

**KCCY-FM, KCSJ-AM, KCCY-AM,¹ KDZA-FM, KIBT-FM, KKLI-FM, KPHT-FM,
KVUU-FM²**

EEO PUBLIC FILE REPORT
December 1, 2011 - November 30, 2012³

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
IT Manager/Asst. Chief Engineer	1, 4-8, 10-11, 13-14, 16-18, 20, 23-27, 29-33, 35, 37	4
Account Executive	1, 4-8, 10-11, 13-18, 20-21, 23-27, 31-33, 35, 37	15
Account Executive	1, 4-8, 10-11, 13-18, 20-21, 23-27, 31-33, 35, 37	13
Administrative Assistant	1, 4-8, 10-11, 14, 16-20, 23-27, 31-33, 35, 37	8
Director of First Impressions	1, 4-8, 10-11, 13-14, 16-20, 23-27, 31-35, 37	34
Account Executive	1, 4-8, 10-14, 16-18, 20-21, 23-28, 31-33, 35-37	28
Director of First Impressions	1, 4-8, 10-11, 14, 16-20, 23-27, 31-33, 35, 37	19
Account Executive	1, 3-8, 10-11, 14-18, 20-21, 23-27, 31-33, 35, 37	15
General Sales Manager	1, 4-8, 10-11, 13-14, 16-18, 20, 23-27, 31-33, 35, 37	13
Account Executive	1, 4-8, 10-11, 14, 16-20, 23-27, 31-33, 35, 37	19
Program Director	1, 5-8, 10-11, 14, 16-18, 20, 23-28, 31-33, 35, 37	28
Account Executive	34	34

¹ On April 1, 2012, KDZA-AM changed its call sign to KCCY(AM).

² As of December 1, 2011, Clear Channel's Pueblo and Colorado Springs station employment units (SEUs) merged to form one SEU.

³ This Report provides recruitment data collected from November 21, 2011 through November 30, 2012.

**KCCY-FM, KCSJ-AM, KCCY-AM, KDZA-FM, KIBT-FM, KKLI-FM, KPHT-FM,
KVUU-FM**

EEO PUBLIC FILE REPORT

December 1, 2011 - November 30, 2012

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	American Broadcasting School 712 N Watson Rd Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Fax : 1— Michelle McConnell	Y	0
2	<i>Intentionally Omitted</i>	N/A	N/A
3	Careerbuilder.com 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : Email : Fax : Career Services	N	1
4	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Phone : Url : www.clearcareers.com Email : Fax : Manual posting Career Services	N	4
5	Colo Assoc of Black Journalists PO Box 48192 Denver, Colorado 80204 Phone : Email : amaniali@hotmail.com Fax : 1--- Amani Ali	Y	0
6	Colorado College 14 E CacheLaPoudre Colorado Springs, Colorado 80903 Phone : 719-389-6893 Email : careercenter@coloradocollege.edu Fax : 1— Gretchen Wardell	Y	0

**KCCY-FM, KCSJ-AM, KCCY-AM, KDZA-FM, KIBT-FM, KKLI-FM, KPHT-FM,
KVUU-FM**

EEO PUBLIC FILE REPORT

December 1, 2011 - November 30, 2012

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
7	Colorado State University 711 Oval Dr Ft. Collins, Colorado 80523 Phone : 970-491-1756 Email : Fax : Manual posting Diane Hellbusch	Y	0
8	Colorado State University - Pueblo 2200 Bonforte Blvd Pueblo, CO, Colorado Phone : 719-549-2100 or 719-549-2980 Email : sam.lovato@colostate-pueblo.edu Email 2 : michelle.gjerde@colostate-pueblo.edu	Y	1
9	<i>Intentionally Omitted</i>	N/A	N/A
10	Community Outreach 805 S Tejon St Colorado Springs, Colorado 80903 Phone : 719-578-1227 Email : commoutreach@pcisys.net Fax : 1— Karin Cowan	Y	0
11	Devry University 1870 W. 122nd Avenue Westminster, Colorado 80234 Phone : 303-280-7652 Email : coloradojobleads@devry.edu Fax : 1— Tanya Terrell	Y	0
12	Unknown Referral Source ⁴	N	2
13	Employee Referral	N	9

⁴ Upon inquiry by the SEU, the interviewee was unable to identify a referral source.

**KCCY-FM, KCSJ-AM, KCCY-AM, KDZA-FM, KIBT-FM, KKLI-FM, KPHT-FM,
KVUU-FM**

EEO PUBLIC FILE REPORT

December 1, 2011 - November 30, 2012

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
14	Goods Entertainment/Voice Hunter Colorado Phone : Url : www.goodsentertainment.com Email : adam@goodsentertainment.com Fax : 1— Adam Goodman	Y	0
15	Indeed.com Texas Phone : Email : Fax : Manual posting Career Services	N	3
16	LULAC Educational Service Center 829 N Circle Dr Colorado Springs, Colorado 80909 Phone : 719-637-0037 Email : LNESCSG@aol.com Fax : 1— Career Services	Y	0
17	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Fax : 1— Scott Russell	N	0
18	NAACP PO Box 1915 Colorado Springs, Colorado 80901 Phone : 719-475-7255 Email : treasurer@coloradospringsnaacp.org Fax : 1— Linda LeMieux	Y	0
19	Non-Employee Referral	N	4

