

EEO PUBLIC FILE REPORT

July 23, 2007 – July 27, 2008¹

I. VACANCY LIST

See Section II, the **Master Recruitment Source List (MRSL)** for recruitment source data.²

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hire
Account Executive – KLAC	1-49	46
Account Executive – KFI	1-49	48
Account Executive – KFI	1-49, 53	53
Web Content Mgr II – KIIS	1-51	46
On Air Host – KHHT	1-49	48
On Air Host – KHHT	1-49	49
Administrative Assist – KIIS	1-49	47
On Air Host – KHHT	1-49	49
Web Content Mgr II – KFI	1-50, 52	46
NTR Sales Manager – KIIS	1-49, 52-53	45
Production Assistant – KHHT	P/T to F/T position	49
Account Executive – KBIG	1-49, 53	53
Account Executive – KYSR	1-49	46
Web Content Mgr II – KIIS	1-49	46
Account Executive – KFI	1-49, 53	53
Imaging Production – KFI	1-49	49
Account Executive – KTLK	1-49	45
News Editor – KFI	1-50	49
Account Executive – KOST	1-49	46
Account Executive – KFI	1-49	48
Web Content Mgr II – KIIS	1-49, 51-52	46
Account Executive – KTLK	1-49, 53	46
National Sales Manager – KIIS	1-49, 53	47
Account Executive – KHHT	1-49	45
Account Executive – KYSR	1-49	46
Account Executive – KLAC	1-49	46
Account Executive – KFI	1-49	46
Account Executive – KIIS	1-49, 53	53
Account Executive – KLAC	1-49, 51	51
Account Executive – KFI	1-49	45
Music Director – KYSR	1-50	46
Account Executive – KFI	1-49	49
Traffic Coordinator – KIIS	1-49	49

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Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive – KLAC	1-49, 51	51
Account Executive – KFI	1-49	46
On Air Host – KYSR	1-49	46
Dir of Sales Marketing/Research – KFI	1-49, 51-52, 54	54
Account Executive – KFI	1-49	46
Account Executive – KYSR	1-49	47
Account Executive – KHHT	1-49	45
Account Executive – KOST	1-49	45
Account Executive – KOST	1-49	46
Account Executive – KHHT	1-49	49
Account Executive – KLAC	1-49, 51	51
Account Executive – KYSR	1-49	46
Account Executive – KBIG	1-49	46
On Air Host – KFI	1-49, 54-55	47
Local Sales Manager – KYSR	1-49	49
Account Executive – KBIG	1-49	45
Assistant to Program Director – KOST	1-49	49
Promotion Director II – KYSR	1-49	47
Account Executive – KIIS	1-49	46
Traffic Coordinator – KIIS	1-49	49
Local Sales Manager – KBIG	1-49	46
Board Operator – KFI	1-49	49
Account Executive – KBIG	1-49	47
Account Executive – KIIS	1-49	46
Account Executive – KOST	1-49	46
On Air Host – KYSR	1-49 P/T to F/T	49
Account Executive – KIIS	1-49	46
Account Executive – KOST	1-49	46
Account Executive – KHHT	1-49	46
On Air Host – KOST	1-49	17
Account Executive – KBIG	1-49	46
Account Executive – KLAC	1-49	17
Promotion Coordinator – KYSR	1-49	46
Promotion Coordinator – KOST	1-49	46
Account Executive – KOST	1-49	46
Account Executive – KBIG	1-49	48
Account Executive – KLAC	1-49	48

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Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive – KLAC	1-49	47
Account Executive – KBIG	1-49	46
Graphic Artist II – KYSR	1-49	25
Account Executive – KHHT	1-49	46
Account Executive – KHHT	1-49	45
Account Executive – KHHT	1-49	47
Account Executive – KYSR	1-49	46
Account Executive – KLAC	1-49	46

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July 23, 2007 – July 27, 2008¹

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Ms. Katrina Richmond Student Employment Coordinator American Intercontinental University 12655 W. Jefferson Blvd. Los Angeles, CA 90066 310-302-2475	Y	Ø
2	Andra Verstraete Student Employment Services Glendale Community College 1500 N. Verdugo Road, SR 236 Glendale, CA 91208 818-840-1000 x5405	Y	1
3	Ms. Sandra Arnone Job Developer BPS Group 466 Orange Street Redlands, CA 92374-3240 909-384-1359	Y	Ø
4	Angel Del Villar (3/06) AE/Job Development Marina Del Rey Work Source Center 13160 Mindanao Way, Suite 240 Marina del Rey, CA 90292 310-309-6000 x209 adelvillar@cpcla.com www.careerplanningcenter.com	Y	2
5	Mr. Brad Elmore c/o Rebecca Swain Chattavegas Design 1310 Dugdale Street Chattanooga, TN 37405 423-504-6643 or 865-405-5036	Y	Ø
6	Ms. Yolanda Alaniz Job Developer Covenant House 1325 North Western Avenue Hollywood, CA 90027 323-461-3131	Y	Ø
7	Ms. Joanne Uy Didi Hirsch Mental Health Center 4760 S. Sepulveda Blvd. Culver City, CA 90230 310-751-1200 or 310-390-6612	Y	Ø

