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May 10, 2013

Elizabeth E. Goldin
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VIA HAND DELIVERY

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MAY 10 2013

Federal Communications Commission
Bureau / Office

EEO Staff
Policy Division
Media Bureau
Federal Communications Commission
445 12th Street SW
Washington, DC 20554

**Re: Response to Broadcast EEO Audit Letter
Capstar TX, LLC
Station KZSN(FM), Hutchinson, KS
Facility ID No. 61364**

EEO Staff:

On behalf of Capstar TX, LLC, licensee of the above referenced broadcast station, and the commonly owned stations in the Wichita, Kansas station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of February 26, 2013 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. In accordance with your request, this submission consists of a sworn statement by Rob Burton, Market Manager, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully submitted,

Elizabeth E. Goldin

Counsel to Capstar TX, LLC

cc: Rob Burton

DECLARATION OF Rob Burton, Market Manager

I, Rob Burton, hereby declare as follows:

1. I am a Market Manager for Capstar TX LLC, the licensee of Station KZSN(FM), Hutchinson, KS (FIN 61364), which is part of a station employment unit based in Wichita, Kansas and which includes KRBB(FM), Wichita, KS (FIN 39902), KZCH(FM), Derby, KS (FIN 53599), and KTHR(FM), Wichita, KS (FIN 53600) (the "SEU" or "Unit"). The stations in this SEU are commonly owned through subsidiaries ultimately owned and controlled by Clear Channel Communications, Inc. (collectively, "Clear Channel"). This Statement and relevant attachments are being submitted in response to the February 26, 2013 letter of Lewis C. Pulley, Assistant Chief of the Policy Division of the Commission's Media Bureau, concerning a random audit of the SEU's EEO compliance (the "EEO Audit Letter").

2. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission ("FCC" or the "Commission"), 47 C.F.R. § 73.2080(e)

3. In response to Question 3(a) of the EEO Audit Letter, copies of the SEU's two most recent EEO public file reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.

The web addresses of the stations in this SEU are as follows: www.1021thebull.com; www.channel963.com; www.b98fm.com; www.1073thebrew.com. A copy of the current report is included on or linked to each of these websites.

The date of each full-time hire listed in the SEU's two most recent EEO public file reports, as required by 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B.

4. In response to Question 3(b) of the EEO Audit Letter, the licensee affirms that it has retained records to document its outreach to the recruitment sources used to fill its full-time positions during the period covered by the above EEO public file reports. The Unit includes at least one such notice at Attachment B in addition to announcements sent to those sources that have notified the SEU that they want to be alerted to job openings at the Unit, as described in § 73.2080(c)(1)(ii).

5. In response to Question 3(c) of the EEO Audit Letter, the internal business records appended at Attachment B provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each particular full-time vacancy filled during the period covered by the above EEO public file reports.

6. In response to Question 3(d) of the EEO Audit Letter, documentation concerning the Unit's performance of recruitment initiatives described in § 73.2080(c)(2) during this time period is appended at Attachment C. Station personnel involved in the recruitment initiatives are noted in the documentation. This SEU employs a total of 28 full-time employees and at least one of

our stations is located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four recruitment initiatives during a two-year period.

7. In response to Question 3(e) of the EEO Audit Letter, the licensee affirms that it is not aware of any discrimination complaints filed against the stations in this SEU during the current license term.

8. In response to Question 3(f) of the EEO Audit Letter, the licensee affirms that Clear Channel has created and deployed an EEO compliance plan, with the assistance of outside communications counsel, known as the Clear Channel Broadcast Diversity Recruitment Plan (the "Recruitment Plan" or "Plan"). The Recruitment Plan was distributed to all regional managers and, through them, disseminated to each SEU in conjunction with the effective date of the current EEO regulations. The Recruitment Plan is also posted on Clear Channel's intranet, which is accessible to all Clear Channel employees, as are instructional compliance checklists. The Plan contains directives as to how Clear Channel SEUs are to engage in broad recruitment for job vacancies and undertake recruitment initiatives, includes sample forms for collecting and maintaining the necessary recruitment data, and provides a quarterly self-assessment program designed to ensure that the SEU follows the Plan's directions and regularly updates corporate headquarters as to the employment unit's progress in the area.

At the corporate level, Clear Channel assists SEUs in understanding and following the Recruitment Plan, regularly providing training via conference calls, responding to SEU requests for assistance and/or calling upon outside counsel for additional guidance when warranted. Furthermore, Clear Channel has a team of internal public inspection file auditors that routinely assesses each SEU's FCC EEO compliance, based on the most recent EEO Public File Report, as part of a quarterly review of overall public file compliance.

At the local level, each Manager is responsible for notifying our Business Manager, Vicky Gutierrez, of an open position and any non-entitled recruitment sources the Manager wishes to utilize as part of the outreach for the vacancy, e.g. on-air announcements. Ms. Gutierrez then employs a checklist/mailling list to distribute job notices to the required sources and compiles related information in a hard-copy file. Once the position is filled, each Manager submits the interview information for the file. I supplement these compliance efforts with reminders in Department Head meetings regarding the hiring process, the importance of attending and utilizing job fairs, as well as other general outreach to our community, e.g. speaking engagements at local educational institutions. This SEU's compliance efforts include identifying Clear Channel's efforts to afford equal employment opportunities to employees through statements disseminated in job applications and posted in conspicuous areas within the workplace.

9. In response to Question 3(g) of the EEO Audit Letter, the licensee affirms that the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. The company's Recruitment Plan, through the quarterly self-assessment mechanism, provides SEUs with a regular opportunity to consult the corporate headquarters about these issues. To boost the effectiveness of outreach efforts on an ongoing basis, our station websites include language encouraging qualified community organizations to contact the SEU to request

job notices. Further, this SEU has consciously networked with job placement businesses at job fairs and increased our recruitment source list during recent years. And, while some instances occurred where certain of our entitled sources were neglected during the period covered by the above EEO public file reports, we strive to maintain a robust, extensive list of local sources, and contact them periodically by letter or phone to verify and/or update our continued relationship.

10. In response to Question 3(h) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the unit provides equal opportunity and does not discriminate against employees or applicants.

Dated: May 8, 2013

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO
DECLARATION OF Rob Burton, Market Manager**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.



Rob Burton

KTHR(FM), KZCH(FM), KRBB(FM), KZSN(FM)
EEO PUBLIC FILE REPORT
February 1, 2011 – January 31, 2012¹

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
Promotions Director	1-3, 7-8, 10, 12,16-17, 19-22, 26-28, 33-36 40, 46, 48-50, 53-56, 59, 68, 71, 74-75	46
Chief Engineer	65*	65
Integrated Marketing/Digital Director	1-3, 7-8, 10, 12, 16-17, 19-22, 26-28, 33-36 40, 46, 49-50, 53-56, 59-60, 68, 71, 74-75	46
Account Executive – KZCH	1-3, 7-8, 10, 12, 16-17, 19-22, 26-28, 33-36 40, 46, 49-50, 53-56, 59-60, 71, 74-75	59
Account Executive – KZSN	1-3, 7-8, 10, 12, 16-17, 19-22, 26-28, 33-36 40, 46, 48-50, 53-56, 59-60, 71, 74-75	59

**Exigent Circumstances*

¹ This Report provides recruitment data collected from January 22, 2011 through January 21, 2012. It was revised in January 2013 and May 2013 to address reporting issues.

KTHR(FM), KZCH(FM), KRBB(FM), KZSN(FM)
EEO PUBLIC FILE REPORT
February 1, 2011 – January 31, 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	Baker University 618 8 th Street Baldwin City, KS 66006 Phone: 785-594-6451 Contact: Susan Wade	Y	0
2	Butler County Community College 901 S. Haverhill Road El Dorado, KS 67042 Phone: 316-218-6126 Contact: Loretta Patterson	Y	0
3	Cloud County Community College 2221 Campus Drive Concordia, KS 66901 Phone: 785-243-1435 Contact: Wonda Brunkow	Y	0
4	Spherion Recruiting & Staffing Center 112 S. Emporia Street Wichita, KS 67202 Phone: 316-264-2793 Contact: Heidi	N	0
5	McPherson College 1600 E. Euclid Street McPherson, KS 67460 Phone: 800-365-7402 Contact: Chris	N	0
6	Dodge City Community College 2501 N. 14 th Street Dodge City, KS 67801 Phone: 620-225-6720 Contact: John Ewy	N	0
7	Fort Hays State University 600 Park Street Hays, KS 67601 Phone: 785-628-4260 Contact: Mel Hanks	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
	Friends University https://friends-csm.symplicity.com user: email address/password: fosakdona	Y	0
9	Tiempos Spanish Newspaper 808 W. 25 th Street P.O. Box 4045 Wichita, KS 67204 Phone: 316-943-2260 Contact: Miguel	N	0
10	Mid-Kansas Minority Business Council 209 E. William, Suite 104 Wichita, KS 67202 Phone: 316-303-1703	Y	0
11	<i>Intentionally Omitted</i>	N/A	N/A
12	Wichita Career Development Office 444 E. William Street Wichita, KS 67202 Phone: 316-337-9444, Ext. 109 Contact: Sara Gilbert	Y	0
13	<i>Intentionally Omitted</i>	N/A	N/A
14	KBCU-FM – Bethel College 300 E. 27 th Street North Newton, KS 67117 Phone: 316-284-5273, 316-283-2500 Contact: Tim Buller	N	0
15	Pittsburg State University 1701 S. Broadway Pittsburg, KS 66762 Phone: 620-235-4808 Contact: Pete Hamilton	N	0
16	Senior Services, Inc. of Wichita 200 S. Walnut Street Wichita, KS 67213 Phone: 316-267-1771 Contact: Cherie Wenderott	Y	0
17	SER Corp./Jobs for Progress 1020 N. Main Street, Suite B Wichita, KS 67203 Phone: 316-264-5372 Contact: Richard E. Lopez	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Southwestern College 100 College Street Winfield, KS 67156 Phone: 620-229-6000 Contact: Bill DeAmond; Sarah Thuma	N	0
19	Sterling College P.O. Box 98 Sterling, KS 67579 Phone: 620-278-2173 Contact: Herb Albertson	Y	0
20	University of Kansas 1435 Jayhawk Boulevard Lawrence, KS 66045-2350 Phone: 785-864-7630 Contact: Patty Noland	Y	0
21	Urban League of Wichita 1405 N. Minneapolis Street Wichita, KS 67214 Tel: 316-262-2463 Contact: Bryan Black	Y	0
22	Kansas Wesleyan University 100 E. Claflin Avenue Salina, KS 67401 Phone: 800-874-1154 Contact: Carla	Y	0
23	Wichita Eagle P.O. Box 820 Wichita, KS 67201 Phone: 888-488-4473, Ext. 5704 Contact: Julie Devine	N	0
24	Wichita State University – Elliott School of Communications Wichita, KS 67208 Phone: 316-978-6062 Contact: Dr. Susan Huxman	N	0
25	Wichita Technical Institute 2051 S. Meridian Avenue Wichita, KS 67213 Phone: 316-943-2241 Contact: Jeff Ranney	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Wichita Workforce Job Service 105 N. Main, Suite 100 Wichita, KS 67202 Phone: 316-266-8600 Contact: Carolyn Mosteller	Y	0
27	YWCA Employment & Resource 1111 N. St. Francis Street Wichita, KS 67201 Phone: 316-263-7501 Contact: Joan Hartig	Y	0
28	Kansas Professional Communicators 531 Pamela Street Wichita, KS 67212 Phone: 316-352-5116 Contact: Teresa Veazey	Y	0
29	<i>Intentionally Omitted</i>	N/A	N/A
30	<i>Intentionally Omitted</i>	N/A	N/A
31	Career Builder Website Phone: 888-488-4473, Ext. 5704 Contact: Julie Devine Website: www.careerbuilder.com (Note: Advertisement purchases from Wichita Eagle also include posting on CareerBuilder.com.)	N	0
32	Clear Channel Clear Careers Website 200 E. Basse Road San Antonio, TX 78209 Phone: 210-832-3420 Website: www.clearcareers.com	N	0
33	Kansas Association of Broadcasters (KAB) 214 SW 6 th Ave, Suite 300 Topeka, KS 66603 Phone: 785-235-1307 Contact: Kent Cornish	Y	0
34	Kansas Job Link 1430 SW Topeka Blvd Topeka, KS 66612	Y	0
35	National Association of Broadcasters (NAB) 1771 N Street NW Washington, DC 20036 Phone: 202-429-5300 Contact: Karen Hunter	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	NationJob Website 601 SW 9 th Street, Suites J & K Des Moines, IA 50309 Phone: 888-256-1748 Contact: Bill Melton	Y	0
37	<i>Intentionally Omitted</i>	N/A	N/A
38	<i>Intentionally Omitted</i>	N/A	N/A
39	<i>Intentionally Omitted</i>	N/A	N/A
40	Wichita State University Career Services Campus Box 31 Wichita, KS 67208 Phone: 316-978-3185 Contact: Jeanne Hopkins	Y	0
41	National Association of Hispanic Journalists (NAHJ) Job Bank 1000 National Press Building Washington, DC 20045 Phone: 202-662-7145 Contact: Ivan Roman Email: jobbank@nahj.org	N	0
42	<i>Intentionally Omitted</i>	N/A	N/A
43	Kansas Association of Broadcasters (KAB) Job Fair 1916 SW Sieben Court Topeka, KS 66611 Phone: 785-235-1307 Contact: Kent Cornish	N	0
44	<i>Intentionally Omitted</i>	N/A	N/A
45	<i>Intentionally Omitted</i>	N/A	N/A
46	Word-of-Mouth Referral	N	6
47	Community Voice Newsletter – TCV Publishing Inc. 2918 E. Douglas Avenue Wichita, KS 67202 Phone: 316-681-1155 Contact: Nechelle Bumphus	N	0
48	Black College Radio Email: BCRmail@aol.com or lojelks@aol.com	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	Ohio Center for Broadcasting 9885 Rockside Rd., Suite 160 Valley View, OH 44125 Phone: 216-447-9117 Contact: Gary James	Y	0
50	Collegiate Broadcasting Inc. (CBI) P.O. Box D Austin, TX 78713 Phone: 713-348-2935 Contact: Will Robedee	Y	0
51	Walk-In/Self-Referral	N	0
52	LSI Staffing Agency 350 S. Emporia Street Wichita, KS Phone: 316-262-0162	N	0
53	Kansas State University – Career & Employment Services 100 Holtz Hall Manhattan, KS 66506 Phone: 785-532-6506 Contact: Kristin Copeland	Y	0
54	Ketch Employment Services 1006 E. Waterman Street Wichita, KS 67211 Phone: 316-383-8700 Contact: Lisa Webb	Y	0
55	Work Options 1611 N. Mosley Street Wichita, KS 67214 Phone: 316-267-4201 Contact: Philip Miller	Y	0
56	Tabor College 7348 W. 21st Street, Suite 117 Wichita, KS 67205 Phone: 316-729-6333 Contact: Kalyn Nethercot	Y	0
57	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: 310-457-6616 Website: www.allaccess.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
58	All About Country Email: webmaster@allaboutcountry.com Website: www.allaboutcountry.com	N	0
59	Station Websites (all SEU stations)	N	6
60	On-Air Announcements (all SEU stations)	N	11
61	<i>Intentionally Omitted</i>	N/A	N/A
62	<i>Intentionally Omitted</i>	N/A	N/A
63	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708 Phone: 310-553-4330	N	0
64	Wichita Workforce Center 402 E. 2nd Street Wichita, KS 67201 Phone: 316-771-6800 Contact: Sara Beery	Y	0
65	Internal Transfer/Promotion	N	1
66	<i>Intentionally Omitted</i>	N/A	N/A
67	<i>Intentionally Omitted</i>	N/A	N/A
68	602 Communications 6839 Charter Hills Road Charlotte, NC 28277 Phone: 704-543-1426 Contact: Graeme Newell	Y (graphic, production, and promotion jobs only)	0
69	Salina Journal Newspaper 333 S. 4 th Street Salina, KS 67401 Phone: 800-827-6363, Ext. 205 Contact: Debbie Nelson	N	0
70	Washburn University 1700 SW College Avenue Topeka, KS 66621 Phone: 785-670-1010	N	0
71	Episcopal Social Services 233 S. St. Francis Street Wichita, KS 67202 Phone: 316-269-4160, Ext. 102 Contact: Harry McAdam	Y	0
72	Former Employee/Re-Hire	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
73	Monster.com Website Phone: 1-800-Monster, Ext. 8383 Contact: David Kaleskas Email: David.Kaleskas@monster.com Website: www.monster.com	N	0
74	North Greenville University P.O. Box 1892 Tigerville, SC 29688 Phone: 864-414-1812 Contact: Shurajit Gopal	Y	0
75	Mid-American All Indian Center 650 N. Seneca Wichita, KS 67203 Phone: 316-262-5221 Contact: Michael Gallegos	Y	0
76	Radiocrossing.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			24

