

**KALZ(FM), KBOS-FM, KFSO-FM, KHGE(FM),
KRZR(FM), KSOB(FM), KCBL(AM) & KRDU(AM)**

EEO PUBLIC FILE REPORT

August 1, 2007 – July 31, 2008

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	14
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	32
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	20
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	20
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	4
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	32
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	13
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	27

Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	27
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	27
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	13
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	32
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	13
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	20
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	15
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	15
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	27
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	20
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	14
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	32

Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	20
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	15
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	8
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	8
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	27
Account Executive	1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	8
Account Executive	1, 2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	8
Account Executive	1, 2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	15
Account Executive	1, 2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	20
Account Executive	1, 2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	32
Account Executive	1, 2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	32
Account Executive	1, 2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	32

Account Executive	1, 2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	15
Account Executive	1, 2, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35	8
Sales Manager *	7, 14, 20	20
Credit / Business Manager	1, 2, 4, 5, 6, 10, 11, 12, 14, 16, 17, 19, 20, 21, 22, 23, 24, 25, 27, 28, 29, 30, 34	16
Sales Assistant	1, 2, 4, 5, 6, 7, 10, 11, 12, 14, 19, 20, 21, 22, 23, 24, 28, 29, 30, 34	20
Sales Assistant	1, 2, 4, 5, 10, 11, 12, 14, 19, 20, 21, 22, 23, 24, 26, 27, 28, 29, 30, 34	27
Director of Sales	1, 2, 4, 5, 7, 10, 11, 12, 14, 20, 21, 22, 23, 24, 28, 29, 30, 34	20
Online Content Director	1, 2, 4, 5, 6, 10, 11, 12, 14, 15, 19, 20, 21, 22, 23, 24, 26, 27, 28, 29, 30, 34	14

