

**KNIX-FM, KESZ, KYOT-FM, KOY, KFYI, KGME, KZZP, KMXP  
EEO PUBLIC FILE REPORT  
June 1, 2009 – May 31, 2010**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Assistant	1-19, 21, 23-26	1
Online Production Coordinator	1-21, 23-26	20
Program Director KNIX	1-19, 21-26, 28	12
Account Executive	1, 3-13, 15-21, 23-26, 29	9
Account Executive	1, 3-13, 15-21, 23-26, 29	9
Account Executive	1, 3-13, 15-21, 23-26, 29	10
KFYI Morning Talk Show Host	1-19, 21-26	1
KFYI Afternoon Anchor/Reporter	1-4, 6-19, 23-28, 30-31	10
Events Manager	1-4, 6-19, 23-27	1
104.7 KISS FM Midday Air Talent	1-4, 6-19, 23-27	6
Johnjay and Rich Morning Show Co-Host	1-19, 21-26	9
Account Executive	1, 3-4, 6-13, 15-19, 23-27	9
Johnjay and Rich Morning Show Executive Producer	1-4, 6-19, 23-27	6
KMXP Morning Show Host	1-4, 6-19, 23-27	9
Sales Coordinator	1-4, 6-19, 23-27	9
Promotions Coordinator	1-4, 6-19, 23-27	9
Account Executive	1, 3-4, 6-13, 15-19, 23-27	10
Digital Sales Designer	1-4, 6-20, 23-27, 32	9
KFYI Morning Talk Show Host	1-4, 6-19, 23-28, 33	9
Johnjay and Rich Morning Show Audio Producer	1-4, 6-19, 23-27	9

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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
<b>1</b>	Clear Channel Clear Careers Website c/o Clear Channel Worldwide 200 E. Basse Road, San Antonio, TX 78209 (P) 210-822-2828 <a href="http://www.clearcareers.com">www.clearcareers.com</a>	No	36
<b>2</b>	South Mountain Community College Contact: Career Planning & Placement Office 7050 S. 24 <sup>th</sup> Street, Phoenix, AZ 85042 (P) 602-243-8000 (F) 602-243-8383 *Only accepts non-commission based positions	Yes	0
<b>3</b>	Arizona Broadcasters Association <a href="http://www.azbroadcasters.org">www.azbroadcasters.org</a> 2302 N. 3 <sup>rd</sup> Street, Phoenix, AZ 85004 (P) 602- 252-4833	Yes	3
<b>4</b>	Department of Economic Security Contact: Employment Security Administration 1789 W. Jefferson, Phoenix, AZ 85007 (P) 602- 542-3667 (F) 602-258-7288	Yes	2
<b>5</b>	The Academy of Radio & TV Broadcasting <sup>1</sup> Contact: Placement Director 4914 E. McDowell Road, Suite 107, Phoenix, AZ 85008 (P) 602-267-8011 (F) 602-273-6411	Yes	0
<b>6</b>	CC Phoenix Radio Station Websites Contact: Kim Fairley 4686 E. Van Buren Street, Suite 300, Phoenix, AZ 85008 (P) 602-374-6000	No	6
<b>7</b>	Greater Phoenix Urban League Contact: Mel Hannah 1402 S. 7 <sup>th</sup> Avenue, Phoenix, AZ 85007 (P) 602-254-5611 (F) 602-253-7359	Yes	0
<b>8</b>	The Greater Phoenix Black Chamber of Commerce Contact: Channel Powe <a href="mailto:info@phoenixblackchamber.com">info@phoenixblackchamber.com</a> 125 E. Washington Street, Suite 150, Phoenix, AZ 85004 (P) 602-307-5200 (F) 602-307-5204	Yes	1
<b>9</b>	Employee Referral / Word of Mouth	No	21

