

**KNIX-FM, KESZ(FM), KYOT-FM, KOY(AM), KFYI(AM),
 KGME(AM), KZZP(FM), KMXP(FM)
 EEO PUBLIC FILE REPORT
 June 1, 2008 – May 31, 2009¹**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Sales Coordinator	1-18, 20, 22, 25-29	9
Sales Coordinator	1-18, 20, 22, 25-29	10
Sales Coordinator	1-18, 20, 22, 25-29	22
Receptionist	1-18, 20, 22, 25-29	9
KMXP Morning Show Sidekick/Producer	1-18, 20-22, 25-29	27
Assistant to Promotions Director KEZ/KYOT	1-22, 25-29	10
Continuity Director	1-18, 20, 22, 25-30	1
KFYI/XTRA/KEZ/KNIX Board Ops	Internal Promotion (part-time to full-time)	Internal Promotion (part-time to full-time)
Program Director KYOT	1-18, 20-22, 25-29, 31	1
KGME Account Executive	1, 3-12, 14-20, 22-23, 25-29	9
KYOT Account Executive	1, 3-12, 14-20, 22-23, 25-29	23
KFYI Account Executive	1, 3-12, 14-20, 22-23, 25-29	27
KOY Account Executive	1, 3-12, 14-20, 22-23, 25-29	10
KOY Account Executive	1, 3-12, 14-20, 22-23, 25-29	11
KGME Account Executive	1, 3-12, 14-20, 22-23, 25-29	27
KMXP Account Executive	1, 3-12, 14-20, 22-23, 25-29	9
KZZP Account Executive	1, 3-12, 14-20, 22-23, 25-29	29
KZZP Account Executive	1, 3-12, 14-20, 22-23, 25-29	9
KMXP Account Executive	1, 3-12, 14-20, 22-23, 25-29	9

¹ This report provides recruitment data collected from May 24, 2008 through May 31, 2009

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
KNIX Account Executive	1, 3-12, 14-20, 22-23, 25-29	9
KESZ Account Executive	1, 3-12, 14-20, 22-23, 25-29	14
KNIX FT On Air	1-18, 20-22, 25-29	9
Assistant Program Director KGME	1-18, 20-22, 25-29, 34	34
Interactive Project Coordinator	1-20, 22, 25-29	9
KFYI Account Executive	1, 3-12, 14-20, 22-23, 25-29	9
KESZ Account Executive	1, 3-12, 14-20, 22-23, 25-29	10
KGME Account Executive	1, 3-12, 14-20, 22-23, 25-29	9
Sales Assistant	1-18, 20, 22, 25-29	9
Sales Assistant	1-18, 20, 22, 25-29	1
Sales Assistant	1-18, 20, 22, 25-29	9
Sales Assistant	1-18, 20, 22, 25-2922	22
Sales Assistant	1-18, 20, 22, 25-29	27
General Sales Manager KYOT/KOY	1,2, 4-20, 22, 25, 26, 28	9
Sales Assistant	9*	9
MORNING SHOW DIRECTOR KZZP	1, 9-11, 22, 24, 27, 31-34	1
National Sales Coordinator	1-20, 22, 25, 26, 28, 34	34

**Exigent Circumstances*

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	Clear Channel Clear Careers Website c/o Clear Channel Worldwide 200 E. Basse Road, San Antonio, TX 78209 (P) 210-822-2828 www.clearcareers.com	No	34
2	South Mountain Community College Contact: Career Planning & Placement Office 7050 S. 24 th Street, Phoenix, AZ 85042 (P) 602-243-8000 (F) 602-243-8383	Yes <i>(accepts non-commission based positions only)</i>	0
3	Arizona Broadcasters Association www.azbroadcasters.org 2302 N. 3 rd Street, Phoenix, AZ 85004 (P) 602- 252-4833	Yes	0
4	Department of Economic Security Contact: Employment Security Administration 1789 W. Jefferson, Phoenix, AZ 85007 (P) 602- 542-3667 (F) 602-258-7288	Yes	0
5	The Academy of Radio & TV Broadcasting Contact: Placement Director 4914 E. McDowell Road, Suite 107, Phoenix, AZ 85008 (P) 602-267-8011 (F) 602-273-6411	Yes	0
6	CC Phoenix Radio Station Website Postings Contact: Kim Fairley 4686 E. Van Buren Street, Suite 300, Phoenix, AZ 85008 (P) 602-374-6000	No	6
7	Greater Phoenix Urban League Contact: Mel Hannah 1402 S. 7 th Avenue, Phoenix, AZ 85007 (P) 602-254-5611 (F) 602-253-7359	Yes	0
8	The Greater Phoenix Black Chamber of Commerce Contact: Theresa Walker Teresa@phoenixblackchamber.com 125 E. Washington Street, Suite 150, Phoenix, AZ 85004 (P) 602-307-5200 (F) 602-307-5204	Yes	0
9	Employee Referral	No	29
10	Non-Employee Referral	No	10