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	East Los Angeles College Attn: Job Placement Center 1301 Avenida Cesar Chavez Monterey Park, CA 91754 213-201-1600	Y	Ø
9	Mr. Ramon Monxi Flores Job Developer Homeboy Industries 130 Bruno Street Los Angeles, CA 90012-1815 323-526-1254 323-526-1257 fax	Y	Ø
10	Ms. Marjorie Gardner Hollywood Worksource 340 N. Madison Avenue Los Angeles, CA 90004 323-668-2187 323-668-0844 fax	Y	Ø
11	Mr. Jose Ruiz Mexican American Opportunities Found. 401 N. Garfield Avenue Montebello, CA 90640 323-278-3608	Y	Ø
12	Mr. Karen Diaz Job Developer Northrop Grumman Career Center 6151 W. Century Blvd., Suite 820 El Segundo, CA 90045-5315 310-332-1000	Y	Ø
13	Sommer Barwick & Ryan Young B.E.S.T. P.O. Box 6459 Burbank, CA 91510-6459 818-238-5324 phone 818-238-5199 fax sbarwick@ci.burbank.ca.us	Y	Ø
14	Mr. Dan Smith Placement Coordinator Ohio Center for Broadcasting-Colorado Campus 1310 Wadsworth Blvd., Suite 100 Lakewood, CO 80214 303-937-7070 phone 303-975-0386 fax danplacementocb@hotmail.com www.BeOnAir.com	Y	Ø
15	Mr. Gary James National Director of Placement Ohio Center for Broadcasting-Illinois 9000 Sweet Valley Drive Valley View, OH 44125 216-447-9117	Y	Ø

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
16	Antoinette Mosely, Business Services Rep SELA Worksource Center 3965 S. Vermont Ave Los Angeles, CA 90037 (323) 730-7900 ext. 226 (323) 730-7934 amosely@selawsc.com	Y	Ø
17	Ms. LaFern Watkins Director of Community Affairs SCBA Job Alert Bulletin 1849 Sawtelle Blvd., Suite 543 Los Angeles, CA 90025 310-441-1412 lafern@scba.com	Y	9
18	S. Cummings, Job Identifier State of California, Employment Development Dept. 5401 South Crenshaw Blvd. Los Angeles, CA 90043 323-290-5110 phone 323-290-5166 fax scumming@edd.ca.gov	Y	1
19	Ms Elizabeth Jordan University of Southern California Career Planning and Placement Center 3601 Trousdale Pkwy, Student Union Bldg. 110 Los Angeles, CA 90089-4897 213-740-9111 or 213-740-9654 phone 213-740-9104 fax careers@ucla.edu	Y	Ø
20	Ms. Patti Gallagher Verdugo Jobs Center 1255 South Central Avenue Glendale, CA 91204 818-409-0476	Y	Ø
21	Ms. Christine Aceves Job Developer, Coach Westside Career Resource Center 8905 Venice Blvd. Los Angeles, CA 90034 310-845-9581	Y	Ø
22	Ms. Sandy Smith, Coordinator First Break Program P.O. Box 513307 Los Angeles, CA 90051	Y	Ø
23	Ms. Bonnie Anketell, Internship Director Film & Visual Culture – 40 University of California, Riverside Riverside, CA 92521 951-827-2118 or 951-827-3456 bonnie.anketell@ucr.edu www.careers.ucr.edu	Y	Ø
24	Chinatown Service Center 767 North Hill Street, Suite 400 Los Angeles, Ca 90012 213.808.1700	N	Ø

