

**KESZ-FM, KFYI-AM, KGME-AM, KMXF-FM, KNIX-FM, KOY-AM, KYOT-FM,  
KZZP-FM**

**EEO PUBLIC FILE REPORT**

**June 1, 2013 - May 31, 2014**

**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>
INTEGRATED MEDIA ACCOUNT EXECUTIVE <sup>1</sup>	2-3, 5-7, 9, 11, 14-18, 20, 21, 30, 31, 33	9
PROGRAM DIRECTOR 104.7 KISS FM	1-7, 9, 11, 14-18, 20-21, 25, 29-31	1
ENGINEERING ASSISTANT	2-7, 9, 11, 14-18, 20-22, 25, 29-31, 33	33
ONLINE CONTENT COORDINATOR	2-7, 9, 11, 14-18, 20-21, 23, 25, 29-31, 33	23
ON AIR TALENT	2-7, 9, 11-12, 14-18, 20-21, 25, 29-31, 33	33
EXECUTIVE ASSISTANT TO VP OF SALES	2-7, 9, 11-12, 14-18, 20-23, 25, 29-31, 33	22
PART TIME PROMOTIONS REMOTE TECH	2-7, 9, 11, 14-18, 20-21, 25, 29-31, 33	33
PART TIME PROMOTIONS REMOTE TECH	2-7, 9, 11, 14-18, 20-21, 25, 29-31, 33	33
PART TIME PROMOTIONS REMOTE TECH	2-7, 9, 11, 14-18, 20-21, 25, 29-31, 33	33
TECHNICAL DIRECTOR	2-7, 9, 11, 14-18, 20-22, 25, 29-31, 33	33
TECHNICAL DIRECTOR	2-7, 9, 11, 14-18, 20-22, 25, 29-31, 33	9
KEY ACCOUNT COORDINATOR	2-7, 9, 11, 14-18, 20-23, 25, 29-31, 33	22
FOX SPORTS 910 PHOENIX AFTERNOON HOST	2-7, 9, 11, 13-18, 20-21, 25, 29-31, 33	33
TRAFFIC MANAGER	2-7, 9, 11, 14-18, 20-21, 23, 25, 29-31, 33	23
SALES COORDINATOR	2-7, 9, 11, 14-18, 20-21, 25, 29-31, 33	33
INTEGRATED MEDIA ACCOUNT EXEUCTIVE	2-7, 9, 11, 14-18, 20-21, 30-31, 33	33
INTEGRATED MEDIA ACCOUNT EXEUCTIVE	2-7, 9, 11, 14-18, 20-21, 30-31, 33	33
INTEGRATED MEDIA ACCOUNT EXEUCTIVE	2-7, 9, 11, 14-18, 20-21, 30-31, 33	33
DIGITAL & INTEGRATED MEDIA PROJECT MANAGER	2-7, 9, 11, 14-18, 20-22, 24-25, 28-31	9
GENERAL SALES MANAGER	2-7, 9, 11, 14-18, 20-21, 23-25, 29-31, 33	24
BRAND INTEGRATION GROUP ACCOUNT EXEC	2-7, 9, 11, 14-18, 20-22, 30-31, 33	33
BRAND INTEGRATION GROUP ACCOUNT EXEC	2-7, 9, 11, 14-18, 20-22, 30-31, 33	33

<sup>1</sup> This job posting was inadvertently left off the 2013-2014 job file.

