

KRCR-TV, Redding / KAEF, Arcata, California
ANNUAL EEO PUBLIC FILE REPORT
(July 31, 2008-August 1, 2009)

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

Appendix A includes a list of recruitment sources, indicating name, address, contact person and telephone number of each. Sources with an asterisk (*) denote organizations that have requested notification of full-time job vacancies.

FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED
[With Hiree's Recruitment Source Noted in Brackets]

Account Executive (## 4,5,18,8,19¹) [Referral from current employee]
Receptionist (Special Situation²)
Account Executive (## 4,5,18,8,19) [Referral from current employee]
Account Executive (## 4,5,18,8,19) [Hiree #18]
Account Executive (## 20,21,8,22) [Hiree #21]
Receptionist (## 20,21,8,22) [Referral from current employee]
Assistant News Director (## 7,8,10,12,23) [Hiree #7]

¹ The numbers in parenthesis corresponds to the numbers in appendix A

² Job not posted – special circumstances: After receiving notice that KRCR's current receptionist needed brief stents of time off to take care of an ailing grandparent, KRCR subbed out the receptionist position to a local personnel agency. After continuing with this situation of the employee being absent and returning to work, KRCR was informed that the employee needed to give her resignation to assist more in the caring for her grandparent. KRCR was very fortunate to have such a great temp from the agency. After the employee gave notice, we requested from the agency to hire their temp full time, because she had expressed interest in the position and knew the job well. Due to the length of time their temp had spent at KRCR, the agency agreed with no additional cost. Their temp became KRCR's receptionist in September 2008.

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

21 persons

NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED

#18 (5 person), #21 (2 person), #7 (5 person), #8 (6 persons), Employee Referrals (3 persons)

SUPPLEMENTAL OUTREACH ACTIVITIES

Appendix B contains a brief description of activities from the *FCC Menu* of outreach initiatives undertaken during the reporting period, including station personnel involved in the activities.