

**KNIX-FM, KESZ, KYOT-FM, KOY, KFYI, KGME, KZZP, KMXP
EEO PUBLIC FILE REPORT**

June 1, 2010 – May 31, 2011

I. VACANCY LIST

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

***Revised on January 26, 2012, to correct data in section II*

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
KFYI Morning Talk Show Producer	2-24	14
KNIX Barrel Boy	EXIGENT CIRCUMSTANCE	
Digital Sales Coordinator	1-25	1
Account Executive	2-18, 20, 22-25	8
Account Executive	2-18, 20, 22-25	14
Promotions Coordinator	EXIGENT CIRCUMSTANCE	
KMXP Morning Show Co-Host/Producer	2-24	18
Events Manager	2-24	8
KZZP/KNIX Asst Program Director	2-24, 26	14
Digital Program Director	2-25, 27-29	18
Sales Assistant/Key Account Coordinator	2-25	8
Sales Assistant/Key Account Coordinator	2-25	8
Account Executive	2-18, 20, 22-25	8
Account Executive	2-18, 20, 22-25	20
KEZ On Air/Audio Producer	2-25	14
Online Design Coordinator	1-24	1
Account Executive	2-18, 20, 22-25	14
Account Executive	2-18, 20, 22-25	23
Online Design Coordinator	1-23	1
Account Executive	2-18, 20, 22-23	14
Account Executive	2-18, 20, 22-23	8
Director, Johnjay & Rich Morning Show	2-23	14

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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	Ad 2 Phoenix Job Bank ¹ PO Box 25586 Tempe, Arizona 85285 www.ad2phoenix.com Fax : Manual posting Career Services	N	6
2	Alpha Pacific Institute and Studios 4801 E McDowell Rd Suite 200 Phoenix, Arizona 85008 Phone : 602-244-0300 Email : studentservices@cox.net Fax : 1-602-244-0304 Career Services	Y	0
3	AMFM Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : info@amfmjobs.com Fax : Manual posting Career Services	Y	0
4	Arizona Broadcasters Association Job Bank (ABA) 426 N 44th St Suite 301 Phoenix, Arizona 85008 Phone : 602-252-4833 Email : info@azbroadcasters.org Fax : Manual posting Jennifer Latko	Y	1
5	Arizona State University / Sun Devil Career Center PO Box 871312 Tempe, Arizona 85281 Phone : 480-965-2350 Email : careerservices@asu.edu Fax : Manual posting Career Services	Y	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
6	Arizona Women's Education & Employment, Inc (AWEE) 640 N 1st Ave Phoenix, Arizona 85003 Phone : 602-223-4333 Email : kateoconor@awee.com Fax : 1-602-223-4338 Kate O Connor	Y	0
7	Chandler Hill Partners 3200 N Central Ave Suite 2400 Phoenix, Arizona 85012 Phone :602-248-8893 Email : bsmith@chandlerhill.com Fax : 602-248-8987 Brandi Smith	Y	0
8	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 clearcareers.clearchannel.com Fax : Manual posting Career Services	N	18
9	Clear Channel Phoenix Websites 4686 E Van Buren St Suite 300 Phoenix, Arizona 85008 www.kez999.com Fax : Manual posting Career Services	N	5
10	Collins College 1140 S Priest Dr Tempe, Arizona 85281 Phone : 480-446-1111 Email : aroberts@collinscollege.edu Fax : 1-480-446-1177 Amy Roberts	Y	4
11	Department of Economic Security 1789 W Jefferson Phoenix, Arizona 85007 Phone : 602-542-3667 Fax : 1-602-268-3594 Career Services	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
12	Department of Veteran Affairs 3333 N Central Ave Phoenix, Arizona 85012 Phone :602-255-3373 Email : jacqueline.zepp@va.gov Fax : 1-602-627-2804 Jacqueline Zepp	Y	0
13	East Valley Institute of Technology 1601 W Main Mesa, Arizona 85201 Phone : 480-461-4000 Email : sgrosz@evit.com Steve Grosz	Y	0
14	Employee Referral/Word of Mouth Manual posting	N	23
15	Focus Employment Services 2345 E Thomas Rd Suite 412 Phoenix, Arizona 85016 Phone : 602-312-1045 Email : kareng@msn.com Fax : 1-480-994-4155 Karen Gardner	Y	0
16	Fresh Start Women's Foundation 1130 E McDowell Rd Phoenix, Arizona 85006 Phone : 602-261-7161 Email : astakes@fswf.org Fax : 1-602-257-9691 Amy Stakes	Y	0
17	Greater Phoenix Urban League 1402 S 7th Ave Phoenix, Arizona 85007 Phone : 602-254-5611 Fax : 1-602-253-7359 Mel Hannah	Y	0
18	Internal Promotions/Transfer Manual posting	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
19	Maricopa Community Colleges Career Network District Office 2411 W 14 th St Tempe, AZ 85281 Phone: 480-731-8000 Manual posting Career Services (will not accept commission only postings)	Y	0
20	Non-Employee Referral/Word-of-Mouth Manual posting	N	10
21	South Mountain Community College 7050 S 24th St Phoenix, Arizona 85042 Phone : 602-243-8000 Email : suzanne.hipps@smcmail.maricopa.edu Fax : 1-602-243-8383 Suzanne Hipps (will not accept commission only postings)	Y	0
22	The Greater Phoenix Black Chamber of Commerce 201 E Washington Suite 350 Phoenix, Arizona 85004 Phone : 602-307-5200 Email : info@blackchamber.com Fax : 1-602-307-5204 Channel Powe	Y	0
23	Walk-Ins/Self -Referral Manual posting	N	5
24	Internal Clear Channel Radio Employee Posting ² Contact: Kim Fairley 4686 E Van Buren St, Suite 300, Phoenix, AZ 85008 (p)602-374-6000	N	2
25	Phoenix Hires Job Fair www.nationalcareerairs.com National Career Fairs Contact: Peggy Hillman (P) 702-614-9537	N	2
26	Country Air Check www.countryaircheck.com 1102 17 th Ave South Suite 205 Nashville, TN 37212	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
27	Paidcontent.org Content Next Media 49 W 27 th St, 10 th Fl New York, NY 10001	N	0
28	Mediabistro.com 475 Park Ave South, 4 th Floor New York, NY 10016 212-389-2000	N	0
29	Digital Music News Rochell Abonalla rochell@digitalmusicnews.com 310-928-1498	N	0