KTHR(FM), KZCH(FM), KRBB(FM), KZSN(FM)
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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<p>Clear Channel Wichita offers an internship program for students from local colleges and universities. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the interns. Our programming interns assist with show preparation, editing logs as well as recording and editing commercial or promotional spots. Our promotions interns assist with the scheduling and execution of station remote events as well as prize tasks. During this reporting period, our stations hosted five interns, as follows:</p> <p><u>Spring 2011</u></p> <ul style="list-style-type: none">• One intern from Wichita State University in our Promotions Department <p><u>Summer 2011</u></p> <ul style="list-style-type: none">• One intern from Wichita State University in our Programming Department• One intern from KU School of Journalism in our Promotions Department.• Two interns from Southwestern College in our Programming Department
2	Participate in Job Fair	<p>On July 13, 2011, Clear Channel Wichita participated in the Urban League of Kansas Job Fair. Station participants included our Business Manager, KTHR Program Director and an Account Executive.</p>

KTHR(FM), KZCH(FM), KRBB(FM), KZSN(FM)
EEO PUBLIC FILE REPORT
February 1, 2012 – January 31, 2013¹

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
KZCH – Account Executive	1-3, 7-8, 10, 12, 16-17, 19-22, 26-28, 33-36, 40, 46, 48-50, 53-56, 59-60, 71, 74-75, 80	46
Receptionist/Continuity Assistant	1-3, 7-8, 10, 12, 16-17, 19-22, 26-28, 33-36, 40, 46, 48-50, 53-56, 59-60, 68, 71-72, 74-75, 77-80	46
KRBB Morning Show Host	1-3, 7-8, 10, 12, 16-17, 19-22, 26-28, 33-36, 40, 46, 48-50, 53-57, 59, 68, 71, 74-75, 77-78	57
KTHR – Account Executive	1-3, 7-8, 10, 12, 16-17, 19-22, 26-28, 33-36, 40, 46, 48-50, 53-56, 59-60, 64, 71, 74-75, 77-80	60
Traffic Director	1-3, 7-8, 10, 12, 16-17, 19-22, 26-28, 33-36, 40, 46, 48-50, 53-56, 59, 71-72, 74-75, 77	46
Operations Manager	1-3, 7-8, 10, 12, 16-17, 19-22, 26-28, 32-36, 40, 46, 48-50, 53-57, 59, 65, 68, 71, 74-75, 77-78, 82	65

¹ This Report provides recruitment data collected from January 22, 2012 through January 21, 2013. It was revised in May 2013 to address reporting issues.

KTHR(FM), KZCH(FM), KRBB(FM), KZSN(FM)
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2	Butler County Community College 901 S. Haverhill Road El Dorado, KS 67042 Phone: 316-218-6126 Contact: Loretta Patterson	Y	0
3	Cloud County Community College 2221 Campus Drive Concordia, KS 66901 Phone: 785-243-1435 Contact: Wonda Brunkow	Y	0
4	Spherion Recruiting & Staffing Center 112 S. Emporia Street Wichita, KS 67202 Phone: 316-264-2793 Contact: Heidi	N	0
5	McPherson College 1600 E. Euclid Street McPherson, KS 67460 Phone: 800-365-7402 Contact: Chris	N	0
6	Dodge City Community College 2501 N. 14 th Street Dodge City, KS 67801 Phone: 620-225-6720 Contact: John Ewy	N	0
7	Fort Hays State University 600 Park Street Hays, KS 67601 Phone: 785-628-4260 Contact: Mel Hanks	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Friends University https://friends-csm.symplicity.com user: email address/password: fosakdona	Y	0
9	Tiempos Spanish Newspaper 808 W. 25 th Street P.O. Box 4045 Wichita, KS 67204 Phone: 316-943-2260 Contact: Miguel	N	0
10	Mid-Kansas Minority Business Council 209 E. William, Suite 104 Wichita, KS 67202 Phone: 316-303-1703	Y	0
11	<i>Intentionally Omitted</i>	N/A	N/A
12	Wichita Career Development Office 444 E. William Street Wichita, KS 67202 Phone: 316-337-9444, Ext. 109 Contact: Sara Gilbert	Y	0
13	<i>Intentionally Omitted</i>	N/A	N/A
14	KBCU-FM – Bethel College 300 E. 27 th Street North Newton, KS 67117 Phone: 316-284-5273, 316-283-2500 Contact: Tim Buller	N	0
15	Pittsburg State University 1701 S. Broadway Pittsburg, KS 66762 Phone: 620-235-4808	N	0
16	Senior Services, Inc. of Wichita 200 S. Walnut Street Wichita, KS 67213 Phone: 316-267-1771 Contact: Cherie Wenderott	Y	0
17	SER Corp./Jobs for Progress 1020 N. Main Street, Suite B Wichita, KS 67203 Phone: 316-264-5372 Contact: Richard E. Lopez	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Southwestern College 100 College Street Winfield, KS 67156 Phone: 620-229-6000 Contact: Bill DeAmond; Sarah Thuma	N	0
19	Sterling College P.O. Box 98 Sterling, KS 67579 Phone: 620-278-2173 Contact: Herb Albertson	Y	0
20	University of Kansas 1435 Jayhawk Boulevard Lawrence, KS 66045-2350 Phone: 785-864-7630 Contact: Patty Noland	Y	0
21	Urban League of Wichita 2418 E. 9 th St. N. Wichita, KS 67214	Y	0
22	Kansas Wesleyan University 100 E. Claflin Avenue Salina, KS 67401 Phone: 800-874-1154 Contact: Carla	Y	0
23	Wichita Eagle P.O. Box 820 Wichita, KS 67201 Phone: 888-488-4473, Ext. 5704 Contact: Julie Devine	N	0
24	Wichita State University – Elliott School of Communications Wichita, KS 67208 Phone: 316-978-6062 Contact: Dr. Susan Huxman	N	0
25	Wichita Technical Institute 2051 S. Meridian Avenue Wichita, KS 67213 Phone: 316-943-2241 Contact: Jeff Ranney	N	0
26	Wichita Workforce Job Service 105 N. Main, Suite 100 Wichita, KS 67202 Phone: 316-266-8600 Contact: Carolyn Mosteller	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	YWCA Employment & Resource 1111 N. St. Francis Street Wichita, KS 67201 Phone: 316-263-7501 Contact: Joan Hartig	Y	0
28	Kansas Professional Communicators 531 Pamela Street Wichita, KS 67212 Phone: 316-352-5116 Contact: Teresa Veazey	Y	0
29	<i>Intentionally Omitted</i>	N/A	N/A
30	<i>Intentionally Omitted</i>	N/A	N/A
31	Career Builder Website Phone: 888-488-4473, Ext. 5704 Contact: Julie Devine Website: www.careerbuilder.com (Note: Advertisement purchases from Wichita Eagle also include posting on CareerBuilder.com.)	N	0
32	Clear Channel Clear Careers Website 200 E. Basse Road San Antonio, TX 78209 Phone: 210-832-3420 Website: www.clearcareers.com	N	0
33	Kansas Association of Broadcasters (KAB) 214 SW 6 th Ave, Suite 300 Topeka, KS 66603 Phone: 785-235-1307 Contact: Kent Cornish	Y	0
34	Kansas Job Link 1430 SW Topeka Blvd Topeka, KS 66612	Y	0
35	National Association of Broadcasters (NAB) 1771 N Street NW Washington, DC 20036 Phone: 202-429-5300 Contact: Karen Hunter	Y	0
36	NationJob 601 SW 9 th Street, Suites J & K Des Moines, IA 50309 Phone: 888-256-1748 Contact: Bill Melton	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	<i>Intentionally Omitted</i>	N/A	N/A
38	<i>Intentionally Omitted</i>	N/A	N/A
39	<i>Intentionally Omitted</i>	N/A	N/A
40	Wichita State University Career Services Campus Box 31 Wichita, KS 67208 Phone: 316-978-3185 Contact: Jeanne Hopkins	Y	0
41	National Association of Hispanic Journalists (NAHJ) Job Bank 1000 National Press Building Washington, DC 20045 Phone: 202-662-7145 Contact: Ivan Roman Email: jobbank@nahj.org	N	0
42	<i>Intentionally Omitted</i>	N/A	N/A
43	Kansas Association of Broadcasters (KAB) Job Fair 1916 SW Sieben Court Topeka, KS 66611 Phone: 785-235-1307 Contact: Kent Cornish	N	0
44	<i>Intentionally Omitted</i>	N/A	N/A
45	<i>Intentionally Omitted</i>	N/A	N/A
46	Word-of-Mouth Referral	N	23
47	Community Voice Newsletter – TCV Publishing Inc. 2918 E. Douglas Avenue Wichita, KS 67202 Phone: 316-681-1155 Contact: Nechelle Bumphus	N	0
48	Black College Radio Email: BCRmail@aol.com or lojelks@aol.com	Y	0
49	Ohio Center for Broadcasting 9885 Rockside Rd., Suite 160 Valley View, OH 44125 Phone: 216-447-9117 Contact: Gary James	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	Collegiate Broadcasting Inc. (CBI) P.O. Box D Austin, TX 78713 Phone: 713-348-2935 Contact: Will Robedee	Y	0
51	Walk-In/Self-Referral	N	0
52	LSI Staffing Agency 350 S. Emporia Street Wichita, KS Phone: 316-262-0162	N	0
53	Kansas State University – Career & Employment Services 100 Holtz Hall Manhattan, KS 66506 Phone: 785-532-6506 Contact: Kristin Copeland	Y	0
54	Ketch Employment Services 1006 E. Waterman Street Wichita, KS 67211 Phone: 316-383-8700 Contact: Lisa Webb	Y	0
55	Work Options 1611 N. Mosley Street Wichita, KS 67214 Phone: 316-267-4201 Contact: Philip Miller	Y	0
56	Tabor College 7348 W. 21st Street, Suite 117 Wichita, KS 67205 Phone: 316-729-6333 Contact: Kalyn Nethercot	Y	0
57	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: 310-457-6616 Website: www.allaccess.com	N	2
58	All About Country Email: webmaster@allaboutcountry.com Website: www.allaboutcountry.com	N	0
59	Station Websites (all SEU stations)	N	2
60	On-Air Announcements (all SEU stations)	N	35

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
61	<i>Intentionally Omitted</i>	N/A	N/A
62	<i>Intentionally Omitted</i>	N/A	N/A
63	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708 Phone: 310-553-4330	N	0
64	Wichita Workforce Center 402 E. 2nd Street Wichita, KS 67201 Phone: 316-771-6800 Contact: Sara Beery	N (as of 5/2012)	0
65	Internal Transfer/Promotion	N	1
66	<i>Intentionally Omitted</i>	N/A	N/A
67	<i>Intentionally Omitted</i>	N/A	N/A
68	602 Communications 6839 Charter Hills Road Charlotte, NC 28277 Phone: 704-543-1426 Contact: Graeme Newell	Y (graphic, production, and promotion jobs only)	0
69	Salina Journal Newspaper 333 S. 4 th Street Salina, KS 67401 Phone: 800-827-6363, Ext. 205 Contact: Debbie Nelson	N	0
70	Washburn University 1700 SW College Avenue Topeka, KS 66621 Phone: 785-670-1010	N	0
71	Episcopal Social Services 233 S. St. Francis Street Wichita, KS 67202 Phone: 316-269-4160, Ext. 102 Contact: Harry McAdam	Y	0
72	Former Employee/Re-Hire	N	2
73	Monster.com Website Phone: 1-800-Monster, Ext. 8383 Contact: David Kaleskas Email: David.Kaleskas@monster.com Website: www.monster.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
74	North Greenville University P.O. Box 1892 Tigerville, SC 29688 Phone: 864-414-1812 Contact: Shurajit Gopal	Y	0
75	Mid-American All Indian Center 650 N. Seneca Wichita, KS 67203 Phone: 316-262-5221 Contact: Michael Gallegos	Y	0
76	Radiocrossing.com	N	0
77	Wright Career College dgraham@wrightcc.edu Dena Graham	Y (as of 4/2012)	0
78	CPRF/School of Adaptive Computer Training Attn: Linda Oxford 5111 E. 21 st N. Wichita, KS 67208	Y (as of 4/2012)	0
79	Wichita Eagle National Career Expo Century II Convention Center 225 W. Douglas Wichita, KS 67202 316-264-9121	N	7
80	SEU Internship Program	N	4
81	Wichita Eagle Virtual Career Fair www.virtualcareerevent.com/Wichita	N	0
82	Internal Posting/Candidate	N	1
Total Interviewees Over Reporting Period			77