**KESZ-FM, KFYI-AM, KGME-AM, KMXF-FM, KNIX-FM, KOY-AM, KYOT-FM,  
KZZP-FM**

**EEO PUBLIC FILE REPORT**

**June 1, 2013 - May 31, 2014**

PART TIME PROMOTIONS REMOTE TECH	2-7, 9, 11, 14-18, 20-22, 25, 29-31, 33	33
PART TIME PROMOTIONS REMOTE TECH	2-7, 9, 11, 14-18, 20-22, 25, 29-31, 33	33
PART TIME PROMOTIONS REMOTE TECH	2-7, 9, 11, 14-18, 20-22, 25, 29-31, 33	9
PART TIME PROMOTIONS REMOTE TECH	2-7, 9, 11, 14-18, 20-22, 25, 29-31, 33	33
PART TIME PROMOTIONS REMOTE TECH	2-7, 9, 11, 14-18, 20-22, 25, 29-31, 33	33
PART TIME PROMOTIONS REMOTE TECH	2-7, 9, 11, 14-18, 20-22, 25, 29-31, 33	33
PART TIME PROMOTIONS REMOTE TECH	2-7, 9, 11, 14-18, 20-22, 25, 29-31, 33	33
MORNING SHOW PRODUCER	2-7, 9, 11, 14-18, 20-21, 25, 29-31, 33	33
GENERAL SALES MANAGER	2-7, 9, 11, 14-18, 20-21, 23-25, 29-31, 33	33
PT TECHNICAL DIRECTOR	2-7, 9, 11, 14-18, 20-22, 25, 28-31, 33	33
KFYI ANCHOR/REPORTER FT	2-7, 9, 11, 14-18, 20-22, 25, 29-31, 33	33
KEY ACCOUNT COORDINATOR	2-7, 9, 11, 14-18, 20-21, 23, 25, 29-31	23
RECEPTIONIST	2-7, 9, 11, 14-18, 20-21, 25, 29-31, 33	33
BRAND INTEGRATION GROUP ACCOUNT EXEC	2-9, 11, 14-21, 24, 30-33	33
BRAND INTEGRATION GROUP ACCOUNT EXEC	2-9, 11, 14-21, 24, 30-33	9
INTEGRATED MEDIA ACCOUNT EXECUTIVE	2-7, 9, 11, 14-18, 20-21, 27, 30-31, 33	27
INTEGRATED MEDIA ACCOUNT EXECUTIVE	2-7, 9, 11, 14-18, 20-21, 27, 30-31, 33	33
TRAFFIC MANAGER	2-7, 9-11, 14-22, 25-26, 28-31, 33	33

**KESZ-FM, KFYI-AM, KGME-AM, KMXF-FM, KNIX-FM, KOY-AM, KYOT-FM,  
KZZP-FM**

**EEO PUBLIC FILE REPORT**

**June 1, 2013 - May 31, 2014**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 www.allaccess.com Career Services Manual Posting	N	2
2	Alpha Pacific Institute and Studios 4801 E McDowell Rd Suite 200 Phoenix, Arizona 85008 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 www.amfmjobs.com Fax : 1-760-754-2115 Career Services Manual Posting	Y	0
4	Anthem College Online 16404 N Black Canyon Hwy Suite 180 Phoenix, Arizona 85053 Phone : 602-889-2744 www.anthemonline.com Email : jtorres@anthem.edu Fax : 1-602-391-2410 J Torres	Y	0
5	Arizona Broadcasters Association Job Bank (ABA) 426 N 44th St Suite 301 Phoenix, Arizona 85008 Phone : 602-252-4833 www.azbroadcasters.org Fax : 1-602-252-5265 Jennifer Latko Manual Posting	Y	1

**KESZ-FM, KFYI-AM, KGME-AM, KMXF-FM, KNIX-FM, KOY-AM, KYOT-FM,  
KZZP-FM**

**EEO PUBLIC FILE REPORT**

**June 1, 2013 - May 31, 2014**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
6	Arizona State University / Sun Devil Career Center PO Box 871312 Tempe, Arizona 85281 www.asu.edu/career.com Career Services Manual Posting	Y	1
7	Arizona Women's Education & Employment, Inc (AWEE) 640 N 1st Ave Phoenix, Arizona 85003 Phone : 602-223-4333 www.awee.org Email : kateoconor@awee.com Fax : 1-602-223-4338 Kate O Connor	Y	0
8	Careerbuilder.com 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Career Services Manual Posting	N	3
9	ClearCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 http://www.clearcareers.com Clear Channel Corporate Manual Posting	N	27
10	Clearchannel.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 http://www.clearchannel.jobs Clear Channel Corporate Manual Posting (source added 3/14)	N	0
11	Collins College 1140 S Priest Dr Tempe, Arizona 85281 Phone : 480-446-1111 www.collinscollege.edu Email : aroberts@collinscollege.edu Fax : 1-480-446-1177 Amy Roberts	Y	1