TOTAL

81

¹ 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.

² Effective January 3, 2011, we no longer used this source. Employees were directed to the website for job openings.

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	7/12/10	Participation in Job Fairs	Participated in PhoenixHires Job Fair on 7/2/10 at the Phoenix Marriott, 1101 N 44th St, Phoenix. The HR Manager attended this event.	1	HR Mgr	0.25
2	8/2/10	Establishment of an intern program designed to assist members of the community	Intern from Loyola Marymount University, Los Angeles, CA. Intern for Director of Programming worked with KGME's programming department. Time was also spent with other departments to learn what else the broadcasting industry has to offer. Intern from 4/10-8/10.	1	Dir of Programming	1.00
3	8/2/10	Establishment of an intern program designed to assist members of the community	Interns from Mesa Community College. Intern for News Director and Director of Promotions and Promotions Coordinator. Time was also spent with other departments to learn what else the broadcasting industry has to offer. Intern from 5/10-8/10.	3	Promotions Director; Promotions Coordinator; News Director	1.00
4	8/2/10	Establishment of an intern program designed to assist members of the community	Interns from Arizona University. Interns for Director of Promotions and Promotions Coordinator. Worked with the Promotions department. Time was also spent with other departments to learn what else the broadcasting industry has to offer. Intern from 5/10-8/10.	2	Dir of Promotions; Promotions Coord	1.00
5	9/13/10	Participation in Job Fairs	Participated in PhoenixHires Job Fair on 9/13/10 at the Phoenix Marriott, 1101 N 44th St, Phoenix. The HR Manager attended this event.	2	HR Mgr; Exec Asst to President	0.25
6	11/15/10	Participation in Job Fairs	Participated in PhoenixHires Job Fair on 7/2/10 at the Phoenix Marriott, 1101 N 44th St, Phoenix. The HR Manager attended this event.	2	HR Mgr; Exec Asst. to Pres	0.25
7	1/27/11	Participation in events or programs sponsored by educational institutions	Participated in Fall Semester mentoring program with Arizona State University. Six ASU students teamed up with Six Clear channel employees as mentors. On 1/27/11 a Mentor Appreciation Night was held at ASU and attended by the mentors and students.	6	News Director; Online Content Editor; On-Air Host; Asst PD KGME; News Anchor; Talk Show Host.	0.25
8	2/2/11	Participation in other activities designed by the station employment unit	Participated in The Phoenix Job Corps Groundhog Shadow Day	1	HR Mgr	1.00
9	2/12/11	Participation in other activities designed by the station employment unit	Participated in the Sports and Entertainment Career Fair hosted by Phoenix Coyotes at Jobing.com Arena. In addition to the career fair there were guest speakers discussing how to break into the sports and entertainment field	1	XTRA Sports AE	1.00
10	2/16/11	Participation in events or programs sponsored by educational institutions	Attended Mesquite Jr. High Career Day. Talked about the different career opportunities in Radio.	3	HR Manager; Exec Asst to President; KGME Asst PD	0.25

11	3/11/11	Participation in events or programs sponsored by educational institutions	Participated in Westview High School Career Day in Avondale	1	HR Manager	0.25
12	4/7/11	Hosting of Job Fair	Arizona Broadcasters Association Career Fair--Clear Channel Radio Phoenix took ownership of this job fair and promoted the event on our stations. The event was held at Scottsdale Community College	1	HR Manager	1.00
13	6/16/10	Participation in events or programs sponsored by educational institutions	Station tour given by an Events Manager to students from the Foundation for Blind Children. They were told about different jobs in Radio. They spent time with the KNIX Morning Show, Ben and Matt	4	Events Manager; On Air Hosts; Producer	0.25
14	5/18/11	Establishment of an intern program designed to assist members of the community	Internship with 22 ASU students. They interned in Programming, Promotions and News. The ASU students also spent time in other departments to learn what Broadcasting had to offer.	8	KISS Exec Prod & KGME APD Promotions Dir, Promotions Coord., MIX Producer News Director	1.00

TOTAL POINTS OVER REPORTING PERIOD: 8.75