KTHR(FM), KZCH(FM), KRBB(FM), KZSN(FM)
EEO PUBLIC FILE REPORT
February 1, 2012 – January 31, 2013

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<p>Clear Channel Wichita offers an internship program for students from local colleges and universities. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the interns. Our programming interns assist with show preparation, editing logs as well as recording and editing commercial or promotional spots. Our promotions interns assist with the scheduling and execution of station remote events as well as prize tasks. During this reporting period, our stations hosted six interns, as follows:</p> <p><u>Spring 2012</u></p> <ul style="list-style-type: none"> • One intern from Wichita State University in our Sales Department • One intern from Newman University worked in our Promotions Department. <p><u>Summer 2012</u></p> <ul style="list-style-type: none"> • One intern from Drexel University in our Promotions Department. • One intern from Cowley County Community College in our Programming and Production departments. <p><u>Fall 2012</u></p> <ul style="list-style-type: none"> • One intern from Wichita State University in our Programming Department • One intern from Tabor College in our Promotions Dept.
2	Participate in Job Fair	On April 10, 2012, Clear Channel Wichita participated in the Wichita Eagle's National Career Expo. Station participants include our Business Manager, Account Executive, Assistant Program Director, Program Director, Sales Manager, & Promotions Director.
3	Participate in Job Fair	On April 16-30, 2012, Clear Channel Wichita participated in the Wichita Eagle's Virtual Career Event where applicants can visit a website to see a variety of job opportunities and apply online.
4	Participate in event/program sponsored by or on behalf of an educational institution relating to broadcast careers	On March 14, 2012, our Assistant Program Director for KZCH visited a Cowley College communications class, speaking about his position in radio, the current state of the radio industry and tips on how to get a job in media.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Participate in event/program sponsored by or on behalf of an educational institution relating to broadcast careers	On September 18, 2012, our Operations Manager spent 30 minutes on Skype with media students at Sterling College regarding careers in radio. Further, during this reporting period, our Operations Manager began serving as the new head of the advisory board for the college's student radio station.

KTHR/KZCH/KRBB/KZSN
VACANCY DATA FORM

Full-Time Job Title: Promotions Director	Date Filled: 05/02/2011
Recruitment Source ("RS") Referring Hiree: Word-of-Mouth Referral	No. of Interviewees: 2

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	Baker University – 618 8 th St. Baldwin City, KS 66006 785-594-6451; Susan Wade	Y	0
2	Butler County Community College – 901 S. Haverhill Rd., El Dorado, KS 67042; Ph: 316-218-6126; Loretta Patterson	Y	0
3	Cloud County Community College – 2221 Campus Drive, Concordia, KS 66901; Ph: 785-243-1435; Wonda Brunkow	Y	0
7	Fort Hays State University- 600 Park St., Hays, KS 67601; Ph: 785-628-4260; Mel Hanks	Y	0
8	Friends University- https://friends-csm.symplicity.com/ ; user: email address; password: fosakdona	Y	0
10	Mid-Kansas Minority Business Council- 209 E. William, Ste 104, Wichita, KS 67202; Ph: 316-303-1703	Y	0
12	Wichita Career Development Office- 444 E. William St., Wichita, KS 67202; Ph: 316-337-9444 ext. 109; Sara Gilbert	Y	0
16	Senior Services, Inc. of Wichita- 200 S. Walnut St., Wichita, KS 67213; Ph: 316-267-1771; Cherie Wenderott	Y	0
17	SER Corp./Jobs for Progress – 1020 N. Main St., Ste B, Wichita, KS 67203; Ph: 316-264-5372;	Y	0
19	Sterling College- PO Box 98, Sterling, KS 67579; ph: 620-278-2173; Herb Albertson	Y	0
20	University of Kansas- 1435 Jayhawk Blvd., Lawrence, KS 66045; ph: 785-864-7630; Patty Noland	Y	0
21	Urban League of Wichita- 2418 E. 9 th St. N., Wichita, KS 67214	Y	0
22	Kansas Wesleyan University- 100 E. Claflin Ave., Salina, KS 67401; ph: 800-874-1154; Carla	Y	0
26	Wichita Workforce Job Service- 105 N. Main., Ste. 100, Wichita, KS 67202; Ph: 316-266-8600; Carolyn Mosteller	Y	0
27	YWCA Employment & Resource- 1111 N. St. Francis St., Wichita, KS 67201; ph: 316-263-7501; Joan Hartig	Y	0
28	Kansas Professional Communicators; 531 Pamela St., Wichita, KS 67212; Ph: 3163525116; Teresa Veazey	Y	0
33	Kansas Association of Broadcasters; 214 SW 6 th Ave, Ste 300, Topeka, KS 66603; Ph: 785-235-1307; Kent Cornish	Y	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
34	Kansas Job Link; 1430 SW Topeka Blvd, Topeka, KS 66612	Y	0
35	National Association of Broadcasters; 1771 N Street NW; Washington DC 20036; Ph:202-429-5300; Karen Hunter	Y	0
36	NationJob; 601 SW 9 th St., Suites J&K, Des Moines, IA 50309; Ph: 888-2561748; Bill Melton	Y	0
40	Wichita State University Career Services; Campus Box 31, Wichita, KS 67208; Ph: 316-978-3185; Jeanne Hopkins	Y	
46	Word-of-Mouth Referral	N	2
48	Black College Radio; BCRmail@aol.com; lojelks@aol.com	Y	0
49	Ohio Center for Broadcasting; 9885 Rockside Rd, Ste 160, Valley View, OH 44125; PH: 216-447-9117; Gary James	Y	0
50	Collegiate Broadcasting Inc. (CBI) PO Box D, Austin, TX 78713; Ph:713-348-2935; Will Robedee	Y	0
53	Kansas State University- Career & Employment Services- 100 Holtz Hall, Manhattan, KS 66506; Ph: 785-532-6506; Kristin Copeland	Y	0
54	Ketch Employment Services- 1006 E. Waterman St, Wichita, KS 67211; Ph: 316-383-8700; Lisa Webb	Y	0
55	Work Options- 1611 N. Mosely St, Wichita, KS 67214; Ph: 316-267-4201; Philip Miller	Y	0
56	Tabor College- 7348 W. 21 st St, Ste 117, Wichita, KS 67205, Ph:316-729-6333; Kalyn Nethercot	Y	0
59	Station Websites (all SEU stations)	N	0
68	602 Communications- 68339 Charter Hills Rd, Charlotte, NC 28277; Ph: 704-543-1426; Graeme Newell	Y	0
71	Episcopal Social Services- 233 S. St. Francis St, Wichita, KS 67202; Ph: 316-269-4160, Ext 102; Harry McAdam	Y	0
74	North Greenville University- PO Box 1892, Tigerville, SC 29688, Ph: 864-414-1812; Shurajit Gopal	Y	0
75	Mid-American All Indian Center- 650 N. Seneca, Wichita, KS 67203; Ph: 316-262-5221; Michael Gallegos	Y	0
Total Interviewees			2



3/28/11

Promotions Director

Clear Channel Radio Wichita has an immediate opening for a full time Promotions Director for our four station cluster. Candidate must be a creative thinker, highly organized, able to work in a fast-paced, demanding and unpredictable environment with constant deadlines, fulfilling client and listener needs in a timely and professional manner.

Responsibilities include:

- Manage and lead a team of part-time staff while creating, planning and executing new, fun and profitable events
- Plan, execute and track revenue-generating marketing and promotional events and contesting that take place on-air, on-line and on-site as well as implementing all aspects of contesting.
- Manage content and ensure all minimum quotas are met for the station web site, including the creation of engaging content to generate online traffic
- Create client promotions and promotional proposals with Program Director and Sales Managers
- Strategically create, manage, and implement an aggressive street team.
- Work with the Clear Channel legal department in obtaining all documents necessary for promotion implementation

Responsible for maintaining costs within department budget

Participate at station promotional events as necessary, including set-up and breakdown of promotional equipment/materials for on-site promotional, sales and charity events

The successful candidate: will be creative, highly motivated, organized and a team player with attention to detail and demonstrated ability to multi-task. All employees are also expected to bring a positive attitude to the work place and be cheerful, cooperative and productive and to perform other such duties as may be required for the efficient operations of the stations. In addition, the right candidate:

Must have solid organizational skills

- Have a solid understanding of the individual station demographics and how to appeal to that audience
- Must have exceptional written and verbal communication skills
- Must be proficient in Microsoft Office software as well as have the ability to learn additional proprietary programs required for job execution
- Needs proven ability to multi-task in a fast paced environment
- Must be able to work flexible hours, including weekends and evening hours, as necessary

Must have a valid driver's license. Related experience is required, preferably in radio or media, and a college degree in marketing or communications is preferred.

Clear Channel is an equal opportunity employer. We strongly encourage minorities and women to apply.

Please send resumes to: Clear Channel Radio
Attn: Lyman James
9323 E. 37th St. N.
Wichita, KS 67226
Lymanjames@clearchannel.com
No phone calls please

www.b98fm.com

www.channel963.com

www.1073thebrew.com

www.kissin1021.com

Clear Channel Radio Wichita ♦ 9323 E. 37th St. N. ♦ Wichita, KS 67226 ♦ (316) 494-6600 ♦ (316) 494-6730fax

Baker University
Attn: Susan Wade
518 8th St.
Baldwin City, KS 66006

Cloud County Community College
Attn: Wonda Brunkow
2221 Campus Dr.
Concordia, KS 66901

Fort Hays State University
Attn: Mel Hanks
500 Park St.
Hays, KS 67601

Kansas State University
Attn: Kristin Copeland
100 Holtz Hall
Manhattan, KS 66506

Spherion Recruiting & Staffing
Attn: Heidi
112 S. Emporia St.
Wichita, KS 67202

3ER Corporation
Attn: Richard E. Lopez
1020 N. Main St.
Suite B
Wichita, KS 67203

University of Kansas
Attn: Patty Noland
1435 Jayhawk Blvd
Lawrence, KS 66045-2350

Washburn University
Attn: Judy Smith
1700 SW College Ave.
Topeka, KS 66621

Wichita Workforce Job Service
Attn: Carolyn Mosteller
150 N. Main St.
Suite 100
Wichita, KS 67202

Kansas Job Link
1430 SW Topeka Blvd.
Topeka, KS 66612

Wichita Career Development Office
Attn: Sara Gilbert
444 E. William St.
Wichita, KS 67202

~~KS Wesleyan U.~~
~~100 E. Claflin Ave.~~
~~Salina, KS 67401~~

Friends University
<https://friends-csm.symplicity.com/>
user: email address
password: fosakdona

Mid America All Indian Center
Attn: Michael Gallegos
650 N. Seneca
Wichita, KS 67203

~~Pittsburg State University~~
~~1701 S. Broadway~~
~~Pittsburg, KS 66762~~

~~Southwestern College~~
~~Attn: Sarah Thuma~~
~~100 College St.~~
~~Winfield, KS 67156~~

Urban League
2418 E. 9th St. N.
Wichita, KS 67214

WSU
<http://careers.wichita.edu>
Password: 7E57656b

YWCA Employment & Resource
Attn: Joan Hartig
1111 N. St. Francis
Wichita, KS 67201

~~Tiempos Spanish Newspaper~~
~~Attn: Miguel~~
~~808 W 25th St.~~
~~Wichita, KS 67204~~

Butler County Community College
Attn: Loretta Patterson
901 S. Haverhill Rd
El Dorado, KS 67042

~~Dodge City Community College~~
~~Attn: John Ewy~~
~~2501 N. 14th St.~~
~~Dodge City, KS 67801~~

Mid Kansas Minority Bus. Council
209 E. Williams
Suite 104
Wichita, KS 67202

North Greenville University
Attn: Shurajit Gopal
PO Box 1892
Tigerville, SC 29688

Senior Services
Attn: Cherie Wenderott
200 S. Walnut St.
Wichita, KS 67213

Episcopal Social Services
Attn: Harry McAdam
233 S. Saint Francis St.
Wichita, KS 67202

~~McPherson College~~
~~Attn: Chris Wiense~~
~~1600 E. Euclid St.~~
~~McPherson, KS 67460~~

~~KBCU-FM~~
~~Bethel College~~
~~Attn: Tim Buller~~
~~300 E. 27th St.~~
~~North Newton, KS 67117~~

Kansas Association of Broadcasters
Attn: Kent Cornish
214 SW 6th Ave,
Suite 300
Topeka, KS 66603

Black College Radio
Email: BCRmail@aol.com
Or lojelks@aol.com

NationJob Website
Attn: Bill Melton ✓
501 SW 9th St.
Suites J&K
Des Moines, IA 50309

Work Options
Attn: Philip Miller ✓
1611 N. Mosley St.
Wichita, KS 67214

Ohio Center for Broadcasting
Attn: Gary James ✓
9885 Rockside Rd.
Suite 160
Valley View, OH 44125