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
10	Non-Employee Referral / Word of Mouth	No	16
11	Walk-Ins / Self-Referral	No	4
12	Internal Promotion/Transfer		1
13	Focus Employment Services Contact: Karen Gardner Kareng@msn.com 4620 N. 16 <sup>th</sup> Street, Suite D107, Phoenix, AZ 85016 (P) 602-312-1045 (F) 480-994-4155	Yes	0
14	Maricopa Community Colleges <a href="http://www.maricopa.edu/careers">www.maricopa.edu/careers</a> *Only accepts non-commission based positions	Yes	2
15	Sun Devil Career Center – Arizona State University P.O. Box 871312, Tempe, AZ 85281 Contact: Employer Services (P) 480-965-2350 <a href="http://www.asu.edu/career">www.asu.edu/career</a>	Yes	5
16	Fresh Start Women’s Foundation Contact: Amy Stakes <a href="mailto:astakes@fswf.org">astakes@fswf.org</a> 1130 E. McDowell Road, Phoenix, AZ 85006 (P) 602-261-7139 (F) 602-257-9692	Yes	0
17	Arizona Women’s Education and Employment (AWEE) Contact: Grace Ouko 640 N. 1 <sup>st</sup> Avenue, Phoenix, AZ 85003 <a href="mailto:kateoconor@awee.org">kateoconor@awee.org</a> (P) 602-223-4340 (F) 602-223-4338	Yes	0
18	Department of Veteran Affairs Contact: Russell Singleton 3333 N. Central Avenue, Phoenix, AZ 85012 (P) 602-627-2785 (F) 602-627-2804	Yes	0
19	East Valley Institute of Technology Contact: Alan Sudder 1601 W. Main Street, Mesa, AZ 85201 <a href="mailto:asudder@evit.com">asudder@evit.com</a> (P) 480-461-4000	Yes	0
20	AD 2 Phoenix Job Bank <sup>2</sup> Contact: Chris Bohnsack <a href="http://www.ad2phoenix.com">www.ad2phoenix.com</a> * Only accepts Sales / Marketing positions	Yes	4

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
21	National Association of Hispanic Journalists <sup>3</sup> 1000 National Press Building 529 14 <sup>th</sup> Street, NW, Washington, DC 20045 <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a> (P) 202-662-7145 (F) 202-662-7144	Yes	0
22	Goods Entertainment / Voicehunter.com Contact: Adam Goodman PO Box 1266, Weston, CT 06883 <a href="mailto:Adam@GoodsEntertainment.com">Adam@GoodsEntertainment.com</a> (P) 203-341-0111 (F) 801-460-3100 * Only accepts Programming / Promotions positions	Yes	0
23	Internal Clear Channel Radio Employee Posting Contact: Kim Fairley 4686 E. Van Buren Street, Suite 300, Phoenix, AZ 85008 (P) 602-374-6000	No	0
24	<a href="http://www.amfmjobs.com">www.amfmjobs.com</a> Broadcast Employment Services P.O. Box 4116, Oceanside, CA 92052 Contact: Mark Holloway (P) 760-754-8177	Yes	0
25	Collins College Contact: Elizabeth Bakken 1140 South Priest, Tempe, AZ 85281 (P) 480-446-1111 <a href="mailto:ebakken@collinscollege.edu">ebakken@collinscollege.edu</a> <a href="http://placement.collinscollege.com">http://placement.collinscollege.com</a>	Yes	0
26	Chandler Hills Partners Contact: Brandi Smith <a href="mailto:bsmith@chandlerhill.com">bsmith@chandlerhill.com</a> 3200 N Central Ave Suite 2400 Phoenix, AZ 85012 (P) 602-248-8893 (F) 602-248-8987	No	0
27	Alpha Pacific Institute <sup>4</sup> Contact: Kerry Waters <a href="mailto:Studentservices@cox.net">Studentservices@cox.net</a> 4801 E McDowell Rd #200 Phoenix, AZ 85008	Yes	0
28	All Access Music Group <a href="http://www.allaccess.com">www.allaccess.com</a> *Bulletin board postings by people in the industry	No	3
29	Twitter Tweet <a href="http://www.twitter.com">www.twitter.com</a> Sent out from Clear Channel (KNIX Twitter Account)	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
30	Radio Online <a href="http://www.radio-online.com">www.radio-online.com</a> 3500 Tripp Ave Armarillo, TX 79121-1637	No	1
31	Radio TV News Director Association <a href="http://www.rtnda.org">www.rtnda.org</a> RTNDA Headquarters, The National Press Building 529 14 <sup>th</sup> St, NW, Suite 425 Washington, DC 20045 (P) 202-659-6510 (F) 202-223-4007	No	0
32	Phoenix Hires Job Fair <a href="http://www.nationalcareerfaairs.com">www.nationalcareerfaairs.com</a> National Career Fairs Contact: Peggy Hillman (P) 702-614-9537	No	0
33	Radio-Info.com <a href="http://www.radio-info.com">www.radio-info.com</a> *Industry Discussion Board	No	21

<sup>1</sup> Effective August 27, 2009, we found that this entitled source was no longer in business.

