

KNIX-FM, KESZ, KYOT-FM, KOY, KFYI, KGME, KZZP, KMXF
EEO PUBLIC FILE REPORT
June 1, 2007 – May 31, 2008¹

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
Integrated Marketing Administrator	1-20, 22, 25-29	1
Accounting Assistant	1-18, 20, 22, 25-29	29
Research Analyst	1-18, 20, 22, 25-29	27
KZZP Account Executive	1, 3-12, 14-20, 22, 23, 25-29, 32	10
KZZP Account Executive	1, 3-12, 14-20, 22, 23, 25-29, 32	23
KGME Account Executive	1, 3-12, 14-20, 22, 23, 25-29, 32	11
KYOT Account Executive	1, 3-12, 14-20, 22, 23, 25-29, 32	9
KMXF Account Executive	1, 3-12, 14-20, 22, 23, 25-29, 32	9
KYOT Account Executive	1, 3-12, 14-20, 22, 23, 25-29, 32	10
KMXF Account Executive	1, 3-12, 14-20, 22, 23, 25-29, 32	10
KGME Account Executive	1, 3-12, 14-20, 22, 23, 25-29, 32	14
KZZP Account Executive	1, 3-12, 14-20, 22, 23, 25-29, 32	9
KYOT Account Executive	1, 3-12, 14-20, 22, 23, 25-29, 32	9
KGME Account Executive	1, 3-12, 14-20, 22, 23, 25-29, 32	10
104.7 KISS FM Night Host	1-18, 20-22, 25-29	1
KNIX Morning Show Host	9 ²	9

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
KNIX Morning Show Host	9 ²	9
Receptionist	1-18, 20, 22, 25-29	1
KFYI Account Executive	1, 3-12, 14-20, 22, 23, 25-30	23
KGME Account Executive	1, 3-12, 14-20, 22, 23, 25-30	9
KNIX Account Executive	1, 3-12, 14-20, 22, 23, 25-30	1
KYOT Account Executive	1, 3-12, 14-20, 22, 23, 25-30	9
KFYI Account Executive	1, 3-12, 14-20, 22, 23, 25-30	9
KZZP Account Executive	1, 3-12, 14-20, 22, 23, 25-30	11
KFYI Account Executive	1, 3-12, 14-20, 22, 23, 25-30	10
KFYI Account Executive	1, 3-12, 14-20, 22, 23, 25-30	1
KMXP Account Executive	1, 3-12, 14-20, 22, 23, 25-30	10
KNIX Account Executive	1, 3-12, 14-20, 22, 23, 25-30	9
KESZ Account Executive	1, 3-12, 14-20, 22, 23, 25-30	10
KZZP Account Executive	1, 3-12, 14-20, 22, 23, 25-30	11
KFYI Account Executive	1, 3-12, 14-20, 22, 23, 25-30	10
KNIX Morning Show Producer	1-18, 20-22, 25-29	9
General Sales Manager	1-20, 22, 25-29	22
KFYI Morning Anchor/Reporter	1-18, 20-22, 25-29	1
KFYI Morning Anchor/Reporter	1-18, 20-22, 25-29	9
Continuity Director	1-18, 20, 22, 25-29, 33	1

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Continuity Director	1-18, 20, 22, 25-29, 33	6
Continuity Director	1-18, 20, 22, 25-29, 33	9
Online Content Editor	1-18, 20, 22, 25-29	1
Online Content Editor	1-18, 20, 22, 25-29	9
KMXP Account Executive	1, 3-12, 14-20, 22, 23, 25-30	1
KGME Account Executive	1, 3-12, 14-20, 22, 23, 25-30	9
KFYI Account Executive	1, 3-12, 14-20, 22, 23, 25-30	9
KESZ Account Executive	1, 3-12, 14-20, 22, 23, 25-30	23
KNIX Account Executive	1, 3-12, 14-20, 22, 23, 25-30	9
KFYI Account Executive	1, 3-12, 14-20, 22, 23, 25-30	11
Live Events Coordinator and Promotions Facilitator	1-22, 25, 29	6
Web Developer	1-18, 20, 22, 25-29	10
Web Developer	1-18, 20, 22, 25-29	29
Promotions Director	1-22, 25, 29	9
Promotions Director	1-22, 25, 29	9
National Sales Coordinator	1-18, 20, 22, 25-29	22
National Sales Coordinator	1-18, 20, 22, 25-29	27
Local Sales Manager	1-20, 22, 24-30	22
KFYI PM Drive Producer	1-18, 20-22, 25-29	10
KNIX Account Executive	1, 3-12, 14-20, 22, 23 25-30	9

