

Hoak Media of Colorado
 KREX-KREY-KREG-KGJT
 EEO Public File Report
 12/1/08-11/30/09

I. Vacancy List

Position	Job Title	Date Filled	Source which Referred Interviewees	Number of Interviews per source	Hiree Referral Source	Recruitment Sources (RS) used to fill Vacancy-See Sect II
1	KREY Marketing Consultant	1/30/2009	Montrose Daily Press Employee Referral	5 3	Employee Referral	3,20, 23,24
2	Weekend Director	3/17/2009	Employee Referral Emergency Hire	0	Employee Referral	20
3	News Photographer	3/16/2009	TVJOBS.COM Unknown	6 1	TVJOBS.Com	3,18,19,24
4	Promotions Director	3/9/2009	Employee Referral Emergency Hire	0	Employee Referral	20
5	Weekend Anchor/Reportr	4/15/2009	TVJOBS.Com Employee Referral Unknown	2 1 3	Employee Referral	3,18,19,20,24
6	Master Control Op	4/8/2009	Employee Referral	1	Employee Referral	20,21,24
7	P/T Camera Operator	4/9/2009	Employee Referral Emergency Hire	0	Employee Referral	20
8	News Reporter	5/4/2009	TVJOBS.Com Employee Referral Unknown	2 1 3	TVJOBS.Com	3,18,19,20,24
9	Weekend Meteorologist	5/25/2009	TVJOBS.Com	3	TVJOBS.Com	3,18,19,20,24
10	Weekday Anchor	5/21/2009	TVJOBS.Com Employee Referral Unknown	2 1 3	TVJOBS.Com	3,18,19,20,24
11	General Sales Manager	8/1/2009	TVJOBS.Com Medialine Employee Referral	2 1 1	Employee Referral/Corporate	3,18,19,20
12	Weekend Anchor/Reportr	9/8/2009	TVJOBS.Com	5	TVJOBS.Com	3,18,19,20,24
13	P/T Camera Operator	11/13/2009	Employee Referral Emergency Hire	0	Employee Referral	20

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II: Recruitment List

RS Number	RS Information	Source entitle to vacancy notification	Number of Interviews referred by RS over reporting period
1	Daily Sentinel Classifieds 734 S 7th St Grand Junction, CO 81502 970-242-1313	N	0
2	Broadcasting and Cable Attn: 360 Park Ave Sth 14th Floor New York, NY 10010 646-746-6949	N	0
3	TVJobs.com www.tvjobs.com	N	22
4	Grand Junction Free Press Classifieds 145 N 4th Street Grand Junction, CO 81505 970-243-2200	N	0
5	Intellitec Colleges Attn: Pam Crater 772 Horizon Dr Grand Junction, CO 81504 970-245-8101 pcrater@intellitec.edu	N	0
6	KYFR-TV Dick Heidt 200 north 4th St Bismark ND 58501 701-255-5757	N	0
7	KMOT-TV Tom Ross 1800 SW 16th St Minot,ND 58701 701-852-4101	N	0
8	KQCD-TV Risa Gran 373 21st Street East Dickinson, ND 58601 701-483-7777	N	0

9	KUMV-TV Debi Burton 602 main Street Williston, ND 58801 701-572-4676	N	0
10	KVLY-TV Charley Johnson 1350 21st Ave South Fargo, ND 58103 701-237-5211	N	0
11	NAB Career Center 1771 N Street NW Washington, DC 20036 202-429-5300	N	0
12	Colorado Braodcasters Association 2042 Boreas Rd Breckenridge, CO 80424 cobroadcasters@earthlink.com 970-547-1388	N	0
13	Mesa State College attn: Dan Flanickan attn: Regis Tucci rtucci@mesastate.edu 970-248-1665	N	0
14	KAUZ-TV Attn: Kyle Williams P.O Box 2130 Wichita Falls, TX 76307	N	0
15	KSFY-TV 300 N Dakota Ave Ste#100 Sioux Falls, SD 57104 Attn: Kelly Manning	N	0
16	KHAS-TV 6475 Osborne Dr West Hatings, NE 68901 Attn: UlyssesCarlini	N	0
17	KNOP-TV 8020 North Highway 83 North Platte, NE 69101 Attn: Lewys Carlini	N	0
18	KREX-TV Website www.krextv.com	N	2
19	Medialine Attn: Mark Holloway www.medialine.com	N	1

20	Employee/Outside Referral	N	8
21	KREX-TV on air ad	N	0
22	KREX Job Fair	N	0
23	Montrose Daily Press 3684 N Townsend Ave Montrose, CO 81401	N	5
23	KREX Bulletin Board	N	0

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III: Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Mesa State Business Ethics/Mass Communication Classes	Local Marketign Consultant Kevin McChesney is a guest lecturer to the Business Ehtics and Mass Communication Classes at our local Mesa State College on various topics concerning the Television industry, the classes were taught for Professor Dan Flenigan-Professor of Marketing and Professor Tucci-Professor of Ethics. These lectures were done on the following days 2/2/09, 2/26/09, 10/16/09 and 11/05/09.
2	Other Activities	KREX, KREY and KREG-TV participated in the Mesa State College Career Fair March 26th, 2009 KREX, KREY and KREG-TV sponsored Grand Junction Chamber of Commerce Career Fair, September 2nd, 2009