

EEO PUBLIC FILE REPORT

KGB-FM, KHTS-FM, KIOZ-FM, KUSS-FM, KMYI-FM, KOGO-AM, KLSD-AM

August 1, 2006 through July 31, 2007

I. VACANCY LIST

Page 1 of 2

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Engineer – All: GA0706-02	1,3,5,9,13–19,27, 30-31,33-38,41-44	3
Traffic Coordinator – All: GA0606-02	1,3,5,9,13–19,27, 30-31,33-38,41-44	27
Promotions Asst – KUSS: PR1406-02	1,3,5,9,13–19,27, 30-31,33-38,41-44	27
AM On-Air – KUSS: PD1706-03	1,3,5,9,13–19,27, 30-31,33-38,41-44	27
Asst AM Producer–KUSS:PD1606-03	1,3,5,9,13–19,27, 30-31,33-38,41-44	31
On-Air MIDDAYS – KMYI: PD1206-03	1,3,5,9,13–19,27, 30-31,33-38,41-44	1
AE – KHTS: AE0806-01	1,3,5,7,9,13–19,27, 30-31,33-38,41-44	27
AE – KIOZ: AE1306-02	1,3,5,7,9,13–19,27, 30-31,33-38,41-44	27
AE – KIOZ: AE1406-02	1,3,5,7,9,13–19,27, 30-31,33-38,41-44	27
AE – KMYI: AE0906-02	1,3,5,7,9,13–19,27, 30-31,33-38,41-44	1
AE – KLSD: AE06-03 *	1,3,5,7,9,13–19,27, 30-31,33-38,41-44	5
AE – KGB: AE06-03 *	1,3,5,7,9,13–19,27, 30-31,33-38,41-44	27
AE – NTR: AE06-04*	1,3,5,9,13–19,27, 30-31,33-38,41-44	27
AE – NTR: AE06-04*	1,3,5,9,13–19,27, 30-31,33-38,41-44	27
Marketing Coord – All: AE1806-03	1,3,5,9,13–19,27, 30-31,33-38,41-46	27
Traffic Coord – All: GA0806-03	1,3,5,9,13–19,27, 30-31,33-38,41-44	1
Traffic Manager – KGB: GA0906-04	1,3,5,9,13–19,27, 30-31,33-38,41-46	27
Office Assistant – All: GA1006-04	1,3,5,9,13–19,27, 30-31,33-38,41-44	31
AE – KHTS: AE 07-01 *	1,3,5,9,13–19,27, 30-31,33-38,41-44	27
AE – KUSS: AE0107-01	1,3,5,9,13–19,27, 30-31,33-38,41-44	27
Receptionist – All: GA1106-04	1,3,5,9,13–19,27, 30-31,33-38,41-45	1
Sales Asst–KOGO/KLSD:GA0207-01	1,3,5,9,13–19,27, 30-31,33-38,41-45	45
Network Admin–All:GA0107-01	1,3,5,9,13–19,27, 30-31,33-38,41-46	46
AE - KOGO: AE0702*	1,3,5,9,13–19,27, 30-31,33-38,41-44	27
AE - KMYI: AE0702*	1,3,5,9,13–19,27, 30-31,33-38,41-44	27

**August 1, 2006 through July 31, 2007
(cont)**

I. VACANCY LIST

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
AE – KUSS: AE0702*	1,3,5,9,13–19,27, 30-31,33-38,41-44	23
AE – KMYI: AE0702*	1,3,5,9,13–19,27, 30-31,33-38,41-44	27
Promotions Asst – KOGO: PR0407-02	1,3,5,9,13–19,27, 30-31,33-38,41-44	1
AE – KIOZ: AE0707-02	1,3,5,9,13–19,27, 30-31,33-38,41-44	23
AE – KIOZ: AE0807-02	1,3,5,9,13–19,27, 30-31,33-38,41-44	27
On-Line Content Coordinator – All: GA0607-02	1,3,5,9,13–19,27, 30-31,33-38,41-46	45
AE – KUSS: AE0307-02	1,3,5,9,13–19,23, 27, 30-31,33-38,41-44	23
AE – KUSS: AE0407-02	1,3,5,9,13–19,27, 30-31,33-38,41-44	27
AE – KOGO/KLSD: AE0507-02	1,3,5,7,9,13–19,23,27,30-31,33-38,41-44	27
AE – KGB: AE0207-01	1,3,5,9,13–19,23,27, 30-31,33-38,41-44	27
Streaming Traffic Coord – All: GA0207-02	1,3,5,9,13–19,27, 30-31,33-38,41-44	27
Sales Assistant – KMYI: GA1107-02	1,3,5,9,13–19,27, 30-31,33-38,41-45	45
On-Line Content Coordinator – All: GA0607-02	1,3,5,9,13–19,27, 30-31,33-38,41-46	46
On-Line Content Coordinator – All: GA0607-02	1,3,5,9,13–19,27, 30-31,33-38,41-46	5
On-Line Content Coordinator – All: GA0607-02	1,3,5,9,13–19,27, 30-31,33-38,41-46	48
AE – KUSS: AE1307-02	1,3,5,7,9,13–19,23,27, 30-31,33-38,41-44	27
AE – KGB: AE07-03*	1,3,5,7,9,13–19,23,27, 30-31,33-38,41-44	27