KOY Account Executive	1, 3-12, 14-20, 22, 23 25-30	10
KYOT Account Executive	1, 3-12, 14-20, 22, 23 25-30	9
KGME Account Executive	1, 3-12, 14-20, 22, 23 25-30	9
KNIX Account Executive	1, 3-12, 14-20, 22, 23 25-30	10
KESZ Account Executive	1, 3-12, 14-20, 22, 23 25-30	11
KMXP Account Executive	1, 3-12, 14-20, 22, 23 25-30	10
KYOT Account Executive	1, 3-12, 14-20, 22, 23 25-30	27
KMXP Account Executive	1, 3-12, 14-20, 22, 23 25-30	27

¹ This report provides recruitment data collected from June 1, 2007 through May 23, 2008.

² Exigent Circumstance

KNIX-FM, KESZ, KYOT-FM, KOY, KFYI, KGME, KZZP, KMXF
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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	43
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 *Only accepts non-commission based positions	Yes	0
3	Arizona Broadcasters Association www.azbroadcasters.org 2302 N. 3 rd Street, Phoenix, AZ 85004 (P) 602- 252-4833	Yes	3
4	Department of Economic Security Contact: Employment Security Administration 1789 W. Jefferson, Phoenix, AZ 85007 (P) 602- 542-3667 (F) 602-258-7288	Yes	4
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 Websites Contact: Kim Fairley 4686 E. Van Buren Street, Suite 300, Phoenix, AZ 85008 (P) 602-374-6000	No	11
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 / Word of Mouth	No	65
10	Non-Employee Referral / Word of Mouth	No	33

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
11	Walk-Ins / Self-Inquiry	No	11
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	0
13	Maricopa Community Colleges www.maricopa.edu/careers *Only accepts non-commission based positions	Yes	1
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	4
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	1
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 * Only accepts Sales / Marketing positions	Yes	4
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	Yes	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 * Only accepts Programming / Promotions positions	Yes	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	6
23	Hirequest 31 Columbia Aliso Viejo, Ca 92656 (P) 866-752-7252 *Only used on selected positions ² Recruitment source added 6/28/07	No	16
24	Inside Radio Classifieds www.insideradio.com (P) 800-640-8852 * Only used on selected positions	No	2
25	www.amfmjobs.com Broadcast Employment Services 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 * Only used on selected positions	No	25
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
29	Craigs List www.craigslist.com Phoenix area	No	10
30	Clear Channel Radio Advertisements – All 8 PHX radio stations: KNIX, KFYI, KGME, KZZP, KMXR, KYOT, KOY, KESZ On-Air Announcements Contact: Kim Fairley 4686 E. Van Buren Street, Suite 300, Phoenix, AZ 85008 (P) 602-374-6000 * Only used on selected positions	No	1
31	All Access Music Group www.allaccess.com *Bulletin board postings by people in the industry.	No	2
32	New Times Contact: Daniel Zamudio PO Box 2510 Phoenix AZ 85002 (p) 602-744-6541 ³ Recruitment source added 5/24/07 *Only used on selected positions	No	4
33	Traffic Guild Directors of America Larry Keene tdga@earthlink.net 2600 Avenida Aeropuerto #114 San Juan Capistrano, CA 92675 (p) 949-429-7003 ⁴ Recruitment source added on 1/8/08 * Only used on selected positions	No	0

¹ This report provides recruitment data collected from June 1, 2007 – May 23, 2008.

