

FORM H
YEARLY ANALYSIS OF HIRES/PROMOTIONS

I. JOB HIRES

A broadcast station must consider applicants of job openings on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for available positions, it must take efforts to encourage them to apply for job openings.

During the twelve month period beginning 06/01/2009
(month/day/year)

and ending 05/31/2010, we hired:
(month/day/year)

Total Hires 11

No. of Minorities Hired 6 54 %

No. of Women Hired 6 54 %

II. PROMOTIONS

A broadcast station must promote individuals on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for promotional opportunities, it must make efforts to encourage them to qualify and apply for advancement.

During the twelve month period beginning 06/01/2009
(month/day/year)

and ending 05/31/2010, we promoted:
(month/day/year)

Total Promotions 1

No. of Minorities Promoted 1 100 %

No. of Women Promoted 1 100 %

FORM P
LIST OF ALL FULL-TIME JOBS FILLED
FOR THE 12 MONTH PERIOD OF June 1, 2009 THROUGH May 31, 2010
(Complete this form continuously every time a vacancy is filled)

JOB TITLE	DATE FILLED
News Reporter	07/13/2009
Traffic Coordinator	09/08/2009
Marketing Executive	10/16/2009
Marketing Executive	11/02/2009
Marketing Executive	01/11/2010
Content Manager	03/22/2010
Assignment Manager	03/15/2010
NTR Coordinator	03/26/2010
Marketing Executive	04/16/2010
Marketing Executive	04/19/2010
News Reporter	05/06/2010

NOTE: place in station's local public file annually on the anniversary date of the renewal filing due date. Post of station's website, if applicable.

FORM Q
YEARLY TOTAL NUMBER OF INTERVIEWEES AND TOTAL NUMBER
OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE

(Complete this form on the anniversary date of the renewal filing due date using the
Tally of Interviewee Sources for Each Full-Time Vacancy (Form O))

Yearly Period Beginning: 06/01/2009 Ending: 05/31/2010

Total Number of Persons Interviewed for Full-Time Vacancies: 59

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE

RECRUITMENT SOURCE NAME	TOTAL NUMBER OF INTERVIEWEES
Tvjobs.com	4
KSWT Website	8
ASU	1
AWC	4
YPIC	15
Internal Referral	11
SD State	1
Craigslist	2
ASU	1
Goodwill	1
Other	11

REMINDER: Place in station's local public file annually on the anniversary date of the renewal filing due date. Post of station's website, if applicable.

FORM Q
Page 1 of 1

FORM R
SUMMARY DESCRIPTION OF
SUPPLEMENTAL OUTREACH INITIATIVES
(Complete this form to summarize the activities compiled on the Description
of Supplemental Outreach Initiatives (Form N))

2/4 YEAR PERIOD BEGINNING 06/01/09, **AND ENDING** 05/31/10

Specify First Initiative: Train all management & HR staff on guidelines, policies & procedures to ensure KSWT meets and exceeds equal employment opportunity and broad outreach.

Describe activities undertaken to fulfill this initiative: Conduct quarterly EEO trainings for department heads & HR attend biyearly seminars provided by YPIC & ABA

Specify Second Initiative: Participate & coordinate general outreach efforts through job banks, job fairs and other community involvements.

Describe activities undertaken to fulfill this initiative: Various job postings are listed through various demographic sources along with using our website & on air talent to promote the vacancies which enables job seekers the ability to view current job listings and post their resumes free of charge.

Specify Third Initiative: Initiate an internship program to assist members of the academic community to acquire skills needed for broadcast employment and provide the internship program to various colleges & universities.

Describe activities undertaken to fulfill this initiative: The Corporate procedure for hiring non-paid interns has been adopted by the station and a training session provided the information to department heads on how the intern program works. Sent emails to different contacts to advise them of our internship programs for students to take advantage of.

REMINDER: Place in the public file and post on the station's website annually on the anniversary of the renewal filing date.

FORM G

LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY

(Complete this worksheet after filling a full-time vacancy. Use as many copies as are necessary. Include organizations requesting notice of vacancy.)

Job Title for Vacancy: reporter, anchor, producer Date Vacancy Filled: 5/2010

Recruitment Source for Actual Hire: tvjobs.com

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

NAME AND ADDRESS OF SOURCE	CONTACT PERSON AND TELEPHONE NO.
tvjobs.com / online	
kswt.com / online	
medialine.com / online	
ASU / Sue Green	402.501.9438

REMINDER: Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.

FORM G

LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY

(Complete this worksheet after filling a full-time vacancy. Use as many copies as are necessary. Include organizations requesting notice of vacancy.)

Job Title for Vacancy: Marketing Executive Date Vacancy Filled: 04/19/10

Recruitment Source for Actual Hire: internal referral

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

NAME AND ADDRESS OF SOURCE	CONTACT PERSON AND TELEPHONE NO.
David Carvell	Internal

REMINDER: Place in station's local public file annually on the anniversary date of the renewal filing due date. Post of station's website, if applicable.

FORM G
LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY
 (Complete this worksheet after filling a full-time vacancy. Use as many copies as are necessary.
 Include organizations requesting notice of vacancy.)

Job Title for Vacancy: Marketing Executive Date Vacancy Filled: 04/16/10

Recruitment Source for Actual Hire: Walk-In

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

NAME AND ADDRESS OF SOURCE	CONTACT PERSON AND TELEPHONE NO.
Walk In	NA
GoodWill Job Fair	Martha Combs
Craigslis	Website

REMINDER: Place in station's local public file annually on the anniversary date of the renewal filing due date. Post of station's website, if applicable.