Sterling College ✓
Attn: Herb Albertson
PO Box 98
Sterling, KS 67579

Wichita Eagle
Attn: Julie Devine
PO Box 820
Wichita, KS 67201

MCA Employment & Resource
Attn: Joan Hartig
111 N. Saint Francis St.
Wichita, KS 67201 *dup*

lear Channel Clear Careers Website
30 E Basse Road
San Antonio, TX 78209

AHJ Job Bank
Attn: Ivan Roman
300 National Press Building
Washington, DC 20045

SI Staffing Agency
50 S. Emporia St.
Wichita, KS 67214

Radio & Records Magazine
PO Box 515408
Los Angeles, CA 90051-6708

CBI-Collegiate Broadcasting Inc.
Attn: Will Robedee ✓
PO Box D
Austin, TX 78713

Tabor College
Attn: Kalyn Nethcott ✓
7348 W. 21st St.
Suite 117
Wichita, KS 67205

KS Professional Communicators
Teresa Veazey ✓
Teresa.Veazey@wichita.edu

WSU-Elliot School of Comm.
Attn: Dr. Susan Huxman
1845 Fairmont St.
Wichita, KS 67260 *dup in website*

Kansas Professional Communicators
Attn: Teresa Veazey
531 Pamela St.
Wichita, KS 67212 *dup*

National Assoc. of Broadcasters
Attn: Karen Hunter ✓
1771 N. Street. NW
Washington, DC 20036

KAB Job Fair
Attn: Kent Cornish
1916 SW Sieben Court
Topeka, KS 66611

All Access
28955 Pacific Coast Highway
Suite 210
Malibu, CA 90265

Wichita Workforce Center
Attn: Sara Beery
402 E. 2nd St.
Wichita, KS 67201 *dup*

Ketch Employment Services
Attn: Lisa Webb ✓
1006 E. Waterman St
Wichita, KS 67211

NAB Job Website
Karen Hunter
1771 N. Street
NW Washington, DC 20036 *dup*

Kansas Wesleyan University
Attn: Clara
100 E. Claflin Ave
Salina, KS 67401

Wichita Technical Institute
Attn: Jeff Ranney
2051 S. Meridian Ave.
Wichita, KS 67215

Career Builder Website
Attn: Julie Devine
<http://www.careerbuilder.com>
Ad purchases from Wichita Eagle
include Careerbuilder posting

WSU Career Services
Attn: Jeanne Hopkins
Campus Box 31
Wichita, KS 67208 *dup*

Community Voice Newsletter
TCV Publishing Inc.
Attn: Nechelle Bumphus
2918 E. Douglas Ave.
Wichita, KS 67208

All About Country
Email:
webmaster@allaboutcountry.com
www.allaboutcountry.com

602 Communications
Attn: Graeme Newell ✓
6839 Charter Hill Rd.
Charlotte, NC 28277

Statement Concerning Usage of Recruitment Sources

Although the Clear Channel station employment unit located in Wichita, KS did not retain fully detailed documentation to support the data reported on its EEO Public File Report for the period of February 1, 2011 to January 31, 2012, the undersigned confirms that the following sources were used to publicize certain vacancies reported therein and as designated below.

Recruitment Source	Vacancies Affected
#8 Friends University	All Vacancies*
#48 Black College Radio	Promotions Director; Account Executive-KZSN
#59 Station Websites (all stations)	All Vacancies*


Vicky Gutierrez, Business Manager

Date: 5/10/13

**Does not include Chief Engineer hire (exigent circumstances)*

**KTHR/KZCH/KRBB/KZSN
VACANCY DATA FORM**

Full-Time Job Title: Chief Engineer	Date Filled: 4/01/2011
Recruitment Source ("RS") Referring Hiree: Internal Transfer/Promotion*	No. of Interviewees: 1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
65	Internal Transfer/Promotion*	N	1
Total Interviewees			1

**Exigent Circumstances (see attached memo)*

MEMORANDUM

TO: Station Internal Files
DATE: April 1, 2011
RE: Circumstances concerning Chief Engineer hire

To fill the position of Chief Engineer on April 1, 2011, this station employment unit ("SEU") did not widely disseminate the vacancy notice because a current, part-time employee was immediately available, who had worked with us in various technical capacities since 2007 both as a contractor and a part-time employee. Certain circumstances personal to this individual required our immediate action to hire him full-time, and we opted to seize the opportunity to take advantage of the individual's local knowledge, and preparation for potential Midwest severe weather.

KTHR/KZCH/KRBB/KZSN
VACANCY DATA FORM

Full-Time Job Title: Integrated Marketing/Digital Director	Date Filled: 8/01/2011
Recruitment Source ("RS") Referring Hiree: Word-of-Mouth Referral	No. of Interviewees: 5

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	Baker University – 618 8 th St. Baldwin City, KS 66006 785-594-6451; Susan Wade	Y	0
2	Butler County Community College – 901 S. Haverhill Rd., El Dorado, KS 67042; Ph: 316-218-6126; Loretta Patterson	Y	0
3	Cloud County Community College – 2221 Campus Drive, Concordia, KS 66901; Ph: 785-243-1435; Wonda Brunkow	Y	0
7	Fort Hays State University- 600 Park St., Hays, KS 67601; Ph: 785-628-4260; Mel Hanks	Y	0
8	Friends University- https://friends-csm.symplicity.com ; user: email address; password: fosakdona	Y	0
10	Mid-Kansas Minority Business Council- 209 E. William, Ste 104, Wichita, KS 67202; Ph: 316-303-1703	Y	0
12	Wichita Career Development Office- 444 E. William St., Wichita, KS 67202; Ph: 316-337-9444 ext. 109; Sara Gilbert	Y	0
16	Senior Services, Inc. of Wichita- 200 S. Walnut St., Wichita, KS 67213; Ph: 316-267-1771; Cherie Wenderott	Y	0
17	SER Corp./Jobs for Progress – 1020 N. Main St., Ste B, Wichita, KS 67203; Ph: 316-264-5372;	Y	0
19	Sterling College- PO Box 98, Sterling, KS 67579; ph: 620-278-2173; Herb Albertson	Y	0
20	University of Kansas- 1435 Jayhawk Blvd., Lawrence, KS 66045; ph: 785-864-7630; Patty Noland	Y	0
21	Urban League of Wichita- 2418 E. 9 th St. N., Wichita, KS 67214	Y	0
22	Kansas Wesleyan University- 100 E. Claflin Ave., Salina, KS 67401; ph: 800-874-1154; Carla	Y	0
26	Wichita Workforce Job Service- 105 N. Main., Ste. 100, Wichita, KS 67202; Ph: 316-266-8600; Carolyn Mosteller	Y	0
27	YWCA Employment & Resource- 1111 N. St. Francis St., Wichita, KS 67201; ph: 316-263-7501; Joan Hartig	Y	0
28	Kansas Professional Communicators; 531 Pamela St., Wichita, KS 67212; Ph: 316-352-5116; Teresa Veazey	Y	0
33	Kansas Association of Broadcasters; 214 SW 6 th Ave, Ste 300, Topeka, KS 66603; Ph: 785-235-1307; Kent Cornish	Y	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
34	Kansas Job Link; 1430 SW Topeka Blvd, Topeka, KS 66612	Y	0
35	National Association of Broadcasters; 1771 N Street NW; Washington DC 20036; Ph:202-429-5300; Karen Hunter	Y	0
36	NationJob; 601 SW 9 th St., Suites J&K, Des Moines, IA 50309; Ph: 888-2561748; Bill Melton	Y	0
40	Wichita State University Career Services; Campus Box 31, Wichita, KS 67208; Ph: 316-978-3185; Jeanne Hopkins	Y	
46	Word-of-Mouth Referral	N	2
49	Ohio Center for Broadcasting; 9885 Rockside Rd, Ste 160, Valley View, OH 44125; PH: 216-447-9117; Gary James	Y	0
50	Collegiate Broadcasting Inc. (CBI) PO Box D, Austin, TX 78713; Ph:713-348-2935; Will Robedee	Y	0
53	Kansas State University- Career & Employment Services- 100 Holtz Hall, Manhattan, KS 66506; Ph: 785-532-6506; Kristin Copeland	Y	0
54	Ketch Employment Services- 1006 E. Waterman St, Wichita, KS 67211; Ph: 316-383-8700; Lisa Webb	Y	0
55	Work Options- 1611 N. Mosely St, Wichita, KS 67214; Ph: 316-267-4201; Philip Miller	Y	0
56	Tabor College- 7348 W. 21 st St, Ste 117, Wichita, KS 67205, Ph:316-729-6333; Kalyn Nethercot	Y	0
59	Station Websites (all SEU stations)	N	3
60	On-Air Announcements (all SEU stations)	N	0
68	602 Communications- 68339 Charter Hills Rd, Charlotte, NC 28277; Ph: 704-543-1426; Graeme Newell	Y	0
71	Episcopal Social Services- 233 S. St. Francis St, Wichita, KS 67202; Ph: 316-269-4160, Ext 102; Harry McAdam	Y	0
74	North Greenville University- PO Box 1892, Tigerville, SC 29688, Ph: 864-414-1812; Shurajit Gopal	Y	0
75	Mid-American All Indian Center- 650 N. Seneca, Wichita, KS 67203; Ph: 316-262-5221; Michael Gallegos	Y	0
Total Interviewees			5



Clear Channel Radio Wichita is looking for an Integrated Marketing/Digital Director.

This person will identify and develop Integrated Marketing and Digital business opportunities by focusing on educating account executives, clients and agencies on this emerging premium advertising product. Additionally, this person creates and implements sales strategies that meet or exceed monthly, quarterly and annual goals of the branch. This person also presents strategic and creative options in a consultative way to help advertisers utilize digital technology to meet their needs and objectives.

PRIMARY RESPONSIBILITIES

- Identifies and proactively develops new business opportunities (lead generation) and proposal creation.
- Attends digital and integrated marketing sales calls and presentations and helps drive sales.
- Provides input to the GSM in setting digital sales targets and ensures campaign executions meet contractual deadlines.
- Assists GSM in ensuring digital price structure and network selling practices are in alignment with company goals and branch strategic plans.
- Establishes and recommends fixed networks or virtual network options that deliver revenue growth for the branch.
- Sets local market inventory strategy.
- Generates creative ideas with Account Executives, Marketing and Creative departments to enhance advertiser proposals and campaigns.
- Partners directly with marketing and creative resources to design collateral material aimed at maximizing revenue and meeting emerging needs. May perform some design on their own.
- Maintains creative standards to protect quality of ads on display.
- Runs ongoing digital training in the market.
- Makes recommendations to the GSM on potential best practices for company.

Required Skills

- Ability to drive new business development.
- Ability to think strategically and creatively, with a demonstrated ability to devise ideas and effective campaigns for clients.
- Ability to assist in creation of high impact proposals and sales collateral.
- Ability to provide and develop training programs to team.
- Ability to manage production workflow, timelines and schedules.
- Ability to motivate teams to produce digital sales results in line with stated goals and objectives.
- Ability to handle multiple projects simultaneously and meet deadlines in a fast paced environment.
- Skilled at verbal and written communication.
- Skilled at presentations with groups of all sizes and levels of management.
- Knowledge of social and online media preferred (e.g., how to utilize to engage with online audiences).

REQUIREMENTS

- Bachelor's degree in Advertising, Marketing or Communications and/or combination of 3-5 years of relevant direct selling experience in Advertising, Broadcast media or agency related positions and educational experience.
- Proficient with Excel, Adobe Creative Suite and Power Point.

www.b98fm.com

www.channel963.com

www.1073thebrew.com

www.kissin1021.com

Clear Channel Radio Wichita ♦ 9323 E. 37th St. N. ♦ Wichita, KS 67226 ♦ (316) 494-6600 ♦ (316) 494-6730fax



CRITICAL COMPETENCIES

- **Customer Engagement:** Engaging external customers and internal resources to achieve mutually beneficial outcomes in a way that provides an optimal experience for the customer.
- **Results Focus:** Taking a dynamic approach to work characterized by initiating decisions and actions. Concentrating on achieving the outcomes of a process or project while adhering to the overall strategy of the organization. Creating a culture of accountability and performance.
- **Business Acumen:** Knowledge of general business practices as well as knowledge of the organization's functioning. An understanding of organizational culture and the ability to function effectively within its social structure.
- **Communication:** Interacting with others through verbal and non-verbal means to present information in an engaging and understandable manner. The use of listening and other attending behaviors to gain a shared understanding of the topic at hand.
- **Collaboration:** Understanding the importance of relationships to enabling effective teamwork. Modifying personal style, focusing on the needs of others, and listening effectively to ensure effective outcomes for group endeavors.
- **Innovation:** Taking a multi-faceted approach to problem-solving and creation of novel solutions to problems. Championing organization-wide learning and sharing of information. Taking a viewpoint that is broader than their immediate group or department and encompassing external factors.

Clear Channel is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, veteran status, genetic information, or any other legally protected classification or status.

