



**Annual EEO Public File Report**

**Section 1**

**Vacancy Summary**

Covering the Period: 4/1/2006 to 3/31/2007

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  |   | KGGR    | Account Executive                       | Radio Ad                     | 5   |
| 2  |   | KGGR    | Office Secretary                        | Word of Mouth                | 7   |
| 3  |   | KKGM    | Account Executive                       | Word of Mouth                | 3   |
| 4  | * | KKGM    | *Sales Director/GM*                     | Word of Mouth                | 4   |
| 5  | * | KKGM    | Office Secretary                        | Word of Mouth                | 8*  |
| 6  | * | KHVN    | Office Secretary                        | Radio Ad                     | 9*  |
| 7  |   | KHVN    | Account Executive                       | Radio Ad                     | 6   |
| 8  | * | KHVN    | Account Executive                       | Radio Ad                     | 9*  |
| 9  | * | KHVN    | Account Executive                       | American Broadcasting School | 9*  |
| 10 | * | KHVN    | Account Executive                       | Radio Ad                     | 9*  |
| 11 |   | KHVN    | Account Executive                       | Word of Mouth                | 6   |
|    |   |         |   |                              |   |
|    |   |         |   |                              |   |
|    |   |         |   |                              |   |
|    |   |         |   |                              |   |
|    |   |         |   |                              |   |
|    |   |         |   |                              |   |

Total Number of Persons Interviewed During Applicable Period: 51

#4: When the station GM resigned, the EU created the Sales Director vacancy and planned to modify the Office Manager's duties to include many station management functions once assigned to the General Manager, several of which had already been gradually assumed by the Office Manager. The Office Manager then also resigned unexpectedly within several weeks of the GM's resignation, and the EU found itself with no upper-level management or staff and an unexpected sudden and immediate need for a station-type manager. When it was discovered that an interviewee for the Sales Director position presented the skills needed for a General Manager, he was hired as a General Manager to fill the exigent need.

#5: Six of these eight were interviewed for both secretarial positions open at KHVN and KKGM simultaneously--total of 11 different people interviewed for these positions

#6: Six of these nine were interviewed for both secretarial positions open at KHVN and KKGM simultaneously--total of 11 different people interviewed for these positions

#8, 9, 10: All three of these positions were hired from the same recruitment pool of interviewees in August of '06