Annual EEO Public File Report
Section 1
Vacancy Summary

Covering the Period: 4/1/2008 to 3/31/2009

Station(s) Comprising Station Employment Unit:
KGGR KHVN KTNO KRVA KKGM

Section 1: Vacancy Information

#	*	Station	Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
1	*	KKGM	Air Personality*	KKGM	12 (same interviewees for both positions 1&2)
2	*	KKGM	Air Personality*	KKGM	12 (same interviewees for both positions 1&2)
3		KVHN	Account Executive	KHVN	8
4	*	KHVN	Air Personality/Sales	Word of Mouth	0*Exigent Hire

Total Number of Persons Interviewed During Applicable Period: 20

(1 & 2) These air personality job openings were originally part-time and not subject to the broad recruitment required to fill full-time vacancies. During the process of filling these part-time openings, an unexpected termination of a full-time air shift personality created an immediate need for KKGM to fill its air-time schedule. It was soon realized that the two part-timer hireess could increase to full-time status in order to fill the unexpected vacancy. The station is now recruiting widely
* **throughout the community to fill these unexpected full-time positions.**

(4) This full-time vacancy was created due to an immediate and unforeseen need presented by the sudden and unexplained critical illness and hospitalization of a long-standing star air-time personality in conjunction with the contemporaneous unexpected reduction in hours of an on-air personality. The hiree is a prior KHVN employee familiar with station policies and who already had KHVN on-air and sales experience. To try to maintain staff continuity and due to his particular skills and prior experience with the company in the area of sales and on-air work, he was hired to fill the unexpected need without full
* **recruitment.**