Please send resumes to:

Clear Channel Radio
Attn: Frank Flores
9323 E. 37th St. N.
Wichita, KS 67226
frankflores@clearchannel.com
no phone calls please

Baker University
Attn: Susan Wade ✓
518 8th St.
Baldwin City, KS 66006

Cloud County Community College
Attn: Wonda Brunkow
2221 Campus Dr. ✓
Concordia, KS 66901

Fort Hays State University
Attn: Mel Hanks ✓
500 Park St.
Hays, KS 67601

Kansas State University
Attn: Kristin Copeland ✓
100 Holtz Hall
Manhattan, KS 66506

~~Spherion Recruiting & Staffing~~
~~Attn: Heidi~~
~~112 S. Emporia St.~~
~~Wichita, KS 67202~~

3ER Corporation
Attn: Richard E. Lopez ✓
1020 N. Main St.
Suite B
Wichita, KS 67203

University of Kansas ✓
Attn: Patty Noland
1435 Jayhawk Blvd
Lawrence, KS 66045-2350

~~Washburn University~~
~~Attn: Judy Smith~~
~~1700 SW College Ave.~~
~~Topeka, KS 66621~~

Wichita Workforce Job Service
Attn: Carolyn Mosteller ✓
150 N. Main St.
Suite 100
Wichita, KS 67202

Kansas Job Link ✓
1430 SW Topeka Blvd.
Topeka, KS 66612

Wichita Career Development Office
Attn: Sara Gilbert ✓
444 E. William St.
Wichita, KS 67202

KS Wesleyan U. ✓
100 E. Claflin Ave.
Salina, KS 67401

Friends University ✓
<https://friends-csm.symplicity.com/>
user: email address
password: fosakdona

Mid America All Indian Center
Attn: Michael Gallegos ✓
650 N. Seneca
Wichita, KS 67203

~~Pittsburg State University~~
~~1701 S. Broadway~~
~~Pittsburg, KS 66762~~

~~Southwestern College~~
~~Attn: Sarah Thuma~~
~~100 College St.~~
~~Winfield, KS 67156~~

Urban League ✓
2418 E. 9th St. N.
Wichita, KS 67214

WSU ✓
<http://careers.wichita.edu>
Password: 7E57656b

~~YWCA Employment & Resource~~
~~Attn: Joan Hartig~~
~~1111 N. St. Francis~~
~~Wichita, KS 67201~~

~~Tiempos Spanish Newspaper~~
~~Attn: Miguel~~
~~808 W 25th St.~~
~~Wichita, KS 67204~~

Butler County Community College
Attn: Loretta Patterson ✓
901 S. Haverhill Rd
El Dorado, KS 67042

~~Dodge City Community College~~
~~Attn: John Ewy~~
~~2501 N. 14th St.~~
~~Dodge City, KS 67801~~

Mid Kansas Minority Bus. Council
209 E. Williams ✓
Suite 104
Wichita, KS 67202

North Greenville University
Attn: Shurajit Gopal ✓
PO Box 1892
Tigerville, SC 29688

Senior Services
Attn: Cherie Wenderott ✓
200 S. Walnut St.
Wichita, KS 67213

Episcopal Social Services
Attn: Harry McAdam ✓
233 S. Saint Francis St.
Wichita, KS 67202

~~McPherson College~~
~~Attn: Chris Wiensc~~
~~1600 E. Euclid St.~~
~~McPherson, KS 67460~~

~~KBCU-FM~~
~~Bethel College~~
~~Attn: Tim Buller~~
~~300 E. 27th St.~~
~~North Newton, KS 67117~~

Kansas Association of Broadcasters
Attn: Kent Cornish ✓
214 SW 6th Ave,
Suite 300
Topeka, KS 66603

~~Black College Radio~~
~~Email: BCRmail@aol.com~~
~~Or lojelks@aol.com~~

NationJob Website
Attn: Bill Melton ✓
501 SW 9th St.
Suites J&K
Des Moines, IA 50309

Work Options
Attn: Philip Miller ✓
1611 N. Mosley St.
Wichita, KS 67214

Ohio Center for Broadcasting
Attn: Gary James ✓
9885 Rockside Rd.
Suite 160
Valley View, OH 44125

Sterling College ✓
Attn: Herb Albertson
PO Box 98
Sterling, KS 67579

Wichita Eagle
Attn: Julie Devine
PO Box 820
Wichita, KS 67201

MCA Employment & Resource
Attn: Joan Hartig ✓
111 N. Saint Francis St.
Wichita, KS 67201

Clear Channel Clear Careers Website
300 E Basse Road
San Antonio, TX 78209

AHJ Job Bank
Attn: Ivan Roman
300 National Press Building
Washington, DC 20045

SI Staffing Agency
50 S. Emporia St.
Wichita, KS 67214

Radio & Records Magazine
PO Box 515408
Los Angeles, CA 90051-6708

CBI-Collegiate Broadcasting Inc.
Attn: Will Robedee ✓
PO Box D
Austin, TX 78713

Tabor College ✓
Attn: Kalyn Nethcot
7348 W. 21st St.
Suite 117
Wichita, KS 67205

KS Professional Communicators
Teresa Veazey ✓
Teresa.Veazey@wichita.edu

WSU-Elliot School of Comm.
Attn: Dr. Susan Huxman
1845 Fairmont St. *dup*
Wichita, KS 67260

Kansas Professional Communicators
Attn: Teresa Veazey *dup*
531 Pamela St.
Wichita, KS 67212

National Assoc. of Broadcasters
Attn: Karen Hunter ✓
1771 N. Street. NW
Washington, DC 20036

KAB Job Fair
Attn: Kent Cornish *dup*
1916 SW Sieben Court
Topeka, KS 66611

All Access
28955 Pacific Coast Highway
Suite 210
Malibu, CA 90265

Wichita Workforce Center
Attn: Sara Beery *dup*
402 E. 2nd St.
Wichita, KS 67201

Ketch Employment Services
Attn: Lisa Webb ✓
1006 E. Waterman St
Wichita, KS 67211

NAB Job Website
Karen Hunter *dup*
1771 N. Street
NW Washington, DC 20036

Kansas Wesleyan University
Attn: Clara ✓
100 E. Claflin Ave
Salina, KS 67401

Wichita Technical Institute
Attn: Jeff Ranney
2051 S. Meridian Ave.
Wichita, KS 67213

Career Builder Website
Attn: Julie Devine
<http://www.careerbuilder.com>
Ad purchases from Wichita Eagle
include Careerbuilder posting

WSU Career Services
Attn: Jeanne Hopkins *dup*
Campus Box 31
Wichita, KS 67208

Community Voice Newsletter
TCV Publishing Inc.
Attn: Nechelle Bumphus
2918 E. Douglas Ave.
Wichita, KS 67202

All About Country
Email:
webmaster@allaboutcountry.com
www.allaboutcountry.com

602 Communications ✓
Attn: Graeme Newell
6839 Charter Hill Rd.
Charlotte, NC 28277

Advertiser No: 460 Order No: 41961
Start Date: 07/06/2011 Co-op: No
End Date: 07/31/2011 Package: No
Month Type: Broadcast Agency Comm.: 0%
Revision #: 1
CPE:
AE: SCHROEDER, STACI
Entered: 07/05/2011 12:05 PM by Fusion
Last Update: 07/26/2011 02:41 PM by ict1air
Note: QUAD/DIGITAL SALES RECRUITMENT
Note 2:
Spl Req Inv: Do Not Mail

HOUSE ACCOUNT

KS 67219

Market Station	Bind To	Start Date	End Date	No Of Weeks	Rate Rev. Type	Skip W.	M	T	W	T	F	S	S	Spots/ W.	Spot Length	Ord Spots	Ord Cost
1 Wichita	06:00-19:00	07/06/11	07/10/11	1	0.00	0	0	0	5	5	5	5	5	25	30	25	0.00
KRBB-FM	Commercial				Local-Direct												
2 Wichita	06:00-19:00	07/06/11	07/10/11	1	0.00	0	0	0	5	5	5	5	5	25	30	25	0.00
KTHR-FM	Commercial				Local-Direct												
3 Wichita	06:00-19:00	07/06/11	07/10/11	1	0.00	0	0	0	5	5	5	5	5	25	30	25	0.00
KZCH-FM	Commercial				Local-Direct												
4 Wichita	06:00-19:00	07/06/11	07/10/11	1	0.00	0	0	0	5	5	5	5	5	25	30	25	0.00
KZSN-FM	Commercial				Local-Direct												
5 Wichita	06:00-23:59	07/11/11	07/26/11	3	0.00	0	5	5	5	5	5	5	5	35	30	80	0.00
KRBB-FM	Commercial				Local-Direct												
6 Wichita	06:00-23:59	07/11/11	07/26/11	3	0.00	0	5	5	5	5	5	5	5	35	30	80	0.00
KTHR-FM	Commercial				Local-Direct												
7 Wichita	06:00-23:59	07/11/11	07/26/11	3	0.00	0	5	5	5	5	5	5	5	35	30	80	0.00
KZCH-FM	Commercial				Local-Direct												
8 Wichita	06:00-23:59	07/11/11	07/26/11	3	0.00	0	5	5	5	5	5	5	5	35	30	80	0.00
KZSN-FM	Commercial				Local-Direct												

No. of Spots/Misc/Digital: 420/0/0

Ordered Gross: \$0.00
Agency Commission: \$0.00
Ordered Net: \$0.00
Total Net Due: \$0.00

	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Amt. Ord.:	420	0	0	0	0	0	0	0	0	0	0	0	0
Gross:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

When signed below, this is a contract for advertising on the radio stations named above, made with the owner of those stations, subject to those terms and conditions beginning on the last page of this Order Confirmation. Except when this contract is executed by advertiser itself, it is agreed that advertiser's agency makes this contract both for itself and advertiser.

Accepted for Company: _____

Accepted for Advertiser: _____

Participating Customers

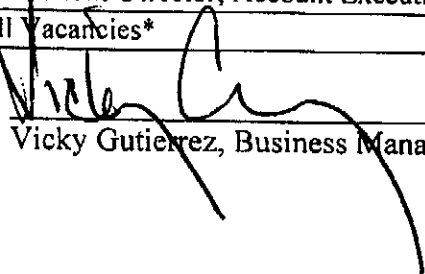
HOUSE ACCOUNT

100%

Statement Concerning Usage of Recruitment Sources

Although the Clear Channel station employment unit located in Wichita, KS did not retain fully detailed documentation to support the data reported on its EEO Public File Report for the period of February 1, 2011 to January 31, 2012, the undersigned confirms that the following sources were used to publicize certain vacancies reported therein and as designated below.

Recruitment Source	Vacancies Affected
#8 Friends University	All Vacancies*
#48 Black College Radio	Promotions Director; Account Executive-KZSN
#59 Station Websites (all stations)	All Vacancies*


Vicky Gutierrez, Business Manager

Date: 5/10/13

**Does not include Chief Engineer hire (exigent circumstances)*

KTHR/KZCH/KRBB/KZSN
VACANCY DATA FORM

Full-Time Job Title: KZCH – Account Executive	Date Filled: 12/12/2011
Recruitment Source (“RS”) Referring Hiree: Station Websites	No. of Interviewees: 7

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	Baker University – 618 8 th St. Baldwin City, KS 66006 785-594-6451; Susan Wade	Y	0
2	Butler County Community College – 901 S. Haverhill Rd., El Dorado, KS 67042; Ph: 316-218-6126; Loretta Patterson	Y	0
3	Cloud County Community College – 2221 Campus Drive, Concordia, KS 66901; Ph: 785-243-1435; Wonda Brunkow	Y	0
7	Fort Hays State University- 600 Park St., Hays, KS 67601; Ph: 785-628-4260; Mel Hanks	Y	0
8	Friends University- https://friends-csm.symplicity.com ; user: email address; password: fosakdona	Y	0
10	Mid-Kansas Minority Business Council- 209 E. William, Ste 104, Wichita, KS 67202; Ph: 316-303-1703	Y	0
12	Wichita Career Development Office- 444 E. William St., Wichita, KS 67202; Ph: 316-337-9444 ext. 109; Sara Gilbert	Y	0
16	Senior Services, Inc. of Wichita- 200 S. Walnut St., Wichita, KS 67213; Ph: 316-267-1771; Cherie Wenderott	Y	0
17	SER Corp./Jobs for Progress – 1020 N. Main St., Ste B, Wichita, KS 67203; Ph: 316-264-5372;	Y	0
19	Sterling College- PO Box 98, Sterling, KS 67579; ph: 620-278-2173; Herb Albertson	Y	0
20	University of Kansas- 1435 Jayhawk Blvd., Lawrence, KS 66045; ph: 785-864-7630; Patty Noland	Y	0
21	Urban League of Wichita- 2418 E. 9 th St. N., Wichita, KS 67214	Y	0
22	Kansas Wesleyan University- 100 E. Claflin Ave., Salina, KS 67401; ph: 800-874-1154; Carla	Y	0
26	Wichita Workforce Job Service- 105 N. Main., Ste. 100, Wichita, KS 67202; Ph: 316-266-8600; Carolyn Mosteller	Y	0
27	YWCA Employment & Resource- 1111 N. St. Francis St., Wichita, KS 67201; ph: 316-263-7501; Joan Hartig	Y	0
28	Kansas Professional Communicators; 531 Pamela St., Wichita, KS 67212; Ph: 316-352-5116; Teresa Veazey	Y	0
33	Kansas Association of Broadcasters; 214 SW 6 th Ave, Ste 300, Topeka, KS 66603; Ph: 785-235-1307; Kent Cornish	Y	0
34	Kansas Job Link; 1430 SW Topeka Blvd, Topeka, KS 66612	Y	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
35	National Association of Broadcasters; 1771 N Street NW; Washington DC 20036; Ph:202-429-5300; Karen Hunter	Y	0
36	NationJob; 601 SW 9 th St., Suites J&K, Des Moines, IA 50309; Ph: 888-2561748; Bill Melton	Y	0
40	Wichita State University Career Services; Campus Box 31, Wichita, KS 67208; Ph: 316-978-3185; Jeanne Hopkins	Y	0
46	Word-of-Mouth Referral	N	1
49	Ohio Center for Broadcasting; 9885 Rockside Rd, Ste 160, Valley View, OH 44125; PH: 216-447-9117; Gary James	Y	0
50	Collegiate Broadcasting Inc. (CBI) PO Box D, Austin, TX 78713; Ph:713-348-2935; Will Robedee	Y	0
53	Kansas State University- Career & Employment Services- 100 Holtz Hall, Manhattan, KS 66506; Ph: 785-532-6506; Kristin Copeland	Y	0
54	Ketch Employment Services- 1006 E. Waterman St, Wichita, KS 67211; Ph: 316-383-8700; Lisa Webb	Y	0
55	Work Options- 1611 N. Mosely St, Wichita, KS 67214; Ph: 316-267-4201; Philip Miller	Y	0
56	Tabor College- 7348 W. 21 st St, Ste 117, Wichita, KS 67205, Ph:316-729-6333; Kalyn Nethercot	Y	0
59	Station Websites (all SEU stations)	N	1
60	On-Air Announcements (all SEU stations)	N	5
71	Episcopal Social Services- 233 S. St. Francis St, Wichita, KS 67202; Ph: 316-269-4160, Ext 102; Harry McAdam	Y	0
74	North Greenville University- PO Box 1892, Tigerville, SC 29688, Ph: 864-414-1812; Shurajit Gopal	Y	0
75	Mid-American All Indian Center- 650 N. Seneca, Wichita, KS 67203; Ph: 316-262-5221; Michael Gallegos	Y	0
Total Interviewees			7



