

|    | <b>Full-time Positions Filled by Job Title and Date Filled</b> | <b>Recruitment Source that Referred the Person Hired</b> | <b>Number of Persons Interviewed</b> |
|----|--|--|--------------------------------------|
| 1  | Account Executive(6)   | Station Web Site(2) On-Air Ads (3)<br>Newspaper(1)       | 12                                   |
| 2  | Sales Service Coordinator                                      | On-Air Ad  | 6                                    |
| 3  | Chief Engineer(2)  | ABA(2)   | 5                                    |
| 4  | Promotions Assistant(3)  | On-Air Ad(2) Word of Mouth(1)                            | 5                                    |
| 5  | Promotions Director  | ABA  | 5                                    |
| 6  |  |  |                                      |
| 7  |  |  |                                      |
| 8  |  |  |                                      |
| 9  |  |  |                                      |
| 10 |  |  |                                      |

Total Number of People Interviewed for All Job Positions:33

|    | <b>Recruitment Source</b>                   | <b>Number of Interviewees from Source</b> | <b>Full-Time Positions for Which This Source Was Used</b> |
|----|---|---|---|
| 1  | Station Web Site Postings                   | 10  | All   |
| 2  | On-Air Ads                                  | 11  | All but #3  |
| 3  | Walk-ins                                    | 2   |   |
| 4  | AZ Daily Sun                                | 0   | 1, 2  |
| 5  | ABA<br>(Arizona Broadcast Association)      | 5   | All   |
| 6  | AD2 PHOENIX                                 | 0   | All   |
| 6  | NAU<br>523-2220 fax                         | 0   | 1,2   |
| 7  | DES Job Service<br>fax 774-4943             | 0   | 1,2   |
| 8  | Havasupai Tribal Office<br>fax 928-448-2881 | 0   | 1,2   |
| 9  | Yavapai Apache HR<br>fax 928-567-1064       | 0   | 1,2   |
| 10 | The Employment Network<br>fax 928-771-0119  | 0   | 1,2   |
| 11 | Navajo Human Resources<br>fax 928-871-6976  | 0   | 1,2   |
| 12 | All Access                                  | 0   | 3,4,5   |
| 13 | Craig's List                                | 0   | 0   |
| 14 | Flagstaff Chamber of Commerce               | 2   | 3,4,5   |
| 15 | Prescott Chamber of Commerce                | 0   | 3,4,5   |

\*\* Reporting dates \_\_5/21/09\_\_ thru \_5/31/10\_

**Supplemental Recruitment Activities Undertaken : Outreach**

1. Ongoing semester internship program has been in place for at least 7 years. The internship program provides the students real world working experience in Marketing and Communications in the Broadcast Industry. Their duties include graphic design, writing and distributing press releases, maintaining websites, handling prizewinner paperwork, copy writing for marketing messages, on-site marketing and helping maintain promotional equipment. Three interns have been through our program during the reporting period.

2. EEO Training to Upper Level Management. The Human Resources Director attended an EEO in Broadcasting Webinar sponsored by the Arizona Broadcast Association and has presented proper interviewing and hiring procedures to the managing partners and hiring managers of our station group.

3. One employee was promoted from Promotions Assistant to On-Air Talent in 2009.

\*\*reporting period \_\_5/21/09\_\_ thru \_5/31/10