² Recruitment Source was added on 6/28/07

³ Recruitment Source was added on 5/24/07

⁴ Recruitment Source was added on 1/8/08

III. RECRUITMENT INITIATIVES

For the Period of June 1, 2007 – May 31, 2008

Type of Recruitment Initiative	Brief Description of Activity
<p>Participated in Job Fairs</p>	<p>Participated in Hirequest job fair on June 28, 2007 at the Embassy Suites at 2630 E Camelback Rd, Phoenix. KFYI promoted the event. The event was attended by General Sales Managers, Local Sales Managers, NTR Manager, Executive Assistant to GM, and Executive Assistant to the DOS.</p> <p>Participated in Hirequest job fair on August 29, 2007 at the Embassy Suites at 2630 E Camelback Rd, Phoenix. KFYI promoted the event. The event was attended by General Sales Managers, Local Sales Manager, Executive Assistant to GM, Executive Assistant to the DOS and Human Resources Manager.</p> <p>Participated in Hirequest job fair on November 13, 2007 at the Embassy Suites at 2630 E Cambelback Rd, Phoenix. KFYI promoted the event. The event was attended by General Sales Managers, Local Sales Manger, Executive Assistant to the DOS, and HR Manager.</p> <p>Participated in Hirequest job fair on January 29, 2008 at the Embassy Suites at 2630 E Cambelback Rd, Phoenix. KFYI promoted the event. The event was attended by General Sales Managers, Local Sales Mangers, Executive Assistant to GM, Executive Assistant to the DOS, and HR Manager.</p> <p>Participated in Hirequest job fair on March 11, 2008 at the Embassy Suites at 2630 E Camelback Rd, Phoenix. KFYI promoted the event. The event was attended by General Sales Managers, Executive Assistant to the DOS and HR Manager.</p> <p>Participated in Department of Economic Security/ East Valley Tribune/Monster Career Expo on March 26, 2008 at the Arizona State Fair Grounds in Phoenix. The event was attended by Human Resources Manager, Executive Assistant to GM, and Executive Assistant to the DOS. Partnered with DES on-air over all 8 Clear Channel stations to solicit the event and our attendance. Partnered with Department of Economic Security, East Valley Tribune and Monster.com—Aired ads over all 8 Clear Channel Stations and posted on Websites.</p>

	<p>Participated in the (ABA) Arizona Broadcaster's Association's Annual Convention and Job Fair at Scottsdale Community College on April 3, 2008. Promoted the event and our attendance on-air on all 8 Clear Channel Radio stations. Human Resources Manager.</p>
<p>Program Relating to Broadcast Careers</p>	<p>Kim Fairley, HR Manager, was a speaker to a group of clients at AWEE (Arizona Women's Education and Employment, Inc) on September 19, 2007. The clients were interested in learning about the different administrative and sales positions available at Clear Channel Radio.</p> <p>Joe Huizenga, KGME Producer participated in the Walter Cronkite School's Media Career Night II at Arizona State University on October 29, 2007. He helped students better understand the vast career options in the field of Radio.</p> <p>KMXP Account Executive, Roberta Anderson participated in Arizona State University's Collegiate Chapter of the American Marketing Association on November 1, 2007. She spoke to students about Radio Advertising and different careers available in Radio.</p> <p>KFYI News Director, Melody Birkett, participated in Arizona State University and Latino Media Association High School Multi Media Workshop on February 29, 2008. "How Radio Handled the Story" was the topic.</p>
<p>Participated in an Internship Program sponsored by an Educational Institution.</p>	<p>Participated in an internship program with Arizona State University from May 30, 2007 through August 3, 2007. The 2 students who participated worked 4 days per week for KGME. KGME Producer, Mike Bauer managed the internship program. Interns worked side by side our programming staff as they learned the day to day operations of our 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 Clear Channel Corporate through Bayliss from June 11, 2007 – August 3, 2007. The intern worked for our Internet Department and was managed by Ron Gerson, Internet Resources Director. The student worked 30 hours per week.</p> <p>Participated in an internship program with Arizona State University from September 4, 2007 through December 5, 2007. The student who participated worked 2 days per week for KGME. KGME Producer, Mike Bauer managed</p>

	<p>the internship program. Interns worked side by side our programming staff as they learned the day to day operations of our 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 Arizona State University from January 14, 2008 through April 30, 2008. The student who participated worked 2 days per week for KGME. KGME Producer, Mike Bauer managed the internship program. Interns worked side by side our programming staff as they learned the day to day operations of our 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>Designed an activity to widely disseminate information about employment opportunities</p>	<p>Began on-air spots on KOY to recruit for Account Executive Positions. The spots ran September 28, 2007 - October 14, 2007. The spots were put together by KOY LSM, Sean Johnson.</p> <p>Began on-air spots on KMXP and KNIX to recruit for Account Executive Positions. The spots ran from January 28 - 29, 2008 and February 25-30, 2008. The spots were put together by Sales Trainer, Dave McMinn.</p> <p>Began on-air spots on KESZ, KNIX, KMXP, KYOT, KGME, KISS and KOY for Account Executive Positions. The ads ran on February 25 - March 20, 2008. The ads were put together by David McMinn, Sales Trainer.</p>
<p>Established a Mentoring Program for Account Executives</p>	<p>July 2007: A Mentoring Program was established for the Sales Department. It was established as part of the new-hires training process. It is also be an opportunity for seasoned Account Executives to share their successes. This is a one-year program. The plan was put together by DOS, Jeff England, General Sales Managers: Linda Little and Art Morales and NTR Manager Linda French.</p> <p>January 1, 2008: Established a training program for the Sales Department. The sales manager spends $\frac{3}{4}$ of his time training and the other managing some accounts. The role is to provide training to all sales staff; provide research material; conduct training seminars to new Account Managers; and do initial interviews for all Account Executive applicants.</p>