

ANNUAL PUBLIC FILE REPORT
COVERING THE PERIOD August 1, 2008 - July 31, 2009

Station(s): †KBAK-TV and KBFX-CA

Section I: Vacancy Information

	Full-time Vacancies Filled	Recruitment Source of Hiree	Total # of Interviews for this Vacancy	Recruitment Source	Date Opened	Date Filled
1	News Promotions Writer	Bakersfield Californian	4	1-10,11,13	6/29/2008	8/12/2008
2	Graphic Artist	Station Bulletin Board	4	1-10,13	8/20/2008	9/18/2008
3	Reporter	Station Bulletin Board	4	1-10,13	9/15/2008	10/16/2008
4	Editor/Photographer	Station Website	4	1-10,13	9/17/2008	10/17/2008
5	Producer/Assignment Editor	Station Bulletin Board	3	1-10,13	9/18/2008	11/24/2008
6	Photographer	Station Website	3	1-10,13	9/15/2008	10/13/2008
7	Editor/Photographer	Station Bulletin Board	4	1-10,13	10/14/2008	10/27/2008
8	Reporter	TVJobs.com	6	1-10,13	11/10/2008	12/26/2008
9	Producer	TVJobs.com	4	1-10,13	11/19/2008	12/22/2008
10	Executive Producer	Station Bulletin Board	3	1-10,13	11/26/2008	12/4/2008
11	News Director	Dolan Media Management	3	12	12/1/2008	12/15/2008
12	Local Sales Manager	Station Bulletin Board	4	1-10,13	1/15/2009	2/2/2009
13	Marketing Executive	Station Bulletin Board	12	1-10,13	1/20/2009	4/20/2009
14	Anchor/Reporter	TVJobs.com	5	1-10,13	2/21/2009	3/10/2009
15	New Operations Manager	Station Website	4	1-10,13	2/18/2009	3/9/2009
16	Ignite Director	Station Bulletin Board	9	1-10,13	4/13/2009	5/8/2009
17	Marketing Executive	Station Bulletin Board	12	1-10,13	4/15/2009	5/4/2009
18	Photographer	TVJobs.com	5	1-10,13	5/8/2009	6/1/2009
19	Photographer/Editor	TVJobs.com	5	1-10,13	5/12/2009	6/5/2009

Total Number of Persons Interviewed During Applicable Period: 98

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Section II: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total # of Interviewees Referred	"Did Source Request Notification"
1	Bakersfield College Job Placement 1801 Panorama Drive Bakersfield, CA 93305		NO
2	CSUB Career Development Center 9001 Stockdale Highway Bakersfield, CA 93311		NO
3	Career Services Center 5121 Stockdale Highway, Ste 100 Bakersfield, CA 93309		NO
4	Kern County Hispanic Chamber of Commerce 1401 19th Street, Suite 110 Bakersfield, CA 93301	1	NO
5	Station Bulletin Board 1901 Westwind Drive Bakersfield, CA 93301	44	NO
6	Station Web Site www.bakersfieldnow.com	17	NO
7	California Broadcasters Association www.cabroadcasters.org	5	NO
8	TV Jobs www.tvjobs.com	23	NO

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	IBEW Local 45 6255 Sunset Boulevard, Suite 721 9 Hollywood, CA 90028		"Did Source Request Notification"
10	Bakersfield Job Fair Bakersfield College Campus		NO
11	National Association of Hispanic Journalists www.nahj.com		NO
12	TVSpy.com www.tvspy.com		NO
13	The Bakersfield Californian 1707 Eye Street Bakersfield, CA 93301	4	NO
14	Dolan Media Management No. Court Street Frederick, MD 21701	3	NO
15	Fisher Website www.fsci.com	1	NO

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Section III:

Narrative Description of Initiatives undertaken during this year. (Include dates of job-fairs, names of station employees who attended and short description of activities that occurred, etc.)

* **29 Eyewitness News Weather Forecaster Aaron Perlman** continues with great success his program "The Weather Road Show " promoting and educating students throughout the school year. He goes out twice a month during the school year to all the local elementary schools in the Bakersfield area helping to educate and interest our young students in the field of Broadcasting and Weather.

* News Department and Promotions Department Internship Program: Recruits from Community Colleges, State Universities and High Schools. No more than 4 interns in any one department and typically runs 3 to 4 months.

* **Scholarships For Minorities**

Fisher is committed to a diverse workforce. In conjunction with higher educational institutions, Fisher provides scholarships for minority students interested in broadcasting, journalism or marketing through the Fisher Broadcasting Company Scholarship for Minorities. Participating manager in this years scholarship was Maria Lara.

KBAK and KBFX participated in the Bakersfield College Job Fair held on April 1, 2009. It was held at Bakersfield College. KBAK and KBFX had a booth and during the fair hiring managers from both stations spent time speaking to various attendees. Participating hiring managers were: Teresa Burgess, VP General Manager and Maria Lara Human Resource Manager.