* Exigent circumstance

**KALZ(FM), KBOS-FM, KFSO-FM, KHGE(FM),
KRZR(FM), KSOB(FM), KCBL(AM) & KRDU(AM)**

**EEO PUBLIC FILE REPORT
August 1, 2007-July 31, 2008**

MASTER RECRUITMENT SOURCE LIST

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Able Industries Mallory Lowe 8127 Ave. 304 Visalia, CA 93291 Phone: (559)651-8150, Ext 132 Fax: (559)651-0357	Yes	
2	Alice967.com Maria Moreno-Townsend Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Phone: (559)230-4284 Mariamoreno- townsend@clearchannel.com	No	2
3	Allaccess.com All Access Music Group 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 Phone: (310)-457-6616 Fax: (310)457-8058	No	
4	B95forlife.com Maria Moreno-Townsend Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Phone: (559)230-4284 Mariamoreno- townsend@clearchannel.com	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
5	BigCountry1027.com Maria Moreno-Townsend Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Phone: (559)230-4284 Mariamoreno-townsend@clearchannel.com	No	2
6	Bulldogjobs.com formerly, "CSUF Fresno" Career Services Office California State University Fresno 5241 North Maple Avenue Fresno, CA 93710 Phone: (559)278-2381 fscareerservices@cvip.net	No	1
7	Cabroadcasters.org California Broadcasters Association 915 "L" Street, Suite 1150 Sacramento, CA 95814 Phone: (916) 444-2237 info@cabroadcasters.org	No	2
8	Careerbuilder.com 4301 N. Scottsdale Rd, 1 st Floor Scottsdale, AZ 85251 Contact: Jen Maggart Jennifer.maggart@careerbuilder.com	No	19
9	Cchcc.net 233 Fresno St Fresno, CA 93721 (559)495-4817 Contact: Lorena Martinez	No	
10	Central California Hispanic Chamber of Commerce Lorena Martinez 2331 Fresno Street Fresno, CA 93721 Phone: (559)495-4817 Fax: (559)495-4811	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
11	Centro La Familia Job Bulletin 2014 Tulare St., #717 Fresno, CA 93721 Fax: (559)237-2968	No	
12	Chicano Youth Center Alfonso 50 North Calaveras Fresno, CA 93721 Phone: (559)497-8552 Fax: (559)497-5527	No	
13	City of Fresno Mayor's Job Fair Contact: Darryl Du'Chene 2600 Fresno Street Fresno, CA 93721 Phone: (559)621-8000 Fax: (559)498-5535	No	6
14	Clearcareers.com Clear Channel Clear Careers 200 Basse Road San Antonio, TX 78209 Phone: (210)822-2828	No	10
15	Craigslist.com/Fresno Craigslist 1381 9th Avenue San Francisco, CA 94122 Phone: (415)637-5062	No	23
16	Credit Managers Association 40 E. Verdugo Ave. Burbank, CA 91510-7740 Phone: (818)972-5300 Creditservices.org	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
17	CSUF Craig AlumNET News Fresno State Alumni Association Smittcamp Alumni House 2625 East Matoian Way Fresno, CA 93740 Phone: (559)278-2586 Fax: (559)278-6790 debbiey@csufresno.edu.com	No	
18	DeVry University 7575 N. Fresno St Fresno, CA 93720 (559)439-8595 Attention: Career Services	No	
19	El Conciliar Emigration Project 1532 Fresno Street Fresno, CA 93706 Phone: (559)485-3951 Fax: (559)485-3951	No	
20	Employee Referral	No	33
21	Foxsportsradio1340&1400.com Maria Moreno-Townsend Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Phone: (559)230-4284 Mariamoreno-townsend@clearchannel.com	No	2
22	Fresno Area Hispanic Chamber of Commerce 1456 W. Shaw Ave. Fresno, CA 93711 Phone: (559)222-8705 Fax: (559)222-8706	Yes	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
23	Fresno City College Career & Technology Center Marcie Braggs 1101 East University Avenue Fresno, CA 93704 Phone: (559)486-0173 Fax: (559)264-1156	No	
24	Fresno County Economic Opportunities Commission Frances Rodriguez 1920 Mariposa Mall Fresno, CA 93721 Phone: (559)263-1100 Fax: (559)263-1187	No	
25	Heald College 255 W. Bullard Fresno, CA 93704 Contact: Jena Torres (559)438-4222 Jena_torres@heald.edu	No	1
26	Institute of Technology Kate Turpin 564 W. Herndon Ave Clovis, CA 93612 Phone: (559)326-1801 Fax: (559)326-4361 (ES for web & graphic only.)	Yes	3
27	KALZ 96.7, KBOS 94.9, KCBL 1340, KHGE 102.7, KFSO 92.9, KRDU 1130, KRZR 103.7, KSOF 98.9, KEZL (AM) 1400 On-air announcements Contact: Maria Moreno-Townsend Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Phone: (559)230-4300	No	42

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
28	Krdu1130.com Maria Moreno-Townsend Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Phone: (559)230-4284 Mariamoreno-townsend@clearchannel.com	No	2
29	Krzr.com Maria Moreno-Townsend Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Phone: (559)230-4284 Mariamoreno-townsend@clearchannel.com	No	1
30	Lapreciosa.com Maria Moreno-Townsend Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Phone: (559)230-4284 Mariamoreno-townsend@clearchannel.com	No	
31	National University 20 River Park Place West Fresno, CA 93720 (559)256-4900 Attention: Career Services	No	
32	Non-employee Referral	No	19
33	San Joaquin Valley College Attn: Tom Janecek 295 E. Sierra Avenue Fresno, CA 93711 Phone: (559)448-8282	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
34	Softrock989.com Maria Moreno-Townsend Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Phone: (559)230-4284 Mariamoreno-townsend@clearchannel.com	No	1
35	University of Phoenix 8355 N. Fresno St. #200 Fresno, CA 93720 (559)451-0334 Phoenixalumni.com	No	
36	Unnamed Source	No	36
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			208

