

**Annual EEO Public File Report
KAIL (TV) Fresno, California
August 1, 2008 through July 31, 2009**

Full-Time Positions Filled Durring Reporting Period	Date of Hire	Total Number of Interviews from all Sources	Recruitment Sources Utilized
Receptionist	10/19/2008	3	The Fresno Bee

Recruitment Sources	Contact Name	Mailing Address or Electronic Mail Address	Number of Interviews from Source
The Fresno Bee 559-441-6118	Myra Rodriguez	1626 E Street Fresno, CA.	3

Suplimental Recruitment Initiatives Completed During Reporting Period: 7
 Establishment of a Mentoring Program (Accounting) 9-1-08 completed 10-1-08
 Establishment of a Mentoring Program (Traffic Manager) 10-1-08 completed 11-3-08
 Establishment of a Training Program (Accounting) completed 11-3-08
 Establishment of a Training Program (Traffic Manager) completed 12-1-08
 Establishment of a Mentoring Program (Station Manager) 1-1-09 completed 2-2-09
 Establishment of a Training Program (Traffic Assistant) completed 1-1-09
 Establishment of a Training Program (Station Manager) completed 3-2-09