**KESZ-FM, KFYI-AM, KGME-AM, KMXF-FM, KNIX-FM, KOY-AM, KYOT-FM,  
KZZP-FM**

**EEO PUBLIC FILE REPORT**

**June 1, 2013 - May 31, 2014**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
12	Craig's List P.O. Box 225159 San Francisco, California 94122 www.craigslist.com Career Services Manual Posting	N	2
13	Current Employee	N	1
14	Department of Economic Security 4635 S Central Ave Phoenix, Arizona 85040 Phone : 602-771-0630 Email : MBernard@azdes.gov Fax : 1-602-268-3594 Career Services	Y	0
15	Department of Veteran Affairs 3333 N Central Ave Phoenix, Arizona 85012 <a href="http://www.phoenix.va.gov/">http://www.phoenix.va.gov/</a> Email : jacqueline.zepp@va.gov Fax : 1-602-627-2804 Jacqueline Zepp	Y	0
16	East Valley Institute of Technology 1601 W Main Mesa, Arizona 85201 Phone : 480-461-4000 www.evit.com Email : sgrosz@evit.com Steve Grosz	Y	0
17	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

**KESZ-FM, KFYI-AM, KGME-AM, KMXF-FM, KNIX-FM, KOY-AM, KYOT-FM,  
KZZP-FM**

**EEO PUBLIC FILE REPORT**

**June 1, 2013 - May 31, 2014**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
18	Fresh Start Women's Foundation 1130 E McDowell Rd Phoenix, Arizona 85006 Phone : 602-261-7161 www.wehelpwomen.com Email : astakes@fswf.org Fax : 1-602-257-9691 Amy Stakes	Y	0
19	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 http://www.glassdoor.com OpenHire Source Manual Posting (source added 3/14)	N	0
20	Goodwill of Central Arizona 2626 W Beryl Ave Phoenix, Arizona 85021 Phone : 602-535-4173 Email : joe.cosgrove@goodwillaz.org Fax : 1-602-535-4358 Joe Cosgrove	Y	0
21	Greater Phoenix Urban League 1402 S 7th Ave Phoenix, Arizona 85007 Phone : 602-254-5611 Email : chaymore@gphxul.org Fax : 1-602-253-7359 Chester Haymore	Y	0
22	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 http://www.indeed.com OpenHire Source Manual Posting (source added 3/14)	N	18
23	Internal Transfer/Promotion	N	10
24	Linked In	N	9

**KESZ-FM, KFYI-AM, KGME-AM, KMXF-FM, KNIX-FM, KOY-AM, KYOT-FM,  
KZZP-FM**

**EEO PUBLIC FILE REPORT**

**June 1, 2013 - May 31, 2014**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
25	Maricopa Community Colleges Career Network Arizona www.maricopa.edu/careers Career Services Manual Posting (does not accept commission only jobs)	Y	0
26	recruit.net 2706 The Centrium 60 Wyndham St Central, Hong Kong Phone : 852-2525-0555 http://www.recruit.net OpenHire Source Manual Posting (source added 3/14)	N	0
27	Self Referral	N	2
28	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 http://www.simplyhired.com OpenHire Source Manual Posting (source added 3/14)	N	2
29	South Mountain Community College 7050 S 24th St Phoenix, Arizona 85042 Phone : 602-243-8000 www.southmountaincc.edu Email : suzanne.hipps@southmountaincc.edu Fax : 1-602-243-8383 Suzanne Hipps (does not accept commission only jobs)	Y	0
30	Station Websites 4686 E Van Buren St Suite 300 Phoenix, Arizona 85008 www.kez999.com; www.knixcountry.com; www.1047kissf Career Services Manual Posting	N	0