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
11	Walk-In / Self-Referral	No	4
12	Focus Employment Services Contact: Karen Gardner Kareng@msn.com 4620 N. 16 th Street, Suite D107, Phoenix, AZ 85016 (P) 602-312-1045 (F) 480-994-4155	Yes	1
13	Maricopa Community Colleges www.maricopa.edu/careers	Yes <i>(accepts non-commission based positions only)</i>	0
14	Sun Devil Career Center – Arizona State University P.O. Box 871312, Tempe, AZ 85281 Contact: Employer Services (P) 480-965-2350 www.asu.edu/career	Yes	2
15	Fresh Start Women’s Foundation Contact: Monica Williams 1130 E. McDowell Road, Phoenix, AZ 85006 (P) 602-261-7139 (F) 602-257-9692	Yes	0
16	Arizona Women’s Education and Employment (AWEE) Contact: Grace Ouko 640 N. 1 st Avenue, Phoenix, AZ 85003 adamwollmer@awee.org (P) 602-223-4340 (F) 602-223-4338	Yes	0
17	Department of Veteran Affairs Contact: Russell Singleton 3333 N. Central Avenue, Phoenix, AZ 85012 (P) 602-627-2785 (F) 602-627-2804	Yes	0
18	East Valley Institute of Technology Contact: Alan Sudder 1601 W. Main Street, Mesa, AZ 85201 asudder@evit.com (P) 480-461-4000	Yes	0
19	AD 2 Phoenix Job Bank Contact: Chris Bohnsack www.ad2phoenix.com	Yes <i>(accepts sales/marketing positions only)</i>	7
20	National Association of Hispanic Journalists 1000 National Press Building 529 14 th Street, NW, Washington, DC 20045 jobbank@nahj.org (P) 202-662-7145 (F) 202-662-7144	No <i>(as of 5/09)</i>	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
21	Goods Entertainment / Voicehunter.com Contact: Adam Goodman PO Box 1266, Weston, CT 06883 Adam@GoodsEntertainment.com (P) 203-341-0111 (F) 801-460-3100	Yes <i>(accepts programming/promotions positions only)</i>	0
22	Internal Clear Channel Radio Employee Posting Contact: Kim Fairley 4686 E. Van Buren Street, Suite 300, Phoenix, AZ 85008 (P) 602-374-6000	No	4
23	Hirequest 31 Columbia Aliso Viejo, Ca 92656 (P) 866-752-7252	No	6
24	The Biz Email: thebiz.variety.com 781-734-8651	No	0
25	AM FM Jobs/Broadcast Employment Services www.amfmjobs.com P.O. Box 4116, Oceanside, CA 92052 Contact Mark Holloway (P) 760-754-8177	Yes	0
26	Collins College Contact: Elizabeth Bakken 1140 South Priest, Tempe, AZ 85281 (P) 480-446-1111 ebakken@collinscollege.edu http://placement.collinscollege.com	Yes	0
27	Monster.com Contact: Nancy Pilsch (P) 978-461-8304 pilsch@monster.com www.Monster.com	No	19
28	Chandler Hills Partners Contact: Brandi Smith bsmith@chandlergill.com 3200 N Central Ave Suite 2400 Phoenix, AZ 85012 (p) 602-248-8893 (f) 602-248-8987	No	0
29	Craigslist www.phoenix.craigslist.org	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
30	Traffic Guild Directors of America Larry Keene tdga@earthlink.net 2600 Avenida Aeropuerto #114 San Juan Capistrano, CA 92675 (p) 949-429-7003	No	0
31	All Access Music Group www.allaccess.com	No	2
32	Career Builder Careerbuilder.com 1-800-891-8880	No	1
33	Radio & Records radioandrecords.com 800-562-2706	No	1
33	Nielsen Business 770 Broadway, New York, NY 10003 Email: secure.adicio.com/careers 1-800-276-1332	No	0
34	Internal Transfer/Promotion	No	2
Total Interviewees Over Reporting Period			129

