KADN	33261	Commercial TV	Lafayette, LA
KLAF-LPTV	16535	Commercial TV	Lafayette, LA

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

Job Title	Date of Opening	Date Filled
Traffic Assistant	13-Oct-09	16-Nov-09
Account Executive	24-Jul-09	17-Aug-09
Receptionist	26-Jan-09	9-Feb-09
Master Control Operator	6-May-09	27-May-09
Sales Trainee	1-Dec-09	28-Dec-09
Account Executive	20-Mar-09	27-Apr-09
Account Executive	8-Jun-09	20-Jul-09
Master Control Supervisor	6-May-09	27-May-09

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened. The following recruitment sources were contacted for all vacancies:

Recruitment Source	Address	Contact Person	Telephone Number	Entitled to Notification?
Louisiana Association of Broadcasters (LAB)	<a href="http://www.broadcasters.org">www.broadcasters.org</a>	Lou Munson (Pres/CEO)	(225) 267-4522	Yes
UL Lafayette Career Service Center	P.O. Box 41730 Lafayette, LA 70504	Kimberly Billeau (Director)	(337) 482-1444	Yes
Louisiana Works	P.O. Box 3447 Lafayette, LA 70502	Jamar Dupas	(337) 262-5534	Yes
TVJobs.com	<a href="http://www.TVJobs.com">www.TVJobs.com</a>	Mark C. Holloway		Yes
Craigslist	<a href="http://www.craigslist.com">www.craigslist.com</a>			
KADN/KLAF websites	<a href="http://www.kadn.com">www.kadn.com</a> <a href="http://www.myklaftv.com">www.myklaftv.com</a>	Chris Stelly	(337) 237-1500 ext. 305	
In-House Applicant	1500 Eraste Landry Lafayette, LA 70506		(337) 237-1500	
Employee Referral	1500 Eraste Landry Lafayette, LA 70506		(337) 237-1500	
Walk-In	1500 Eraste Landry Lafayette, LA 70506		(337) 237-1500	

C. The following is a list of the services for full-time jobs shown in Section A above and the recruitment source which provided the hiree for that position:

Job Title	Recruitment Source
Traffic Assistant	Station Website
Account Executive	Station Website
Receptionist	UL Lafayette Career Service Center
Master Control Operator	In-House Referral
Sales Trainee	Station Website
Account Executive	Walk-in
Account Executive	Walk-in
Master Control Supervisor	In-House Applicant

D. During the previous 12 months, there were a total of 32 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

Recruitment Source	Total No. of Interviewees
Louisiana Association of Broadcasters	1
UL Lafayette Career Service Center	7
Louisiana Works	0
TVJobs.com	2
Craigslist.com	3
KADN/KLAF websites	13
In-House Applicants	2
Employee Referral	1
Walk-In	3

E. During the last 12 months, the station employment unit engaged in the following outreach efforts (provide full details, including an explanation if no outreach efforts were conducted during the period involved):

On 4-Nov-09, we participated in the Emerging Workforce Job Fair that was held at Louisiana Technical College – T.H. Harris Campus. This job fair was designed to match job-seekers who have drive, positive attitudes and a strong desire to work with employers who seek quality candidates and who offer exciting employment opportunities.

On 11-Nov-09, we participated in the Career Shadowing Day put on by Westgate High School. One of their students spent the day with our News/Sports Coordinator. The goal of this experience was to give the student an opportunity to gain a realistic perspective of a career choice (Newscaster/Reporter) on which they have focused and to help them determine if they are personally suited for this occupational and educational choice. From a business standpoint, it gave us the chance to stress the skills needed to be a good employee and put us in contact with potential employees that have been oriented to our business.

All job openings, including those for upper-level openings, are posted to the Louisiana Association of Broadcasters website (<http://www.broadcasters.org>).

During the Summer and Fall 2009 semesters, we had an intern from UL Lafayette working with us. He worked with our News/Sports Coordinator and our Promotions/Production Department with various projects and tasks.

Discussions are held in weekly manager meetings about open positions and those that may become open at our stations. We hold meetings as a group, and then the department heads have a meeting with our General Manager and myself to ensure that all managers are trained in the latest EEO procedures applicable to filling an open position and to discuss how EEO procedures may be improved and better implemented.

Name of Respondent: \_\_\_\_\_

Signed: \_\_\_\_\_

Typed Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Telephone No.  
(Include area code): \_\_\_\_\_