- Data Collected from August 1, 2006 through July 25, 2007
- * Represents Positions Filled through AE Open Posting

**KGB-FM, KHTS-FM, KIOZ-FM, KUSS-FM, KMYI-FM,
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August 1, 2006 through July 31, 2007

II. MASTER RECRUITMENT SOURCE LIST

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notice?	No of Interviewees Referred by RS over 12 month period
1	Internal Posting/Internal Candidate/ CC Transfers	No	18
2	Radio Station On-Air Advertisement 9660 Granite Ridge Drive; San Diego, CA 92123 (858) 522-5469 Contact: S. Mankouski	No	0
3	San Diego Jobs Website sandiego.clearchannel.com 9660 Granite Ridge Drive; San Diego, CA 92123 (858) 522-5469 Contact: S. Mankouski	No	30
4	Radio Station Website Advertisement 9660 Granite Ridge Drive; San Diego, CA 92123 (858) 522-5469 Contact: S. Mankouski	No	N/A
5	Clear Careers Website www.clearcareers.com	No	18
6	HireDiversity Website www.hirediversity.com	No	Corporate Canceled
7	The Diversity Group Employment Website www.thediversitygroup.org P.O. Box 740948; San Diego, CA 92174 (619) 264-4555 Contact: Oran Brown	No	0
8	“Diversity Employment” Publication P.O. Box 740948; San Diego, CA 92174 (619) 264-4555 Contact: Oran Brown	No	N/A
9	Southern California Broadcasters Association 5670 Wilshire Blvd., Ste 1370; Los Angeles, CA 90036 (323)904-4105 Contact: LaFern Watkins	No	0
10	San Diego Union Tribune – Classified Ads San Diego, CA 92112 (619) 299-5971 Contact:	No	N/A

11	North County Times – Classified Ads 207 E. Pennsylvania Avenue; Escondido, CA 92025 (760) 740-5443 Contact: Lynda Khoury	No	N/A
12	The Press Enterprise – Classified Ads 3512 Fourteenth Street; Riverside, CA 92501 (909) 684-1200 Contact: Ginny Pendleton	No	N/A
13	Mt. San Jacinto Community College 1499 North State Street; San Jacinto, CA 92583 Contact: Amy Uribe Email auribe@msjc.edu P: 909-487-6752 x1442 F: 909-654-3945	Yes	0
14	Palomar College - KKSM AM 1320 1140 West Mission Road; San Marcos, CA 92069 Contact: Meg Banta MBanta@palomar.edu P: 760-744-1150 x5576	Yes	0
15	Cuyamaca College – Job Placement Office 900 Rancho San Diego Parkway; El Cajon, CA 92019 Contact: Laurie Brown laurie.brown@gcccd.net P: 619-660-4437 F: 619-660-4294	Yes	0
16	San Diego City College – Career Center 1313 12 th Avenue; San Diego, CA 92101 Contact: Larry Maxey lmaxey@sdccd.net P: 619-388-3722 F: 619-388-3403	Yes	0
17	Fleet & Family Support Center 3005 Corbina Alley, Ste 1; San Diego, CA 92136 Contact: Monte Jones jones.monte@ns.cnrsw.navy.mil P: 619-556-9866 F: 619-556-9884	Yes	0
18	Employment Development Department 8810 Rio San Diego Dr; San Diego, CA 92108 Contact: Bernice Jenkins, VARO, RM 3315 Bjenkin1@edd.ca.gov P: 619-400-0081 F: 619-400-0080	Yes	0
19	Employment Development Department 924 East Main Street; El Cajon, CA 92021 Contact: Terry Jensen tjensen@edd.ca.gov P: 619-425-1584 F: 619-441-2395	Yes	0
20	Regional Occupational Program (ROP) 6145 Imperial Avenue; San Diego, CA 92114 Contact: Paul Phaneuf paulphaneuf@hotmail.com P: 619-266-9607 F: 619-266-4225	Yes	Email No Longer Working
21	[intentionally blank]		

22	Job Fair #1 UCSD Media Job Fair La Jolla, California April 27, 2006	No	0
23	Job Fair #2 Hire Quest Job Fair Embassy Suites – La Jolla CA May 9, 2007	No	9
24	Job Fair #3 Hire Quest Job Fair Marriott Mission Valley – San Diego CA June 27, 2007	No	0
25	Job Fair #4 Diversity Group Job Fair Malcolm X Library & Performing Arts Ctr San Diego, CA July 27, 2007	No	0
26	[intentionally blank]		
27	EE Referral/Non-EE Referral	No	61
28	[intentionally blank]		
29	Walk – In/Self 9660 Granite Ridge Drive; San Diego, CA 92123 (858) 522-5469 Contact: S. Mankouski	No	1
30	SD County Hispanic Chamber of Commerce 1250 6 th Avenue, Ste 550; San Diego, CA 92101 Contact: Eduardo Landeros elanderos@sdchcc.com P: 619-702-0790 F: 619-696-3282	Yes	0
31	Clear Channel San Diego Intern Program 9660 Granite Ridge Drive; San Diego, CA 92123 (858) 522-5469 Contact: S. Mankouski	No	2
32	Unknown/Other	No	4