**KALZ(FM), KBOS-FM, KFSO-FM, KHGE(FM),
KRZR(FM), KSOB(FM), KCBL(AM) & KRDU(AM)**

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair (#1)	On September 5, 2007, Clear Channel Radio Fresno participated in the “City of Fresno Mayor’s Career and Educational Expo.” It was held in the Exhibit Hall at the Fresno Convention Center. Participants from Clear Channel Radio Fresno included our Director of Human Resources and the General Sales Managers of KALZ-FM, KHGE-FM, KBOS-FM and KRZR-FM. Three (3) of the applicants who attended that job fair were hired by Clear Channel Radio Fresno as Account Executives.
2	Participate in Job Fair (#1)	On September 20, 2007, Clear Channel Radio Fresno participated in the “Clovis Works Career and Job Fair” from 10 AM to 2 PM at the Clovis Veterans Memorial Building at 5 th and Hughes in Clovis, California. Participants from Clear Channel Radio Fresno included our Director of Human Resources and the General Sales Managers of KALZ-FM, KCBL-AM, KFSO-FM and Clear Channel Radio Fresno Internet Sales. The event was co-sponsored by the Clovis Chamber of Commerce and Clear Channel Radio Fresno.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Participate in Job Fair (#1)	On September 21, 2007, Clear Channel Radio Fresno participated in the “Institute of Technology Career Fair” from 2 to 4 PM at the Institute of Technology, 564 West Herndon Avenue, Clovis, California. Participants from Clear Channel Radio Fresno included our Director of Human Resources.
4	Participate in Job Fair (#1)	On April 19, 2008, Clear Channel Radio Fresno participated in the “City of Fresno Mayor’s Youth Summer Job Fair” from 10 AM to 2 PM at the Manchester Center Mall in Fresno. Participants from Clear Channel Radio Fresno included our Director of Human Resources and the Program Director of stations KBOS-FM and KFSO-FM. During this event the Program Director of KBOS-FM and KFSO-FM also conducted a workshop from 12 Noon to 1 PM on “How to Get Into the Radio Business.”
5	Co-sponsor Job Fair (#3)	On June 5, 2008, Clear Channel Radio Fresno co-sponsored the “Clovis Works Career and Job Fair” from 10 AM to 2 PM at the Clovis Veterans Memorial Building at 5 th and Hughes in Clovis, California. Participants from Clear Channel Radio Fresno included our Director of Human Resources. This event was co-sponsored by the Clovis Chamber of Commerce and Clear Channel Radio Fresno.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6	Establish an Internship Program (#5)	Clear Channel Radio Fresno has an on-going Internship Program. All of the interns in our Radio Internship Programs are registered students and receive academic credit from their university, community college, trade school or high school. During our Fall 2007 Radio Internship Program thirteen local students participated. Two of them were On-Air Traffic interns, one was a Promotions intern, one was a KALZ-FM Programming intern, one was a KSOB-FM Programming intern, and eight were KBOS-FM Programming interns.
7	Establish an Internship Program (#5)	Clear Channel Radio Fresno has an on-going Internship Program. All of the interns in our Radio Internship Programs are registered students and receive academic credit from their university, community college, trade school or high school. During our Spring 2008 Radio Internship Program eleven local students participated. One of them was a KSOB-FM Programming intern, one was a KRZR-FM Programming intern, and nine were KBOS-FM Programming interns.
8	Establish an Internship Program (#5)	Clear Channel Radio Fresno has an on-going Internship Program. All of the interns in our Radio Internship Programs are registered students and receive academic credit from their university, community college, trade school or high school. During our Summer 2008 Radio Internship Program two local students are participating. One of them is a KBOS-FM Programming intern and one is a KRDU-AM Programming Intern.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Establish training programs designed to help current employees advance in their careers (#8)	During January 2008 all Clear Channel Radio Fresno employees, regardless of what department they work in, were required to participate in Responsible Broadcaster Initiative (indecentcy) online training and pass an exam with a score of 85% or higher.
10	Establish training programs designed to help current employees advance in their careers (#8)	Between May 1, 2008, and June 13, 2008, all Clear Channel Radio Fresno employees were required to participate in Payola/Plugola training designed to familiarize all employees with the regulations and responsibilities associated with these aspects of radio broadcasting. Between June 15, 2008, and June 30, 2008, all employees were required to participate in Payola Annual Recertification.
11	Establish training programs designed to help current employees advance in their careers (#8)	Between June 15, 2008, and June 30, 2008, all Clear Channel Radio Fresno employees were required to participate in Understanding and Preventing Sexual Harassment Training.
12	Establish training programs designed to help current employees advance in their careers (#8)	Between June 25, 2008, and June 30, 2008, all Clear Channel Radio Fresno Department Heads with employees were required to participate in Preventing Employment Discrimination Training.