10/3/11

Looking for a vibrant and exciting career? Look no further! Join the Clear Channel Radio sales team. Clear Channel Radio Wichita is looking for Account Executives who are focused on success, energetic and passionate about their work. A minimum of 2 years experience in outside sales or marketing is preferred. If you want a work environment that is upbeat, fast-paced and rewarding, this job is for you. E-mail your Resume to frankflores@clearchannel.com or mail to:

Clear Channel Radio Wichita
9323 E. 37th St. N.
Wichita, KS 67226
Attn: Frank Flores
Fax: 316-494-6730

Clear Channel Radio Wichita is an equal opportunity employer. We encourage women and minorities to apply.

www.b98fm.com

www.channel963.com

www.1073thebrew.com

www.kzsn.com

Clear Channel Radio Wichita ♦ 9323 E. 37th St. N. ♦ Wichita, KS 67226 ♦ (316) 494-6600 ♦ (316) 494-6730fax

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Attn: Susan Wade
618 8th St.
Baldwin City, KS 66006

Cloud County Community College
Attn: Wonda Brunkow
2221 Campus Dr.
Concordia, KS 66901

Fort Hays State University
Attn: Mel Hanks
600 Park St.
Hays, KS 67601

Kansas State University
Attn: Kristin Copeland
100 Holtz Hall
Manhattan, KS 66506

Spherion Recruiting & Staffing
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SER Corporation
Attn: Richard E. Lopez
1020 N. Main St.
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University of Kansas
Attn: Patty Noland
1435 Jayhawk Blvd
Lawrence, KS 66045-2350

Washburn University
Attn: Judy Smith
1700 SW College Ave.
Topeka, KS 66621

Wichita Workforce Job Service
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Wichita, KS 67202

KS Wesleyan U.
100 E. Claflin Ave.
Salina, KS 67401

Friends University
<https://friends-csm.symplicity.com/>
user: email address
password: fosakdona

Mid America All Indian Center
Attn: Michael Gallegos
650 N. Seneca
Wichita, KS 67203

Pittsburg State University
1701 S. Broadway
Pittsburg, KS 66762

Southwestern College
Attn: Sarah Thuma
100 College St.
Winfield, KS 67156

Urban League
2418 E. 9th St. N.
Wichita, KS 67214

WSU
<http://careers.wichita.edu>
Password: 7E57656b

YWCA Employment & Resource
Attn: Joan Hartig
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Wichita, KS 67201

Tiempos Spanish Newspaper
Attn: Miguel
808 W 25th St.
Wichita, KS 67204

Butler County Community College
Attn: Loretta Patterson
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Attn: Shurajit Gopal
PO Box 1892
Tigerville, SC 29688

Senior Services
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Episcopal Social Services
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Wichita, KS 67202

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Attn: Chris Wiensc
1600 E. Euclid St.
McPherson, KS 67460

KBCU-FM
Bethel College
Attn: Tim Buller
300 E. 27th St.
North Newton, KS 67117

Kansas Association of Broadcasters
Attn: Kent Cornish
214 SW 6th Ave,
Suite 300
Topeka, KS 66603

Black College Radio
Email: BCRmail@aol.com
Or lojelks@aol.com

NationJob Website
Attn: Bill Melton ✓
601 SW 9th St.
Suites J&K
Des Moines, IA 50309

Work Options
Attn: Philip Miller ✓
1611 N. Mosley St.
Wichita, KS 67214

Ohio Center for Broadcasting
Attn: Gary James ✓
9885 Rockside Rd.
Suite 160
Valley View, OH 44125

Sterling College
Attn: Herb Albertson ✓
PO Box 98
Sterling, KS 67579

~~Wichita Eagle~~
~~Attn: Julie Devine~~
~~PO Box 820~~
~~Wichita, KS 67201~~

~~MCA Employment & Resource~~
~~attn: Joan Hartig~~
~~111 N. Saint Francis St.~~
~~Vichita, KS 67201~~ *dup*

Clear Channel Clear Careers Website
00 E Basse Road
San Antonio, TX 78209

~~IAHJ Job Bank~~
~~attn: Ivan Roman~~
~~000 National Press Building~~
~~Vashington, DC 20045~~

~~SI Staffing Agency~~
~~50 S. Emporia St.~~
~~Vichita, KS 67214~~

~~Radio & Records Magazine~~
~~PO Box 515408~~
~~Los Angeles, CA 90051-6708~~

CBI-Collegiate Broadcasting Inc.
Attn: Will Robedee ✓
PO Box D
Austin, TX 78713

Tabor College
Attn: Kalyn Nethecot ✓
7348 W. 21st St.
Suite 117
Wichita, KS 67205

KS Professional Communicators
Teresa Veazey
Teresa.Veazey@wichita.edu

~~WSU-Elliot School of Comm.~~
~~Attn: Dr. Susan Huxman~~
~~1845 Fairmont St.~~
~~Wichita, KS 67260~~ *dup*

~~Kansas Professional Communicators~~
~~Attn: Teresa Veazey~~
~~531 Pamela St.~~
~~Wichita, KS 67212~~ *dup*

National Assoc. of Broadcasters
Attn: Karen Hunter ✓
1771 N. Street. NW
Washington, DC 20036

~~KAB Job Fair~~
~~Attn: Kent Cornish~~
~~1916 SW Sichen Court~~
~~Topeka, KS 66611~~ *dup*

~~All Access~~
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~~Suite 210~~
~~Malibu, CA 90265~~

~~Wichita Workforce Center~~
~~Attn: Sara Beery~~
~~402 E. 2nd St.~~
~~Wichita, KS 67201~~ *dup*

Ketch Employment Services
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1006 E. Waterman St
Wichita, KS 67211

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Kansas Wesleyan University
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~~2051 S. Meridian Ave.~~
~~Wichita, KS 67213~~

~~Career Builder Website~~
~~Attne: Julie Devine~~
~~[Http://www.careerbuilder.com](http://www.careerbuilder.com)~~
~~Ad purchases from Wichita Eagle~~
~~include Careerbuilder posting~~

~~WSU Career Services~~
~~Attn: Jeanne Hopkins~~
~~Campus Box 31~~
~~Wichita, KS 67208~~ *dup*

~~Community Voice Newsletter~~
~~TCV Publishing Inc.~~
~~Attn: Nechelle Bumphus~~
~~2918 E. Douglas Ave.~~
~~Wichita, KS 67202~~

~~All About Country~~
~~Email:~~
~~webmaster@allaboutcountry.com~~
~~www.allaboutcountry.com~~

~~602 Communications~~
~~Attn: Graeme Newell~~
~~6839 Charter Hill Rd.~~
~~Charlotte, NC 28277~~

Advertiser No: 460 Order No: 43433
Start Date: 10/03/2011 Co-op: No
End Date: 10/30/2011 Package: No
Month Type: Broadcast Agency Comm.: 0%
Revision #: 0
CPE:
AE: SCHROEDER, STACI
Entered: 09/30/2011 11:41 AM by Fusion
Last Update: 09/30/2011 11:41 AM by Fusion
Note: QUAD/SALES RECRUITMENT AD
Note 2:
Spl Req Inv: Do Not Mail

HOUSE ACCOUNT

KS 67219

Market Station	Bind To	Start Date	End Date	No Of Weeks	Rate Rev. Type	Skip W. M T W T F S S	Spots/ W. Length	Ord Spots	Ord Cost
1 Wichita	06:00-20:00	10/03/11	10/30/11	4	0.00	0 4 4 4 4 4 4 4	28 30	112	0.00
KRBB-FM	Commercial				Local-Direct				
2 Wichita	06:00-20:00	10/03/11	10/30/11	4	0.00	0 4 4 4 4 4 4 4	28 30	112	0.00
KTHR-FM	Commercial				Local-Direct				
3 Wichita	06:00-20:00	10/03/11	10/30/11	4	0.00	0 4 4 4 4 4 4 4	28 30	112	0.00
KZCH-FM	Commercial				Local-Direct				
4 Wichita	06:00-20:00	10/03/11	10/30/11	4	0.00	0 4 4 4 4 4 4 4	28 30	112	0.00
KZSN-FM	Commercial				Local-Direct				

No. of Spots/Misc/Digital: 448/0/0
Ordered Gross: \$0.00
Agency Commission: \$0.00
Ordered Net: \$0.00
Total Net Due: \$0.00

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Amt. Ord.:	448	0	0	0	0	0	0	0	0	0	0	0	0
Gross:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

When signed below, this is a contract for advertising on the radio stations named above, made with the owner of those stations, subject to those terms and conditions beginning on the last page of this Order Confirmation. Except when this contract is executed by advertiser itself, it is agreed that advertiser's agency makes this contract both for itself and advertiser.

Accepted for Company:

Accepted for Advertiser:

Participating Customers

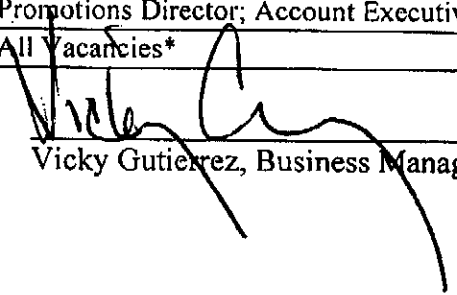
HOUSE ACCOUNT

100%

Statement Concerning Usage of Recruitment Sources

Although the Clear Channel station employment unit located in Wichita, KS did not retain fully detailed documentation to support the data reported on its EEO Public File Report for the period of February 1, 2011 to January 31, 2012, the undersigned confirms that the following sources were used to publicize certain vacancies reported therein and as designated below.

Recruitment Source	Vacancies Affected
#8 Friends University	All Vacancies*
#48 Black College Radio	Promotions Director; Account Executive-KZSN
#59 Station Websites (all stations)	All Vacancies*


Vicky Gutierrez, Business Manager

Date: 5/10/13

**Does not include Chief Engineer hire (exigent circumstances)*

**KTHR/KZCH/KRBB/KZSN
VACANCY DATA FORM**

Full-Time Job Title: KZSN – Account Executive	Date Filled: 1/3/2012
Recruitment Source (“RS”) Referring Hiree: Station Websites	No. of Interviewees: 9

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	Baker University – 618 8 th St. Baldwin City, KS 66006 785-594-6451; Susan Wade	Y	0
2	Butler County Community College – 901 S. Haverhill Rd., El Dorado, KS 67042; Ph: 316-218-6126; Loretta Patterson	Y	0
3	Cloud County Community College – 2221 Campus Drive, Concordia, KS 66901; Ph: 785-243-1435; Wonda Brunkow	Y	0
7	Fort Hays State University- 600 Park St., Hays, KS 67601; Ph: 785-628-4260; Mel Hanks	Y	0
8	Friends University- https://friends-csm.symplicity.com ; user: email address; password: fosakdona	Y	0
10	Mid-Kansas Minority Business Council- 209 E. William, Ste 104, Wichita, KS 67202; Ph: 316-303-1703	Y	0
12	Wichita Career Development Office- 444 E. William St., Wichita, KS 67202; Ph: 316-337-9444 ext. 109; Sara Gilbert	Y	0
16	Senior Services, Inc. of Wichita- 200 S. Walnut St., Wichita, KS 67213; Ph: 316-267-1771; Cherie Wenderott	Y	0
17	SER Corp./Jobs for Progress – 1020 N. Main St., Ste B, Wichita, KS 67203; Ph: 316-264-5372;	Y	0
19	Sterling College- PO Box 98, Sterling, KS 67579; ph: 620-278-2173; Herb Albertson	Y	0
20	University of Kansas- 1435 Jayhawk Blvd., Lawrence, KS 66045; ph: 785-864-7630; Patty Noland	Y	0
21	Urban League of Wichita- 2418 E. 9 th St. N., Wichita, KS 67214	Y	0
22	Kansas Wesleyan University- 100 E. Claflin Ave., Salina, KS 67401; ph: 800-874-1154; Carla	Y	0
26	Wichita Workforce Job Service- 105 N. Main., Ste. 100, Wichita, KS 67202; Ph: 316-266-8600; Carolyn Mosteller	Y	0
27	YWCA Employment & Resource- 1111 N. St. Francis St., Wichita, KS 67201; ph: 316-263-7501; Joan Hartig	Y	0
28	Kansas Professional Communicators; 531 Pamela St., Wichita, KS 67212; Ph: 316-352-5116; Teresa Veazey	Y	0
33	Kansas Association of Broadcasters; 214 SW 6 th Ave, Ste 300, Topeka, KS 66603; Ph: 785-235-1307; Kent Cornish	Y	0
34	Kansas Job Link; 1430 SW Topeka Blvd, Topeka, KS 66612	Y	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
35	National Association of Broadcasters; 1771 N Street NW; Washington DC 20036; Ph:202-429-5300; Karen Hunter	Y	0
36	NationJob; 601 SW 9 th St., Suites J&K, Des Moines, IA 50309; Ph: 888-2561748; Bill Melton	Y	0
40	Wichita State University Career Services; Campus Box 31, Wichita, KS 67208; Ph: 316-978-3185; Jeanne Hopkins	Y	0
46	Word-of-Mouth Referral	N	1
48	Black College Radio; BCRmail@aol.com; lojelks@aol.com	Y	0
49	Ohio Center for Broadcasting; 9885 Rockside Rd, Ste 160, Valley View, OH 44125; PH: 216-447-9117; Gary James	Y	0
50	Collegiate Broadcasting Inc. (CBI) PO Box D, Austin, TX 78713; Ph:713-348-2935; Will Robedee	Y	0
53	Kansas State University- Career & Employment Services- 100 Holtz Hall, Manhattan, KS 66506; Ph: 785-532-6506; Kristin Copeland	Y	0
54	Ketch Employment Services- 1006 E. Waterman St, Wichita, KS 67211; Ph: 316-383-8700; Lisa Webb	Y	0
55	Work Options- 1611 N. Mosely St, Wichita, KS 67214; Ph: 316-267-4201; Philip Miller	Y	0
56	Tabor College- 7348 W. 21 st St, Ste 117, Wichita, KS 67205, Ph:316-729-6333; Kalyn Nethercot	Y	0
59	Station Websites (all SEU stations)	N	2
60	On-Air Announcements (all SEU stations)	N	6
71	Episcopal Social Services- 233 S. St. Francis St, Wichita, KS 67202; Ph: 316-269-4160, Ext 102; Harry McAdam	Y	0
74	North Greenville University- PO Box 1892, Tigerville, SC 29688, Ph: 864-414-1812; Shurajit Gopal	Y	0
75	Mid-American All Indian Center- 650 N. Seneca, Wichita, KS 67203; Ph: 316-262-5221; Michael Gallegos	Y	0
Total Interviewees			9