**KCCY-FM, KCSJ-AM, KCCY-AM, KDZA-FM, KIBT-FM, KKLI-FM, KPHT-FM,
KVUU-FM**

EEO PUBLIC FILE REPORT

December 1, 2011 - November 30, 2012

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
20	Ohio Center for Broadcasting 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-937-7070 Email : mcollins@beonair.com Fax : 1— Michael Collins	Y	0
21	On-Air Announcements (one or more SEU stations) Colorado Springs, Colorado Phone : 719-540-9200 Email : Fax : Manual posting Chrissy Adsit	N	0
22	<i>Intentionally Omitted</i>	N/A	N/A
23	Pikes Peak Community College 5675 S Academy Colorado Springs, Colorado 80906 Phone : 719-502-3128 Email : sharon.hogg@ppcc.edu Fax : 1— Sharon Hogg	Y	0
24	Pikes Peak Workforce 1675 W. Garden of the Gods Colorado Springs, Colorado 80907 Phone : 719-667-3839 Email : DukeCompton@elpasoco.com Fax : 1— Duke Compton	Y	0
25	Pueblo Community College 900 West Orman Pueblo, Colorado 81004 Phone : 719-549-3036 Email : Ruth.White@pueblocc.edu Fax : 1— Ruth White	Y	0

**KCCY-FM, KCSJ-AM, KCCY-AM, KDZA-FM, KIBT-FM, KKLI-FM, KPHT-FM,
KVUU-FM**

EEO PUBLIC FILE REPORT

December 1, 2011 - November 30, 2012

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
26	Pueblo Latino Chamber of Commerce 1004 W. Abriendo Pueblo, Colorado 81003 Phone : 719-542-5513 Url : pueblolatinochamber.com Email : office@pueblolatinochamber.com Fax : 1— Roxanne Gonzales	Y	0
27	Pueblo Work Force Center 212 W. 3rd Street Pueblo, Colorado 81003 Phone : 719-562-3744 Url : puebloworkforcecenter.com Email : mark.valdez@state.co.us Fax : 1— Mark Valdez	Y	0
28	Re-hire	N	2
29	Society of Broadcast Engineers 2519 Parkwest Drive N.W. Albuquerque, New Mexico 87120 Phone : Email : Fax : Manual posting Tom Goldberg	N	0
30	Station Websites (all SEU stations) Colorado Springs, Colorado Phone : 719-867-3245 Email : Fax : Manual posting Rameen Madani	N	0
31	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Fax : 1— Scott McWilliams	N	0

**KCCY-FM, KCSJ-AM, KCCY-AM, KDZA-FM, KIBT-FM, KKLI-FM, KPHT-FM,
KVUU-FM**

EEO PUBLIC FILE REPORT

December 1, 2011 - November 30, 2012

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
32	University of Colorado at Colorado Springs PO Box 7150 Colorado Springs, Colorado 80918 Phone : 719-255-3745 Email : jobhelp@uccs.edu Fax : 1— Bev Kratzer	Y	0
33	Urban League of the Pikes Peak Region 125 N Parkside Dr Colorado Springs, Colorado 80909 Phone : 719-634-1525 Email : dallen@springsurbanleague.org Fax : 1— Diane Allen-Philips	Y	0
34	Walk-In/Self Referral	N	2
35	Women's Resource Agency, Inc 750 Citadel Dr. East #3128 Colorado Springs, Colorado 80909 Phone : 719-471-3170 Email : reception@wrainc.org Fax : 1— Beth Roalstad	Y	0
36	Word of Mouth Referral	N	1
37	YWCA 801 N. Santa Fe Ave Pueblo, Colorado 81004 Phone : 719-542-6904 Email : brandi@ywcapueblo.com Fax : 1— Brandi Moore	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			29

**KCCY-FM, KCSJ-AM, KCCY-AM, KDZA-FM, KIBT-FM, KKLI-FM, KPHT-FM,
KVUU-FM**

EEO PUBLIC FILE REPORT

December 1, 2011 - November 30, 2012

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Throughout reporting period	Establishment of an intern program	<p>Our SEU regularly hosts college students as part of an ongoing internship program. Typically, these students focus on the promotions department and work closely with our Promotions Director to complete assignments for all SEU stations. Among other tasks, interns help to write concert proposals, draft product requests, and assist with remote broadcasts. This reporting period, we also had interns work in our production department under our Production Director. Our EEO Director oversees the internship program. During this reporting period, our SEU hosted three interns as follows:</p> <p>Dec. 2011 - May 2012: one intern from Colorado State University Pueblo May 2012 - Aug. 2012: one intern from Pikes Peak Community College Aug. 2012 - Dec. 2012: one intern from Colorado State University Pueblo</p>	4	Promotions Director Promotions Director Executive Producer Production Director
2	4/12/2012	Participation in Job Fairs	On April 12, 2012, our SEU participated in the Pikes Peak Workforce Center Spring Job Fair held at Mr. Biggs Event Center in Colorado Springs, CO. At the fair, we solicited resumes and discussed career opportunities at our stations with interested attendees. SEU participants included our General Sales Manager, Business Manager, Executive Assistant, and Operations Manager.	4	Executive Assistant Business Manager General Sales Manager Operations Manager
3	9/20/2012	Participation in Job Fairs	On September 20, 2012, our SEU participated in the Pikes Peak Workforce Center Fall Job Fair held at the Crowne Plaza in Colorado Springs, CO. At the fair, we solicited resumes and discussed career opportunities at our stations with interested attendees. SEU participants included our General Sales Manager, Operations Manager, Program Director, and Executive Assistant.	4	General Sales Manager Operations Manager Program Director Executive Assistant