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III. RECRUITMENT INITIATIVES

Type of Recruitment Initiative	Brief Description of Activity
<p>Participated in Job Fairs (5)</p>	<p>On July 15, 2008, our SEU participated in the Hirequest job fair at the Embassy Suites in Phoenix, AZ. KFYI promoted the event via on-air announcements. Station participants included our General Sales Managers, HR Manager and Executive Assistant to President/Market Manager.</p> <p>On August 26, 2008, our SEU participated in the Hirequest job fair at the Embassy Suites in Phoenix, AZ. KFYI promoted the event via on-air announcements. Station participants included our General Sales Managers, Local Sales Managers, Training Manager and HR Manager.</p> <p>On October 9, 2008, our SEU participated in the Collins College job fair located in Tempe, AZ. Station participants included our HR Manager.</p> <p>On March 27, 2009, our SEU participated in the Westview High School Career Fair in Avondale, AZ. Station participants included our HR Manager and the Executive Assistant to the President/Market Manager.</p> <p>On April 9, 2009, our SEU participated in the Arizona Broadcaster's Association Annual Job Fair at Scottsdale Community College in Scottsdale, Arizona. KESZ promoted the event via on-air announcements. Station participants included our HR Manager.</p>
<p>Participate in Event/Program Sponsored By or On Behalf of an Educational Institution or Community Organization Relating to Broadcast Careers (4)</p>	<p>On August 2, 2008, our KFYI News Director was a guest speaker for the Valley of the Sun Chapter of the Society of Professional Journalist Publicity Summit at Arizona State University College of Design in Tempe, Arizona. The News Director spoke to issues relating to generating story ideas.</p> <p>On November 21, 2008, our Director of Sales was a guest speaker at Desert Arroyo's School Career Day in Cave Creek, Arizona. Our Director of Sales spoke to issues relating to careers in radio.</p> <p>On January 30, 2009, our KFYI News Director and a KFYI Reporter were guest presenters at Bicentennial North School Career Day in Glendale, Arizona speaking on issues relating to careers in radio.</p>

Type of Recruitment Initiative	Brief Description of Activity
	<p>On April 3, 2009, our KFYI News Director participated in the j-student resume critique/mock interview session during the Society of Professional Journalists Regional Conference at the Walter Cronkite School at Arizona State University in Tempe, Arizona.</p>
<p>Internship Program</p>	<p>Throughout this reporting period, our SEU hosted interns from Arizona State University and Occidental Colleges who worked side by side our programming or promotions staff as they learned the day-to-day operations of our the respective departments. They attended different events with a representative of the stations. They also spent some time in other departments to learn what else the broadcasting industry has to offer. A total of seven students, six from ASU and one from Occidental College, interned during this reporting period, as follows:</p> <ul style="list-style-type: none"> • June 2, 2008-August 6, 2008: Two ASU students who worked three days per week for the KGME Programming Department under the supervision of a KGME Producer. • May 19, 2008 – July 25, 2008: One Occidental College student who worked three days per week for the KFYI Programming Department under the supervision of the KFYI Director of Programming Operations. • September 2008–December 2008: One ASU student who worked three days per week for the KGME Programming Department under the supervision of a KGME Producer. . • January 2009 – May 2009: One ASU student who worked 3 days per week for the KZZP Programming Department under the supervision of KZZP Morning Show Producer. • January 2009 – May 2009: One ASU student who worked 3 days per week for our Promotions Department under the supervision of an Assistant to the Promotions Director.