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
25	Ms. Jennifer Milgram The Art Institute of California – Los Angeles 2900 31 st Street Santa Monica, CA 90405 310.314.6005 ph 310.314.6055 fax jmilgram@aia.edu	Y	5
26	Pacific Asian Consortium in Employment 1055 Wilshire Blvd., Suite 1475 Los Angeles, CA 90017 213.353.3982	N	Ø
27	Metro Jobs 972 South Goodrich Blvd. Commerce, CA 90022 323.890.1555 Office	N	Ø
28	Career Center California State University, Northridge 18111 Nordhoff St., Ste. 105 Northridge, CA 91330	Y	Ø
29	Los Angeles Urban League Worksource Business & Career Center 12700 S. Avalon Blvd. Los Angeles, CA 90061 323-525-3799 phone 323-931-9076 fax info@laul.org	N	Ø
30	Braille Institute 741 N. Vermont Ave. Los Angeles, CA 90029 323-663-1111	N	Ø
31	Burbank's Workforce Connection 301 E. Olive Ave., #101 Burbank, CA 91502 818.238.JOBS	N	Ø
32	Harbor Career Center 1851 N. Gaffey St. Ste. F San Pedro, CA 90731	N	Ø
33	Jewish Vocational Services 6505 Wilshire Blvd., #200 Los Angeles, CA 90048 323.761.8888	N	Ø
34	L.A. Works 5200 Irwindale Ave. #130 Irwindale, CA 91706 626.960.3964	N	Ø
35	L.A. County Regional Occupational Programs 9300 Imperial Highway Downey, CA 90242 562.922.6850	N	Ø
36	L.A. HQ – Goodwill Industries of So Calif. 342 San Fernando Rd. Los Angeles, CA 90031 323.539.2000	N	Ø

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
37	Los Angeles Urban League 5414 Crenshaw Blvd. Los Angeles, CA 90043 323.292.8111	N	Ø
38	Southeast L.A. County (SELACO) Workforce Investment Board 10900 E. 183 rd St., #392 Cerritos, CA 90703 562-402-9336 marjean@selaco.com	N	Ø
39	Southern California Indian Center 3440 Wilshire Blvd., #904 Los Angeles, CA 90010 213.387.5772	N	Ø
40	Torrance Career Center Win One-Stop Career Centers 1220 Engracia Avenue Torrance, CA 90501 310.782.2101	N	Ø
41	Women at Work 50 North Hill Ave., #300 Pasadena, CA 91106 626.796.6870 jobs@womenatwork1.org	N	Ø
42	Job Bank National Association of Hispanic Journalists 1000 National Press Bldg., 429 14 th St., NW Washington, DC 20045 www.jobbank@nahj.org Washington, DC 20045-2001 202-662-7145	Y	Ø
43	Rhonda Rose Community Career Development 3550 Wilshire Blvd., #500 Los Angeles, CA 90010 rrose@communitycareer.org 213-365-9829	Y	Ø
44	Ms. Audreonna N. Gilberte Job Developer Sound Master Recording Engineering School 1000 S. Fremont Ave., Bldg. A11 Suite 11010, Mail Unit 14 Alhambra, CA 91803	Y Tech Jobs Only	Ø
45	Clear Careers – clearcareers.clearchannel.com	Y	31
46	Employee Referral / Internal Job Board	N/A	72
47	Non-Employee Referral	N/A	34
48	Self-Referral / Walk-In	N/A	16
49	Internal Transfer / Promotion	N/A	14
50	All Access – www.allaccess.com	N	1
51	Craig's List – www.craigslist.com	N	7

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
52	Media Bistro – mediabistro.com	N	4
53	Monster.com – www.monster.com	N	6
54	Inside Radio – Print	N	2
55	Talkers Magazine - Print	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			206

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July 23, 2007 – July 27, 2008¹

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	Our ongoing internship program offers students the opportunity to explore career interests and acquire marketable job skills while “learning the ropes” in the areas of Programming, Production, Marketing and Sales. Our 8 stations provided internships for 42 students this past year from 24 colleges and universities: Azusa Pacific U, Cal Lutheran, CSULA, CSUF, CSULB, CSUN, CSU-San Bernardino, Cal Poly Pomona, College of the Canyons, Columbia College (Chicago) , Fullerton College, Georgia SU, Glendale CC, Golden West College, La Sierra U, Long Beach CC, Moorpark College, Mt. SAC, Muskingum College, SFU, Santa Clara State U, Monica CC, U of Missouri, UCLA Extension.
2	Job Fair Participation	Portfolio Day - June 13, 2008 – Art Institute of California – Participated in quarterly Portfolio Review at the Sheraton Delfina in Santa Monica, where employers meet new graduates and view their work (final projects).
3	Participation in Events or Programs sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting.	Santa Monica Community College – May 13, 2008 – At Santa Monica CC campus, 1900 Pico Blvd., Santa Monica. Participated in Job Fair – recruited students interested in Broadcasting.
		Radio Fest – November 11, 2008 – Mount San Antonio College – Recruitment of college students into Broadcasting.
4	Training Program	SCBA University - Radio Sales Course – 5/6/08-7/9/08 – Schedule & Application. Employees attended 2 month course to further radio sales skills; VP of Sales, Jeff Thomas taught <i>Building Client Relationships</i> class on 6/17/08. On 7/9/08, GSMs and LSMs participated in all day panel discussion.
5	Mentoring Program	2007-2008 – KLAC and KFI implemented a Mentoring Sales Internship Program directed by Bob Scott - KLAC GSM, Darren McMillan – KFI GSM and David Kent, KLAC AE.

