



Full-Time Job Vacancies Filled By KOHD During Reporting Period

May 1, 2006 thru August 31, 2008

	Job Title	Date Opened	Date Filled	# of People Interviewed	Recruitment / Referral Source Used	Recruitment Source that Referred Hiree
1	Chief Engineer	5-1-06	7-10-06	1	*Word of mouth in Bend community	KEZI Employee Referral
2	News Director		8-14-06		*EEO Agency List, TVJobs.com, MediaLine	
3	General Manager	7-1-06	8-21-06	2	*Word of mouth in Bend community	Personal Inquiry
4	News Anchors/Reporters- 6 positions	8-16-06	8-6-07(4), 8-8-07, 8-12-07,	18	*EEO Agency List, KOHD Website, TVJobs.com	TVJobs.com
5	Sports Anchors/Reporters- 2 positions	8-16-06	4-10-07, 6-25-07	7	*EEO Agency List, KOHD Website, TVJobs.com	TVJobs.com
6	Senior Director	8-16-06	5-21-07	3	*EEO Agency List, KOHD Website, TVJobs.com	TVJobs.com
7	Meteorologist- 3 positions (am, pm & weekend)	8-16-06	8-6-07(2), 8-28-07	5	*EEO Agency List, KOHD Website, TVJobs.com	TVJobs.com
8	Production Assistant- 7 positions	8-16-06	8-1-07(2), 8-6-07, 8-20-07, 8-8-07 (2), 8-27-07	10	*EEO Agency List, KOHD Website	Self/Walk-In
9	Television Commercial Producer	8-30-06	10-09-06	1	*EEO Agency List, KOHD Website, TVJobs.com	TVJobs.com
10	Receptionist	8-30-06	9-25-06	1	*EEO Agency List, KOHD Website	Self/Walk-In
11	Sales Assistant	8-30-06	9-11-06	1	*EEO Agency List, KOHD Website	**Internal Promotion
12	Account Executive- 4 positions	8-30-06	1) 9-12-06 2) 10-9-06 3) 10-30-06 4) 11-13-06	6	*EEO Agency List, KOHD Website, CentralOregonJobs.com	1) Word of mouth 2) Personal Inquiry 3) 4)
13	Creative Service Director	10-30-06	2-12-07	5	*EEO Agency List, KOHD Website, TVJobs.com, CentralOregonJobs.com	TVJobs.com

14	News Assignment Editor	1-26-07	8-06-07	3	*EEO Agency List, KOHD Website	KOHD Website
15	News Producers- 3 positions	3-12-07	8-06-07, 8-8-07, 9-20-07	12	*EEO Agency List, KOHD Website, TVJobs.com	TVJobs.com
16	Assistant Chief Engineer	5-31-07	9-17-07	3	*EEO Agency List, KOHD Website	KOHD Website
17	Production Assistant- 7 positions	6-29-07	9-21-07, 9-24-07(2), 9-26-07, 10-1-07(2), 10-13-07	10	*EEO Agency List, KOHD Website, CentralOregonJobs.com	Self/Walk-In
18	Production Assistant	7-1-07	2-13-08	1		**Internal Promotion
19	Television Commercial Producer	7-11-07	9-2-07	3	*EEO Agency List, KOHD Website	Employee Referral
20	Local Sales Manager	7-16-07	8-16-07	3	*EEO Agency List, KOHD Website, CentralOregonJobs.com	Self/Walk-In
21	Account Executive	8-21-07	9-17-07	5	*EEO Agency List, KOHD Website, CentralOregonJobs.com	CentralOregonJobs.com
22	Sales Assistant	8-31-07	10-1-07	4	*EEO Agency List, KOHD Website, CentralOregonJobs.com	Client Referral
23	Production Assistant	10-18-07	11-22-07	N/A		**Internal Promotion
24	Account Executive	2-28-08	3-10-08	5	*EEO Agency List, KOHD Website, CentralOregonJobs.com	Employee Referral
25	Account Executive	3-3-08	6-23-08	8	*EEO Agency List, KOHD Website, CentralOregonJobs.com	Client Referral
26	Morning Producer	4-6-08	4-6-08	1		**Internal Promotion
27	Production Assistant-2 positions	4-6-08	4-17-08, 5-13-08	N/A	*EEO Agency List, KOHD Website, Internal Posting	Internal Posting
28	Sales Assistant	4-15-08	5-27-08	5	*EEO Agency List, KOHD Website, CentralOregonJobs.com	Employee Referral
29	Production Assistant-2 positions	6-1-08	6-18-08, 7-23-08	N/A	*EEO Agency List, KOHD Website, Internal Posting	Internal Posting
30	Morning Director	9-19-08	9-22-08	N/A		**Internal Promotion

*EEO Agency List means standard EEO Agency list was mailed a copy of the job vacancy ad.

**Internal Promotion This vacancy filled pursuant to internal promotion and therefore recruitment was not conducted.



Total Number of Interviewees for all Full-Time Vacancies Filled during Reporting Period per Recruitment/ Referral Sources:

KOHD Reporting Period September 1, 2006 thru August 31, 2008

	Referral Source	Contact Person	Address	Telephone Number	Number of Interviewees Referred
1	KOHD Website	Tim Givens	1245 S. 3 rd Street, Ste A-2 Bend, OR 97702	(541) 749-5151	
2	TVJobs.com Broadcast Employment Services	N/A Web based service	PO Box 4116 Oceanside, CA 92052	800-374-0119	
3	Employee Referral	N/A	N/A	N/A	
4	Internal Posting	N/A	N/A	N/A	
5	CentralOregonJobs.com	N/A Web based service	One Civic Center Plaza, Ste 506 Poughkeepsie, NY 12601	800-365-8630	
6	Word of mouth in Bend Community	N/A	N/A	N/A	
7	KEZI Employee Referral	N/A	N/A	N/A	
8	Personal Inquiry	N/A	N/A	N/A	

**EEO Agency List* means standard EEO Agency list was mailed a copy of the job vacancy ad.

***Internal Promotion* This vacancy filled pursuant to internal promotion and therefore recruitment was not conducted.