**KESZ-FM, KFYI-AM, KGME-AM, KMXF-FM, KNIX-FM, KOY-AM, KYOT-FM,  
KZZP-FM**

**EEO PUBLIC FILE REPORT**

**June 1, 2013 - May 31, 2014**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
31	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
32	theladders.com Manual Posting	N	1
33	Word of Mouth Referral	N	47
			<b>127</b>

**TOTAL INTERVIEWS OVER REPORTING PERIOD:**



**KESZ-FM, KFYI-AM, KGME-AM, KMXF-FM, KNIX-FM, KOY-AM, KYOT-FM,  
KZZP-FM**

**EEO PUBLIC FILE REPORT**

**June 1, 2013 - May 31, 2014**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	6/10/2013	Participation in Job Fairs	Participated in Arizona State University June Career Mixer. At the Mixer resumes were solicited and questions were answered about our stations.	1	Market President	0.25
2	7/28/2013	Participation in events or programs sponsored by educational institutions	Director of Marketing and Promotions became a Mentor for August 2013 - May 2014 school year for Arizona State University Walter Cronkite School of Journalism. This program pairs a freshman with a professional.	1	Starkovich	0.25
3	9/13/2013	Establishment of an intern program designed to assist members of the community	From May 2013 - August 2013 16 students from Arizona State University interned with KGME, KMXF, KZZP, KESZ and KFYI Programming, Marketing and Promotions departments. The interns participated in the daily duties of the departments, worked outside events, contributed content to our websites and blogs, and screened calls.	7	Dir of Programming News Director Asst PD Executive Producer	1.00
4	9/13/2013	Establishment of an intern program designed to assist members of the community	From May 2013 - August 2013 1 student from Western Kentucky University interned with KZZP in the Programming Department. The intern participated in the daily duties of programming, contributed content to our website and blog and screened calls.	1	Producer	1.00
5	11/6/2013	Participation in events or programs sponsored by educational institutions	Participated in the Fall Job Fair for Mesa Community College. HR Manager attended and talked to students and people in the community about the job opportunities available at Clear Channel.	1	HR	0.25
6	12/13/2013	Establishment of an intern program designed to assist members of the community	From August 2013 through December 2013 our SEU hosted an internship program for one student from Estrella Mountain Community College. The student worked the KZZP programming department where they participated in the daily duties of the department, contributed content to our website and blogs and screened calls.	1	Producer	1.00

**KESZ-FM, KFYI-AM, KGME-AM, KMXP-FM, KNIX-FM, KOY-AM, KYOT-FM,  
KZZP-FM**

**EEO PUBLIC FILE REPORT**

**June 1, 2013 - May 31, 2014**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
7	12/13/2013	Establishment of an intern program designed to assist members of the community	From August 2013 through December 2013, our SEU hosted an internship program for 13 students from Arizona State University. the students worked in KMXP, KZZP, KESZ, KGME, Web, Promotion and Integrated Marketing Departments where they participated in the daily duties of the departments, worked outside events, contributed to content to our websites and blogs, and screened calls.	7	Producer On Air Digital Mgr Promotions Dir	1.00
8	3/7/2014	Participation in events or programs sponsored by educational institutions	Attended Mesquite Jr High Career Day in Gilbert, Arizona. Talked to groups of students about jobs in Radio. There was a Q & A session at the end of the talk.	1	HR Manager	0.25
9	4/3/2014	Hosting of Job Fair	Arizona Broadcasters Career Fair. We advertised this job fair as our own on KOY. We accepted applications and guided interested applicants to apply on-line. Held out East Valley Institute of Technology in Mesa.	1	HR Manager	1.00
10	5/19/2014	Establishment of an intern program designed to assist members of the community	From January 2014 through May 2014, our SEU hosted an internship program for 17 students from Arizona State University. the students worked in KMXP, KZZP, KESZ, KGME, KNIX, KFYI, Promotion and Integrated Marketing Departments where they participated in the daily duties of the departments, worked outside events, contributed to content to our websites and blogs, and screened calls.	8	Asst PD KGME KNIX Producer Promotions Director KISS Producer	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>7.00</b>