11/15/11

Looking for a vibrant and exciting career? Look no further! Join the Clear Channel Radio sales team. Clear Channel Radio Wichita is looking for Account Executives who are focused on success, energetic and passionate about their work. A minimum of 2 years experience in outside sales or marketing is preferred. If you want a work environment that is upbeat, fast-paced and rewarding, this job is for you. E-mail your Resume to frankflores@clearchannel.com or mail to:

Clear Channel Radio Wichita
9323 E. 37th St. N.
Wichita, KS 67226
Attn: Frank Flores
Fax: 316-494-6730

Clear Channel Radio Wichita is an equal opportunity employer. We encourage women and minorities to apply.

www.b98fm.com

www.channel963.com

www.1073thebrew.com

www.kzs.com

Clear Channel Radio Wichita ♦ 9323 E. 37th St. N. ♦ Wichita, KS 67226 ♦ (316) 494-6600 ♦ (316) 494-6730fax

Baker University
Attn: Susan Wade
618 8th St.
Baldwin City, KS 66006

Cloud County Community College
Attn: Wonda Brunkow
2221 Campus Dr.
Concordia, KS 66901

Fort Hays State University
Attn: Mel Hanks
500 Park St.
Hays, KS 67601

Kansas State University
Attn: Kristin Copeland
100 Holtz Hall
Manhattan, KS 66506

Spherion Recruiting & Staffing
Attn: Heidi
112 S. Emporia St.
Wichita, KS 67202

SER Corporation
Attn: Richard E. Lopez
1020 N. Main St.
Suite B
Wichita, KS 67203

University of Kansas
Attn: Patty Noland
1435 Jayhawk Blvd
Lawrence, KS 66045-2350

Washburn University
Attn: Judy Smith
1700 SW College Ave.
Topeka, KS 66621

Wichita Workforce Job Service
Attn: Carolyn Mosteller
150 N. Main St.
Suite 100
Wichita, KS 67202

Kansas Job Link
1430 SW Topeka Blvd.
Topeka, KS 66612

Wichita Career Development Office
Attn: Sara Gilbert
444 E. William St.
Wichita, KS 67202

~~KS Wesleyan U.~~
100 E. Claflin Ave.
Salina, KS 67401

Friends University
<https://friends-csm.symplicity.com/>
user: email address
password: fosakdona

Mid America All Indian Center
Attn: Michael Gallegos
650 N. Seneca
Wichita, KS 67203

~~Pittsburg State University~~
1701 S. Broadway
Pittsburg, KS 66762

~~Southwestern College~~
Attn: Sarah Thuma
100 College St.
Winfield, KS 67156

Urban League
2418 E. 9th St. N.
Wichita, KS 67214

WSU
<http://careers.wichita.edu>
Password: 7E57656b

YWCA Employment & Resource
Attn: Joan Hartig
1111 N. St. Francis
Wichita, KS 67201

~~Tiempos Spanish Newspaper~~
Attn: Miguel
808 W 25th St.
Wichita, KS 67204

Butler County Community College
Attn: Loretta Patterson
901 S. Haverhill Rd
El Dorado, KS 67042

~~Dodge City Community College~~
Attn: John Ewy
2501 N. 14th St.
Dodge City, KS 67801

Mid Kansas Minority Bus. Council
209 E. Williams
Suite 104
Wichita, KS 67202

North Greenville University
Attn: Shurajit Gopal
PO Box 1892
Tigerville, SC 29688

Senior Services
Attn: Cherie Wenderott
200 S. Walnut St.
Wichita, KS 67213

Episcopal Social Services
Attn: Harry McAdam
233 S. Saint Francis St.
Wichita, KS 67202

~~McPherson College~~
Attn: Chris Wiensc
1600 E. Euclid St.
McPherson, KS 67460

~~KBCU-FM~~
Bethel College
Attn: Tim Buller
300 E. 27th St.
North Newton, KS 67117

Kansas Association of Broadcasters
Attn: Kent Cornish
214 SW 6th Ave,
Suite 300
Topeka, KS 66603

Black College Radio
Email: BCRmail@aol.com
Or lojelks@aol.com

NationJob Website
Attn: Bill Melton
601 SW 9th St.
Suites J&K
Des Moines, IA 50309

Work Options
Attn: Philip Miller
1611 N. Mosley St.
Wichita, KS 67214

Ohio Center for Broadcasting
Attn: Gary James
9885 Rockside Rd.
Suite 160
Valley View, OH 44125

Sterling College
Attn: Herb Albertson
PO Box 98
Sterling, KS 67579

~~Wichita Eagle
Attn: Julie Devine
PO Box 820
Wichita, KS 67201~~

~~MCA Employment & Resource
Attn: Joan Hartig
111 N. Saint Francis St.
Wichita, KS 67201~~

Clear Channel Clear Careers Website
100 E Basse Road
San Antonio, TX 78209

~~IAHJ Job Bank
Attn: Ivan Roman
1000 National Press Building
Washington, DC 20045~~

~~SI Staffing Agency
50 S. Emporia St.
Wichita, KS 67214~~

~~Radio & Records Magazine
PO Box 515408
Los Angeles, CA 90051-6708~~

CBI-Collegiate Broadcasting Inc.
Attn: Will Robedee
PO Box D
Austin, TX 78713

Tabor College
Attn: Kalyn Nethecot
7348 W. 21st St.
Suite 117
Wichita, KS 67205

KS Professional Communicators
Teresa Veazey
Teresa.Veazey@wichita.edu

~~WSU-Elliot School of Comm.
Attn: Dr. Susan Huxman
1845 Fairmont St.
Wichita, KS 67260~~

~~Kansas Professional Communicators
Attn: Teresa Veazey
531 Pamela St.
Wichita, KS 67212~~

National Assoc. of Broadcasters
Attn: Karen Hunter
1771 N. Street. NW
Washington, DC 20036

~~KAB Job Fair
Attn: Kent Cornish
1916 SW Sieben Court
Topeka, KS 66611~~

~~All Access
28955 Pacific Coast Highway
Suite 210
Malibu, CA 90265~~

~~Wichita Workforce Center
Attn: Sara Beery
402 E. 2nd St.
Wichita, KS 67201~~

Ketch Employment Services
Attn: Lisa Webb
1006 E. Waterman St
Wichita, KS 67211

~~NAB Job Website
Karen Hunter
1771 N. Street
NW Washington, DC 20036~~

Kansas Wesleyan University
Attn: Clara
100 E. Claflin Ave
Salina, KS 67401

~~Wichita Technical Institute
Attn: Jeff Ranney
2051 S. Meridian Ave.
Wichita, KS 67213~~

~~Career Builder Website
Attn: Julie Devine
[Http://www.careerbuilder.com](http://www.careerbuilder.com)
Ad purchases from Wichita Eagle
include Careerbuilder posting~~

~~WSU Career Services
Attn: Jeanne Hopkins
Campus Box 31
Wichita, KS 67208~~

~~Community Voice Newsletter
TCV Publishing Inc.
Attn: Neshelle Bumphus
2918 E. Douglas Ave.
Wichita, KS 67202~~

~~All About Country
Email:
webmaster@allaboutcountry.com
www.allaboutcountry.com~~

~~602 Communications
Attn: Graeme Newell
6839 Charter Hill Rd.
Charlotte, NC 28277~~

Advertiser No: 460 Order No: 44371
Start Date: 11/16/2011 Co-op: No
End Date: 12/04/2011 Package: No
Month Type: Broadcast Agency Comm.: 0%
Revision #: 0
CPE:
AE: JACOB, ERICA
Entered: 11/15/2011 10:39 AM by Fusion
Last Update: 11/15/2011 10:39 AM by Fusion
Note: QUAD/ RECRUITMENT/NOV 2011
Note 2:
Spl Req Inv: Do Not Mail

HOUSE ACCOUNT

KS 67219

Market Station	Bind To	Start Date	End Date	No Of Weeks	Rate Rev. Type	Skip W.	M	T	W	T	F	S	S	Spots/ W.	Spot Length	Ord Spots	Ord Cost
1 Wichita KRBB-FM	06:00-20:00 Commercial	11/16/11	11/20/11	1	0.00 Local-Direct	0	0	0	5	5	5	5	5	25	30	25	0.00
2 Wichita KRBB-FM	06:00-20:00 Commercial	11/21/11	12/04/11	2	0.00 Local-Direct	0	5	5	5	5	5	5	5	35	30	70	0.00
3 Wichita KTHR-FM	06:00-20:00 Commercial	11/16/11	11/20/11	1	0.00 Local-Direct	0	0	0	5	5	5	5	5	25	30	25	0.00
4 Wichita KTHR-FM	06:00-20:00 Commercial	11/21/11	12/04/11	2	0.00 Local-Direct	0	5	5	5	5	5	5	5	35	30	70	0.00
5 Wichita KZCH-FM	06:00-20:00 Commercial	11/16/11	11/20/11	1	0.00 Local-Direct	0	0	0	5	5	5	5	5	25	30	25	0.00
6 Wichita KZCH-FM	06:00-20:00 Commercial	11/21/11	12/04/11	2	0.00 Local-Direct	0	5	5	5	5	5	5	5	35	30	70	0.00
7 Wichita KZSN-FM	06:00-20:00 Commercial	11/16/11	11/20/11	1	0.00 Local-Direct	0	0	0	5	5	5	5	5	25	30	25	0.00
8 Wichita KZSN-FM	06:00-20:00 Commercial	11/21/11	12/04/11	2	0.00 Local-Direct	0	5	5	5	5	5	5	5	35	30	70	0.00

No. of Spots/Misc/Digital: 380/0/0

Ordered Gross: \$0.00
Agency Commission: \$0.00
Ordered Net: \$0.00
Total Net Due: \$0.00

	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
Amt. Ord.:	240	140	0	0	0	0	0	0	0	0	0	0	0
Gross:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

When signed below, this is a contract for advertising on the radio stations named above, made with the owner of those stations, subject to those terms and conditions beginning on the last page of this Order Confirmation. Except when this contract is executed by advertiser itself, it is agreed that advertiser's agency makes this contract both for itself and advertiser.

Accepted for Company: _____

Accepted for Advertiser: _____

Participating Customers

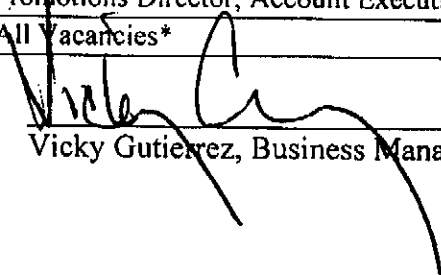
HOUSE ACCOUNT

100%

Statement Concerning Usage of Recruitment Sources

Although the Clear Channel station employment unit located in Wichita, KS did not retain fully detailed documentation to support the data reported on its EEO Public File Report for the period of February 1, 2011 to January 31, 2012, the undersigned confirms that the following sources were used to publicize certain vacancies reported therein and as designated below.

Recruitment Source	Vacancies Affected
#8 Friends University	All Vacancies*
#48 Black College Radio	Promotions Director; Account Executive-KZSN
#59 Station Websites (all stations)	All Vacancies*


Vicky Gutierrez, Business Manager

Date: 5/10/13

**Does not include Chief Engineer hire (exigent circumstances)*

**KTHR/KZCH/KRBB/KZSN
VACANCY DATA FORM**

Full-Time Job Title: KZCH – Account Executive	Date Filled: 3/20/2012
Recruitment Source ("RS") Referring Hiree: Word-of-Mouth Referral	No. of Interviewees: 28

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	Baker University – 618 8 th St. Baldwin City, KS 66006 785-594-6451 Susan Wade	Y	0
2	Butler County Community College – 901 S. Haverhill Rd., El Dorado, KS 67042; Ph: 316-218-6126; Loretta Patterson	Y	0
3	Cloud County Community College – 2221 Campus Drive, Concordia, KS 66901; Ph: 785-243-1435; Wonda Brunkow	Y	0
7	Fort Hays State University- 600 Park St., Hays, KS 67601; Ph: 785-628-4260; Mel Hanks	Y	0
8	Friends University- https://friends-csm.symplicity.com ; user: email address; password: fosakdona	Y	0
10	Mid-Kansas Minority Business Council- 209 E. William, Ste 104, Wichita, KS 67202; Ph: 316-303-1703	Y	0
12	Wichita Career Development Office- 444 E. William St., Wichita, KS 67202; Ph: 316-337-9444 ext. 109; Sara Gilbert	Y	0
16	Senior Services, Inc. of Wichita- 200 S. Walnut St., Wichita, KS 67213; Ph: 316-267-1771; Cherie Wenderott	Y	0
17	SER Corp./Jobs for Progress – 1020 N. Main St., Ste B, Wichita, KS 67203; Ph: 316-264-5372	Y	0
19	Sterling College- PO Box 98, Sterling, KS 67579; ph: 620-278-2173; Herb Albertson	Y	0
20	University of Kansas- 1435 Jayhawk Blvd., Lawrence, KS 66045; ph: 785-864-7630; Patty Noland	Y	0
21	Urban League of Wichita- 2418 E. 9 th St. N., Wichita, KS 67214	Y	0
22	Kansas Wesleyan University- 100 E. Claflin Ave., Salina, KS 67401; ph: 800-874-1154; Carla	Y	0
26	Wichita Workforce Job Service- 105 N. Main., Ste. 100, Wichita, KS 67202; Ph: 316-266-8600; Carolyn Mosteller	Y	0
27	YWCA Employment & Resource- 1111 N. St. Francis St., Wichita, KS 67201; ph: 316-263-7501; Joan Hartig	Y	0
28	Kansas Professional Communicators; 531 Pamela St., Wichita, KS 67212; Ph: 316-352-5116; Teresa Veazey	Y	0
33	Kansas Association of Broadcasters; 214 SW 6 th Ave, Ste 300, Topeka, KS 66603; Ph: 785-235-1307; Kent Cornish	Y	0
34	Kansas Job Link; 1430 SW Topeka Blvd, Topeka, KS 66612	Y	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
35	National Association of Broadcasters; 1771 N Street NW; Washington DC 20036; Ph:202-429-5300; Karen Hunter	Y	0
36	NationJob; 601 SW 9 th St., Suites J&K, Des Moines, IA 50309; Ph: 888-2561748; Bill Melton	Y	0
40	Wichita State University Career Services; Campus Box 31, Wichita, KS 67208; Ph: 316-978-3185; Jeanne Hopkins	Y	0
46	Word-of-Mouth Referral	N	8
48	Black College Radio; BCRmail@aol.com ; lojelks@aol.com	Y	0
49	Ohio Center for Broadcasting; 9885 Rockside Rd, Ste 160, Valley View, OH 44125; PH: 216-447-9117; Gary James	Y	0
50	Collegiate Broadcasting Inc. (CBI) PO Box D, Austin, TX 78713; Ph:713-348-2935; Will Robedee	Y	0
53	Kansas State University- Career & Employment Services- 100 Holtz Hall, Manhattan, KS 66506; Ph: 785-532-6506; Kristin Copeland	Y	0
54	Ketch Employment Services- 1006 E. Waterman St, Wichita, KS 67211; Ph: 316-383-8700; Lisa Webb	Y	0
55	Work Options- 1611 N. Mosely St, Wichita, KS 67214; Ph: 316-267-4201; Philip Miller	Y	0
56	Tabor College- 7348 W. 21 st St, Ste 117, Wichita, KS 67205, Ph:316-729-6333; Kalyn Nethercot	Y	0
59	Station Websites (all SEU stations)	N	1
60	On-Air Announcements (all SEU stations)	N	18
71	Episcopal Social Services- 233 S. St. Francis St, Wichita, KS 67202; Ph: 316-269-4160, Ext 102; Harry McAdam	Y	0
74	North Greenville University- PO Box 1892, Tigerville, SC 29688, Ph: 864-414-1812; Fax: 864-977-7021; Shurajit Gopal	Y	0
75	Mid-American All Indian Center- 650 N. Seneca, Wichita, KS 67203; Ph: 316-262-5221; Michael Gallegos	Y	0
80	SEU Internship Program	N	1
Total Interviewees			28