33	<p>Personal Services Division (CSS) Box 555020 Bldg 13150, Room 206 Camp Pendelton, CA 92055-5020 Contact: James White Jr. whitejo@pendleton.usmc.mil P: 760-725-9481 F: 760-725-5930</p>	Yes	0
34	<p>Point Loma Nazarene College 3900 Lomaland Drive; San Diego, CA 92106-2899 Contact: Charlie Howard charliehoward@ptloma.edu P: 619-849-2384 F: 619-849-7023</p>	Yes	0
35	<p>Toward Maximum Independence (TMI) 4740 Murphy Canyon Road; San Diego, CA Contact: Teri Patterson terip@tmi-inc.org P: 858-467-0600, Ext 318</p>	Yes	0
36	<p>University of California, San Diego Career Services Center http://career.ucsd (858) 534-2750 (Pat JaCoby & P Seyfert)</p>	Yes	0
37	<p>San Diego Radio Contact: Chris Carmichael chris@SDRadio.com Recruiter</p>	No	0
38	<p>Devry University 2655 Camino Del Rio North; Ste 201 San Diego, CA 92108 Contact: Stefanie Nolan snolan@devry.edu P: 866-413-3879; F: 619-683-2448</p>	Yes	0
39	<p>Inside Radio – Publication and Website Contact: Gene McKay, General Manager P: 800-640-8852; F: 877-270-3998</p>	No	0
40	<p>Coleman College College - 619-465-3990 7380 Parkway Drive; La Mesa, CA 91942</p>	No	N/A
41	<p>Academy of Radio & TV Broadcasting Contact: Mary Jo Coniff mjconniff@aol.com P: 602-267-8001; F: 602-273-6411</p>	Yes	0

42	The Portfolio Center – Columbia College Chicago Contact: Matthew Green mgreen@colum.edu P: 312-344-7280; F: 312-344-8020	Yes	0
43	Goods Entertainment/VoiceHunter.com Contact: Adam Goodman Adam@GoodsEntertainment.com P: 800-867-9532; F: 801-460-3100	Yes	0
44	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 Contact: Mark Holloway admin@amfmjobs.com W: 760-754-8177; F: 760-754-2115	Yes	0
45	Craigs List (on-line website) www.craigslist.org P.O. Box 225159 San Francisco, CA 94122-5159	No	8
46	Monster Job Board (on-line jobsite) www.monster.com	No	13
47	Radio and Records (R&R Today) Contact: Karen Mumaw Opportunity Advertising kmumaw@radioandrecords.com W: 310-788-1621	No	0
48	San Diego Art/Design Institute Contact: Tina Alvarez – Career Services 7650 Mission Valley Rd San Diego, CA 858-566-1200	No	3
	Total Number of Persons Interviewed for Full Time Positions		167

Effective: 7/27/07

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August 1, 2006 – July 31, 2007

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participated in Job Fairs	<p>On 5/9/07 and 6/27/07 the SEU participated in the Hire Quest Job Fairs held in La Jolla and San Diego – recruitment was directed at Sales and several Sales Managers from various stations participated in the fair.</p> <p>On 7/27/07 the SEU participated in a Job Fair in partnership with The Diversity Group and promotion and sales coordinators/managers and program director participated.</p>
2	Internship Programs	<p>The SEU regularly recruits interns from the local colleges and universities. The SEU had 18 interns during the Summer of 2006; 21 interns during the Fall of 2006; 33 interns during the Spring of 2007; and 29 interns during the Summer of 2007.</p> <p>The SEU also hosted a Foreign Student Internship Program in the Fall 2006 and Spring 2007 to allow foreign students to improve their language skills, learn about American broadcasting business practices and experience working in American business environment. During Fall 2006, the SEU had 1 intern from Germany. During Spring 2007, the SEU had 1 intern from Germany. The SEU works with the SDSU College of Business Administration & the American Language Institute to recruit Institute students for this program.</p> <p>In addition, the SEU also collaborated with the United Education Institute and had 2 interns completed a 160 hour internship between October and November of 2006.</p>

3	Participated in Event Related to Career Opportunities in Broadcasting	11/15/06 – 12 HS students from the Escondido Education Compact Program were job shadowed by several of our employees from 9 am to 1 pm. They had the opportunity to ask questions about their positions and job responsibilities. Clear Channel staff included employees from programming, promotions and news.
4	Participation in Job Banks and Internet Recruiting Programs	Clear Channel utilizes for recruitment the following job sites: CCSD Website, Clear Careers, SCBA, Diversity Employment, Craigs List, Monster Job Board
5	Participation in the California Broadcaster Association's "EEO Training Seminar".	On May 11, 2007, SEU Managers participated in the California Broadcaster Association's "EEO Training Seminar". Provided training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Effective: 7/27/07