<sup>2</sup> Effective June, 9, 2009, this entitled source began charging a job posting fee. Now this source is only used for select job postings due to the fee.

<sup>3</sup> Effective June 10, 2009, this entitled source was dropped due to the source charging a membership fee and only members can obtain free job postings.

<sup>4</sup> Effective August 12, 2009 we began using this entitled source.

**III. RECRUITMENT INITIATIVES**  
**For the Period of June 1, 2009 – May 31, 2010**

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<p>Participated in Job Fairs</p>	<p>Participated in PhoenixHires Job Fair on December 4, 2009 at the Phoenix Marriott, 1101 N 44<sup>th</sup> St, Phoenix. The event was attended by the HR Manager.</p> <p>Participated in PhoenixHires Job Fair on January 15, 2009 at the Phoenix Marriott, 1101 N 44<sup>th</sup> St, Phoenix. The event was attended by the HR Manager.</p> <p>Participated in PhoenixHires Job Fair on March 15, 2010 at the Phoenix Marriott, 1101 N 44<sup>th</sup> St, Phoenix. The event was attended by the HR Manager.</p> <p>Participated in the Arizona Broadcaster's Association Annual Job Fair on April 7, 2010. This event was promoted by our station KESZ making it our own job fair. The event was held at Scottsdale Community College, Scottsdale and was attended by the HR Manager and the Executive Assistant to the President</p> <p>Participated in PhoenixHires Job Fair on May10, 2009 at the Phoenix Marriott, 1101 N 44<sup>th</sup> St, Phoenix. The event was attended by the HR Manager</p>
<p>Program Relating to Broadcast Careers</p>	<p>On January 28, 2010 our Market Manager/President participated in an interview with a Centennial High School Student from Peoria, AZ. The student was interested in pursuing a career in Radio. The Market Manager shared with him all the different aspects of radio and the actions to take to pursue a career in radio including education and experience.</p> <p>On February 17, 2010 the HR Manager, Executive Assistant to President and an Account Executive/On-Air talent participated in a Career Day at Mesquite Jr. High in Gilbert, AZ. The HR Manager spoke about the different careers in</p>

	<p>radio, the Executive Assistant talked about the education required for different positions and the On-Air Personality spoke about his own personal experiences as a personality in radio. A question and answer period was held at the end of the presentation.</p> <p>On May 7, 2010 the HR Manager and Executive Assistant to the President participated in a Career Day at Smith Jr. High in Mesa, AZ. The career day was set up in a question and answer type format. The two representatives from Clear Channel explained to the students the different formats of each station in our market. They also spoke of the education needed and the different careers available in radio.</p>
<p>Participated in an Internship Program sponsored by an Educational Institution.</p>	<p>Participated in an internship program with Arizona State University from June 2009-August 2009. The two students participated and worked for KGME. A KGME Producer managed the internship program. Interns worked with our programming staff as they learned the day to day operations of the KGME Programming Department. They attended different events with a representative of KGME. They also spent some time in other departments to learn what else the broadcasting industry has to offer.</p> <p>Participated in an internship program with Eastern Illinois University from June 2009 – August 2009. The student who participated worked for the Promotions Department under the supervision of a Promotions Event Coordinator. The intern worked with our promotions staff and learned the day the day to day operations of Clear Channel Promotions. The intern also spent some time in other departments to learn what else the broadcasting industry has to offer.</p> <p>Participated in an internship program with Arizona State University from August 2009 – October 2009. The student who participated worked for KZZP. A KZZP Producer managed the internship program. The Intern worked with our programming staff while learning the day to day operations of the KZZP Programming Department. The intern attended different events with a representative of KZZP and also spent some time in other departments to learn what else the broadcasting industry has to offer.</p> <p>Participated in an internship program with Arizona State University from August 2009 – December 2009. The student who participated worked for KNIX. A KNIX Account Executive managed the internship program. The</p>

Intern worked with our Sales staff while learning the day to day operations of the Sales Department. The intern attended different events and went on sales calls with a representative of KNIX and also spent some time in other departments to learn what else the broadcasting industry has to offer.