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KTPI(AM), KVV5(FM), KSRY(FM)^{1,2}
EEO PUBLIC FILE REPORT
08/01/07 – 07/31/08^{3,4}

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
IT TECHNICIAN	1-14	14
TRAFFIC ASSISTANT	10, 14, 15*	14
ACCOUNT EXECUTIVE	1-13, 15	10

¹ Several stations changed call signs during this reporting period, including KVV5(FM) (previously KOSS(FM)), KSRY(FM) (previously KTPI-FM)), and KTPI-FM (previously KVV5(FM)) (see note 2).

² On July 30, 2008, the actions necessary to consummate the assignment of licenses for stations KTPI-FM, Mojave, CA (Facility ID 2320) and KAVL(AM), Lancaster, CA (Facility ID 2318) from Citicasters Licenses, L.P., an entity ultimately owned by Clear Channel Communications, Inc. (“Clear Channel”) to the Aloha Station Trust, LLC, as Trustee were completed. *See* FCC File No. BAL-20070619AHK. Pursuant to the underlying trust agreement, KTPI-FM and KAVL(AM) continue to share employees with Clear Channel’s Lancaster, CA Station Employment Unit.

³ KVV5(FM) and KSRY(FM) simulcast Clear Channel’s Los Angeles, CA stations KIIS-FM and KYSR(FM), respectively. Accordingly, this Report is also posted on the websites of KIIS-FM and KYSR(FM).

⁴ This Report was revised in December 2008 to address minor reporting issues.

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* *Exigent circumstances*

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KTPI(AM), KVV5(FM), KSRY(FM)
EEO PUBLIC FILE REPORT
08/01/07 – 07/31/08

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
1	Bakersfield College/Student Achievement Services 1801 Panorama Dr. Bakersfield, CA 93305 Phone: 661-395-4510 Attn: June Charles	No	0
2	Employment Development Department 1420 West Avenue L Lancaster, CA 93534 Phone: 661-945-8131 Fax: 661-945-5767 Email: gflores@edd.ca.gov Attn: Gloria Flores	No	5
3	National Hispanic Coalition 2514 S. Grand Avenue Los Angeles, CA 90007 Phone: 213-746-6988 Email: nhmc@aztexas.net Attn: Claudia Flores	No	0
4	Whittier College 13406 Philadelphia Street Whittier, CA 90608 Phone: 562-907-4230 Fax: 562-907-4860 Email: Dmiller@whittier.edu Attn: Denise Miller	No	0
5	Antelope Valley Press PO Box 4050 Palmdale, CA 93590 Phone: 661-940-5377 Fax: 661-949-3593 Email: info@avpress.com Attn: Christy Cole	No	2

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6	The Art Institute of California 2900 31 st Street Santa Monica, CA 90405 Phone: 310-314-6024 Fax: 310-341-6055 Email: bartosa@aii.edu Attn: Allie Bartrosouf	No	0
7	Master's College/Student Employment Box 52 21726 Placerita Canyon Rd. Santa Clarita, CA 91321	No	0
8	Antelope Valley College 3041 West Avenue K Lancaster, CA 93536	No	0
9	EXACT STAFF 28470 Avenue Stanford, Ste 350 Santa Clarita, CA 91355 Phone: 661-295-3811 Fax: 661-295-3812	No	0
10	Clear Channel Corporate Website www.clearcareers.com	No	4
11	On-Air Announcements (one or more SEU stations)	No	15
12	Station Websites (one or more SEU stations)	No	8
13	AMFM Jobs PO Box 4116 Oceanside, CA 92052 Phone: 760-754-8177 Fax: 760-754-2115 Email: jobs@amfmjobs.com	No	0
14	Internal Promotion/Transfer	No	2
15	Employee Referral	No	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			38

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KTPI(AM), KVVS(FM), KSRY(FM)
EEO PUBLIC FILE REPORT
08/01/07 – 07/31/08

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Program Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On November 7, 2007, our Program Director conducted a tour of our facility for students in Lancaster High School’s Gate program. Our Program Director spoke to the students about radio station programming and operations and fielded questions during the tour.
2	Participate in Program Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On November 26, 2007, our NTR Director conducted a tour of our facility for Antelope Valley College students. Our NTR Director spoke to the students about radio station operations and our various departments, and also fielded questions during the tour.
3	Participate in Program Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	In August 2007, our NTR Director conducted a tour of our facility for a local cub scout troop. Our NTR Director spoke to the cub scouts about radio station operations and our various departments, and also fielded questions during the tour.

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