FORM G

LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY

(Complete this worksheet after filling a full-time vacancy. Use as many copies as are necessary.
Include organizations requesting notice of vacancy.)

Job Title for Vacancy: NTR Coordinator Date Vacancy Filled: 03/26/10

Recruitment Source for Actual Hire: Job Fair

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

NAME AND ADDRESS OF SOURCE	CONTACT PERSON AND TELEPHONE NO.
Walk In	NA
GoodWill Job Fair	Martha Combs
Craigslist	Website
KSWT Website	Kswt.com
TV ads on KSWT	Channel 13

REMINDER: Place in station's local public file annually on the anniversary date of the renewal filing due date. Post of station's website, if applicable.

FORM G
LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY
 (Complete this worksheet after filling a full-time vacancy. Use as many copies as are necessary.
 Include organizations requesting notice of vacancy.)

Job Title for Vacancy: Assignment Editor Date Vacancy Filled: 03/15/2010

Recruitment Source for Actual Hire: Internal

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

NAME AND ADDRESS OF SOURCE	CONTACT PERSON AND TELEPHONE NO.
Iris Rivas	Internal Promotion

REMINDER: Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.

FORM G
LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY
 (Complete this worksheet after filling a full-time vacancy. Use as many copies as are necessary.
 Include organizations requesting notice of vacancy.)

Job Title for Vacancy: Content Manager Date Vacancy Filled: 03/22/2010

Recruitment Source for Actual Hire: tvjobs.com

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

NAME AND ADDRESS OF SOURCE	CONTACT PERSON AND TELEPHONE NO.
Walk In	NA
GoodWill Job Fair	Martha Combs
Craigslis	Website
KSWT Website	Kswt.com
TV ads on KSWT	Channel 13
Tvjobs.com	website
Internal Positing	Internal

REMINDER: Place in station's local public file annually on the anniversary date of the renewal filing due date. Post of station's website, if applicable.

FORM G
LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY
 (Complete this worksheet after filling a full-time vacancy. Use as many copies as are necessary.
 Include organizations requesting notice of vacancy.)

Job Title for Vacancy: Marketing Executive Date Vacancy Filled: 01/11/2010

Recruitment Source for Actual Hire: walk-in

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

NAME AND ADDRESS OF SOURCE	CONTACT PERSON AND TELEPHONE NO.
Walk In	NA
GoodWill Job Fair	Martha Combs
Craigslist	Website
KSWT Website	Kswt.com
TV ads on KSWT	Channel 13
Tvjobs.com	website
Internal Positing	Internal

REMINDER: Place in station's local public file annually on the anniversary date of the renewal filing due date. Post of station's website, if applicable.

FORM G
LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY
 (Complete this worksheet after filling a full-time vacancy. Use as many copies as are necessary.
 Include organizations requesting notice of vacancy.)

Job Title for Vacancy: Account Executive Date Vacancy Filled: 11/02/2009

Recruitment Source for Actual Hire: Job Fair

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

NAME AND ADDRESS OF SOURCE	CONTACT PERSON AND TELEPHONE NO.
Walk In	NA
YPIC Job Fair	Cynthia Marshall
Craigslis	Website
KSWT Website	Kswt.com

REMINDER: Place in station's local public file annually on the anniversary date of the renewal filing due date. Post of station's website, if applicable.

FORM G

LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY

(Complete this worksheet after filling a full-time vacancy. Use as many copies as are necessary.
Include organizations requesting notice of vacancy.)

Job Title for Vacancy: Account Executive Date Vacancy Filled: 10/16/2009

Recruitment Source for Actual Hire: Job Fair

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

NAME AND ADDRESS OF SOURCE	CONTACT PERSON AND TELEPHONE NO.
Walk In	NA
YPIC Job Fair	Cynthia Marshall
Craigslist	Website
KSWT Website	Kswt.com

REMINDER: Place in station's local public file annually on the anniversary date of the renewal filing due date. Post of station's website, if applicable.

FORM G

LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY

(Complete this worksheet after filling a full-time vacancy. Use as many copies as are necessary. Include organizations requesting notice of vacancy.)

Job Title for Vacancy: Traffic Coordinator Date Vacancy Filled: 09/08/2009

Recruitment Source for Actual Hire: Job Fair

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

NAME AND ADDRESS OF SOURCE	CONTACT PERSON AND TELEPHONE NO.
Walk In	NA
YPIC Job Fair	Cynthia Marshall
Craigslist	Website
KSWT Website	Kswt.com
Referral	NA

REMINDER: Place in station's local public file annually on the anniversary date of the renewal filing due date. Post of station's website, if applicable.

FORM G

LIST OF RECRUITMENT SOURCES USED TO FILL EACH VACANCY

(Complete this worksheet after filling a full-time vacancy. Use as many copies as are necessary. Include organizations requesting notice of vacancy.)

Job Title for Vacancy: Reporter Date Vacancy Filled: 07/13/2009

Recruitment Source for Actual Hire: kswt.com

RECRUITMENT SOURCES UTILIZED FOR THIS VACANCY

NAME AND ADDRESS OF SOURCE	CONTACT PERSON AND TELEPHONE NO.
Tvjobs.com	website
Craigslis	Website
KSWT Website	Kswt.com
Referral	NA

REMINDER: Place in station's local public file annually on the anniversary date of the renewal filing due date. Post of station's website, if applicable.