Participated in an internship program with Arizona State University from August 2009 – December 2009. The student who participated worked for the Promotions Department under the supervision of a Promotions Event Coordinator. The intern worked with our promotions staff and learned the day to day operations of Clear Channel Promotions. The intern also spent some time in other departments to learn what else the broadcasting industry has to offer.

Participated in an internship program with Arizona State University from August 2009 - December 2009. Three students participated and worked for KGME. A KGME Producer managed the internship program. Interns worked with our programming staff as they learned the day to day operations of the KGME Programming Department. They attended different events with a representative of KGME. They also spent some time in other departments to learn what else the broadcasting industry has to offer.

Participated in an internship program with Arizona State University from August 2009 – December 2009. The student who participated worked for our Market Manager/President. His Executive Assistant helped manage the internship. The intern worked in the business department learning the day to day management side of Clear Channel. The intern also spent some time in other departments to learn what else the broadcasting industry has to offer.

Participated in an internship program with Glendale Community College from November 2009 – April 2010. The student who participated worked for KZZP. A KZZP Producer managed the internship program. The Intern worked with our programming staff while learning the day to day operations of the KZZP Programming Department. The intern attended different events with a representative of KZZP and also spent some time in other departments to learn what else the broadcasting industry has to offer.

Participated in an internship program with Peoria Unified School District January, 2010 – May, 2010. The student who participated worked for the Promotions Department under the supervision of a Promotions Event Coordinator.

The intern worked with our promotions staff and learned the day the day to day operations of Clear Channel Promotions. The intern also spent some time in other departments to learn what else the broadcasting industry has to offer.

Participated in an internship program with Arizona State University from January 2010 – May 2010. The student worked for KNIX. A KNIX Producer managed the internship program. Interns worked with our programming staff as they learned the day to day operations of the KNIX Programming Department. They attended different events with a representative of KNIX. They also spent some time in other departments to learn what else the broadcasting industry has to offer.

Participated in an internship program with Arizona State University from February 2010 - May 2010. The student who participated worked for our Market Manager/President. His Executive Assistant helped manage the internship. The intern worked in the business department learning the day to day management side of Clear Channel. The intern also spent some time in other departments to learn what else the broadcasting industry has to offer.

Participated in an internship program with Arizona State University from August 2009 - December 2009. Two students participated and worked for KGME. A KGME Producer managed the internship program. Interns worked with our programming staff as they learned the day to day operations of the KGME Programming Department. They attended different events with a representative of KGME. They also spent some time in other departments to learn what else the broadcasting industry has to offer.

Participated in an internship program with Arizona State University from February 2009 – May 2009. The student who participated worked for KZZP. A KZZP Producer managed the internship program. The Intern worked with our programming staff while learning the day to day operations of the KZZP Programming Department. The intern attended different events with a representative of KZZP and also spent some time in other departments to learn what else the broadcasting industry has to offer.

<p>Participated in Events Sponsored by Local Organizations Interested in Broadcast Employment</p>	<p>Participated in a summer program with a Phoenix Job Corps Student. This program lasted for 8 weeks in June and July 2009. This Job Corp program requires students to work in an office environment and to learn office etiquette as well as job skills. The student worked in the business office learning about Accounts Payable. The student also worked in the Sales Department helping the Sales Assistants and assisted the receptionist with their front desk duties.</p> <p>Participated in Groundhog Job Shadow day with Phoenix Job Corps on February 2, 2010. Two Job Corps students participated. One student shadowed a receptionist and learned the different duties required to run the front desk of a radio station including answering phones, sorting mail and assisting listeners with prize distribution. The other student shadowed a Promotions Coordinator. She attended promotions/programming meetings and learned of the Promotions Coordinator day-to-day duties, including coordination of prizes for the listeners and event scheduling.</p>
<p>Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Participated in Webinar "Navigating the FCC's Equal Employment Opportunity Rules" on May 11 from 10am - 12pm, Pacific. Brendan Holland with Davis, Wright, Tremaine, LLP in Washington DC was the speaker. HR Manager and Executive Assistant participated in the Webinar.</p>