2/13/12

Clear Channel Media + Entertainment is seeking a candidate to join the Advertising Sales Department. In this position, you will be expected to obtain and develop new clients through customized marketing programs. You'll also utilize our radio, online, and event opportunities to create unique marketing solutions for clients. You'll be trained to gain an in-depth knowledge of the radio advertising business. Equipped with comprehensive training and self-motivation, you'll ultimately be expected to prospect and develop new business.

Email resume to: FrankFlores@clearchannel.com. Put in your subject line "Account Executive-Sales". Or mail to:

Clear Channel Media + Entertainment
Attn: Frank Flores
9323 E. 37th St. N.
Wichita, KS 67226

NO PHONE CALLS.

Requirements: *Direct/Sales/Marketing experience. Must be results-driven and committed to creating new business opportunities; must possess superb written and verbal communication skills; be highly motivated and a team player who understands and embraces company initiatives and budget goals; self starter with clear career goals and drive to be the best; motivated by unlimited income potential. Valid Driver's License.

Clear Channel Media + Entertainment is an equal opportunity employer. We strongly encourage minorities and women to apply.

www.b98fm.com

www.channel963.com

www.1073theroad.com

www.kzsns.com

Clear Channel Radio Wichita ♦ 9323 E. 37th St. N. ♦ Wichita, KS 67226 ♦ (316) 494-6600 ♦ (316) 494-6730 fax

Baker University
Attn: Susan Wade /
518 8th St.
Baldwin City, KS 66006

Cloud County Community College
Attn: Wonda Brunkow /
2221 Campus Dr.
Concordia, KS 66901

Fort Hays State University
Attn: Mel Hanks /
500 Park St.
Hays, KS 67601

Kansas State University ✓
Attn: Kristin Copeland ✓
100 Holtz Hall
Manhattan, KS 66506

~~Spherion Recruiting & Staffing~~
~~Attn: Heidi~~
~~112 S. Emporia St.~~
~~Wichita, KS 67202~~

SER Corporation
Attn: Richard E. Lopez /
1020 N. Main St.
Suite B
Wichita, KS 67203

University of Kansas
Attn: Patty Noland /
1435 Jayhawk Blvd
Lawrence, KS 66045-2350

~~Washburn University~~
~~Attn: Judy Smith~~
~~1700 SW College Ave.~~
~~Topeka, KS 66621~~

Wichita Workforce Job Service
Attn: Carolyn Mosteller ✓
150 N. Main St.
Suite 100
Wichita, KS 67202

Kansas Job Link ✓
1430 SW Topeka Blvd.
Topeka, KS 66612

Wichita Career Development Office
Attn: Sara Gilbert /
444 E. William St.
Wichita, KS 67202

~~KS Wesleyan U.~~
~~100 E. Claflin Ave.~~ dup
~~Salina, KS 67401~~

Friends University
<https://friends-csm.symplicity.com/>
user: email address
password: fosakdona

Mid America All Indian Center
Attn: Michael Gallegos /
650 N. Seneca
Wichita, KS 67203

~~Pittsburg State University~~
~~1701 S. Broadway~~
~~Pittsburg, KS 66762~~

~~Southwestern College~~
~~Attn: Sarah Thuma~~
~~100 College St.~~
~~Winfield, KS 67156~~

Urban League
2418 E. 9th St. N.
Wichita, KS 67214

WSU
<http://careers.wichita.edu>
Password: 7E57656b

YWCA Employment & Resource
Attn: Joan Hartig /
1111 N. St. Francis
Wichita, KS 67201

~~Tiempos Spanish Newspaper~~
~~Attn: Miguel~~
~~808 W 25th St.~~
~~Wichita, KS 67204~~

Butler County Community College
Attn: Loretta Patterson /
901 S. Haverhill Rd
El Dorado, KS 67042

~~Dodge City Community College~~
~~Attn: John Ewy~~
~~2501 N. 14th St.~~
~~Dodge City, KS 67801~~

Mid Kansas Minority Bus. Council
209 E. Williams
Suite 104
Wichita, KS 67202

North Greenville University
Attn: Shurajit Gopal
PO Box 1892
Tigerville, SC 29688

Senior Services
Attn: Cherie Wenderott /
200 S. Walnut St.
Wichita, KS 67213

Episcopal Social Services
Attn: Harry McAdam /
233 S. Saint Francis St.
Wichita, KS 67202

~~McPherson College~~
~~Attn: Chris Wiensc~~
~~1600 E. Euclid St.~~
~~McPherson, KS 67460~~

~~KBCU-FM~~
~~Bethel College~~
~~Attn: Tim Buller~~
~~300 E. 27th St.~~
~~North Newton, KS 67117~~

Kansas Association of Broadcasters
Atten: Kent Cornish ✓
214 SW 6th Ave,
Suite 300
Topeka, KS 66603

Black College Radio
Email: BCRmail@aol.com
Or lojelks@aol.com

NationJob Website
Attn: Bill Melton ✓
501 SW 9th St.
Suites J&K
Des Moines, IA 50309

Work Options ✓
Attn: Philip Miller
1611 N. Mosley St.
Wichita, KS 67214

Ohio Center for Broadcasting
Attn: Gary James ✓
885 Rockside Rd.
Suite 160
Valley View, OH 44125

Sterling College
Attn: Herb Albertson ✓
PO Box 98
Sterling, KS 67579

~~Wichita Eagle~~
~~Attn: Julie Devine~~
~~PO Box 820~~
~~Wichita, KS 67201~~

~~MCA Employment & Resource~~
~~Attn: Joan Hartig~~
~~111 N. Saint Francis St.~~
~~Wichita, KS 67201~~ *dup*

lear Channel Clear Careers Website
30 E Basse Road
San Antonio, TX 78209

~~AHJ Job Bank~~
~~Attn: Ivan Roman~~
~~1000 National Press Building~~
~~Washington, DC 20045~~

~~SI Staffing Agency~~
~~50 S. Emporia St.~~
~~Wichita, KS 67214~~

~~Radio & Records Magazine~~
~~PO Box 515408~~
~~Los Angeles, CA 90051-6708~~

CBI-Collegiate Broadcasting Inc.
Attn: Will Robedee ✓
PO Box D
Austin, TX 78713

Tabor College
Attn: Kalyn Nethcot
7348 W. 21st St. ✓
Suite 117
Wichita, KS 67205

KS Professional Communicators
Teresa Veazey ✓
Teresa.Veazey@wichita.edu

~~WSU-Elliot School of Comm.~~
~~Attn: Dr. Susan Huxman~~
~~1845 Fairmont St.~~
~~Wichita, KS 67260~~

~~Kansas Professional Communicators~~
~~Attn: Teresa Veazey~~
~~531 Pamela St.~~
~~Wichita, KS 67212~~ *dup*

~~National Assoc. of Broadcasters~~
~~Attn: Karen Hunter~~
~~1771 N. Street. NW~~
~~Washington, DC 20036~~ *dup*

~~KAB Job Fair~~
~~Attn: Kent Cornish~~
~~1916 SW Steben Court~~
~~Topeka, KS 66611~~

~~All Access~~
~~28955 Pacific Coast Highway~~
~~Suite 210~~
~~Malibu, CA 90265~~

Ketch Employment Services
Attn: Lisa Webb ✓
1006 E. Waterman St
Wichita, KS 67211

NAB Job Website
Karen Hunter ✓
1771 N. Street
NW Washington, DC 20036

Kansas Wesleyan University
Attn: Clara ✓
100 E. Claflin Ave
Salina, KS 67401

~~Wichita Technical Institute~~
~~Attn: Jeff Ranney~~
~~2051 S. Meridian Ave.~~
~~Wichita, KS 67213~~

~~Career Builder Website~~
~~Attn: Julie Devine~~
~~[Http://www.careerbuilder.com](http://www.careerbuilder.com)~~
~~Ad purchases from Wichita Eagle~~
~~include Careerbuilder posting~~

~~WSU Career Services~~
~~Attn: Jeanne Hopkins~~
~~Campus Box 31~~
~~Wichita, KS 67208~~ *dup*

~~Community Voice Newsletter~~
~~TCV Publishing Inc.~~
~~Attn: Nechelle Bumphus~~
~~2918 E. Douglas Ave.~~
~~Wichita, KS 67202~~

~~All About Country~~
~~Email:~~
~~webmaster@allaboutcountry.com~~
~~www.allaboutcountry.com~~

~~602 Communications~~
~~Attn: Graeme Newell~~
~~6839 Charter Hill Rd.~~
~~Charlotte, NC 28277~~

~~alina Journal Newspaper
ttn: Debbie Nelson
33 S. 4th St
alina, KS 67401~~

~~Monster.com Website
David.Kaleskas@monster.com
Monster.com
1-800-monster EXT. 8383~~

~~RadioCrossing.com~~

Advertiser No: 460 Order No: 46361
Start Date: 02/15/2012 Co-op: No
End Date: 03/18/2012 Package: No
Month Type: Broadcast Agency Comm.: 0%
Revision #: 0
CPE:
AE: JACOB, ERICA
Entered: 02/14/2012 04:05 PM by Fusion
Last Update: 02/14/2012 04:05 PM by Fusion
Note: QUAD- RECRUITMENT/SALES Q1 2012
Note 2:
Spl Req Inv: Do Not Mail

HOUSE ACCOUNT

.. KS 67219

Market Station	Bind To	Start Date	End Date	No Of Weeks	Rate Rev. Type	Skip W. M T W T F S S	Spots/ W. Length	Ord Spots	Ord Cost
1 Wichita KRBB-FM	06:00-20:00 Commercial	02/15/12	02/19/12	1	0.00 Local-Direct	0 0 0 6 6 6 6 6	30 30	30	0.00
2 Wichita KRBB-FM	06:00-20:00 Commercial	02/20/12	03/18/12	4	0.00 Local-Direct	0 6 6 6 6 6 6 6	42 30	168	0.00
3 Wichita KTHR-FM	06:00-20:00 Commercial	02/15/12	02/19/12	1	0.00 Local-Direct	0 0 0 6 6 6 6 6	30 30	30	0.00
4 Wichita KTHR-FM	06:00-20:00 Commercial	02/20/12	03/18/12	4	0.00 Local-Direct	0 6 6 6 6 6 6 6	42 30	168	0.00
5 Wichita KZCH-FM	06:00-20:00 Commercial	02/15/12	02/19/12	1	0.00 Local-Direct	0 0 0 6 6 6 6 6	30 30	30	0.00
6 Wichita KZCH-FM	06:00-20:00 Commercial	02/20/12	03/18/12	4	0.00 Local-Direct	0 6 6 6 6 6 6 6	42 30	168	0.00
7 Wichita KZSN-FM	06:00-20:00 Commercial	02/15/12	02/19/12	1	0.00 Local-Direct	0 0 0 6 6 6 6 6	30 30	30	0.00
8 Wichita KZSN-FM	06:00-20:00 Commercial	02/20/12	03/18/12	4	0.00 Local-Direct	0 6 6 6 6 6 6 6	42 30	168	0.00

No. of Spots/Misc/Digital: 792/0/0

Ordered Gross: \$0.00
Agency Commission: \$0.00
Ordered Net: \$0.00
Total Net Due: \$0.00

	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Amt. Ord.:	288	504	0	0	0	0	0	0	0	0	0	0	0
Gross:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

When signed below, this is a contract for advertising on the radio stations named above, made with the owner of those stations, subject to those terms and conditions beginning on the last page of this Order Confirmation. Except when this contract is executed by advertiser itself, it is agreed that advertiser's agency makes this contract both for itself and advertiser.

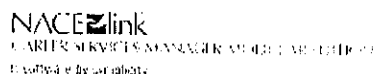
Accepted for Company: _____

Accepted for Advertiser: _____

Participating Customers

HOUSE ACCOUNT

100%



[home](#) |
 [account](#) |
 [calendar](#) |
 [profile](#) |
 [jobs](#) |
 [resume books](#) |
 [events](#)

Gutierrez Vicky @ Channel Wichita

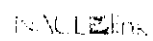
10/25/2011

job postings

[Back](#)

Position Information

ID:	2729
Position Type:	Full-time Experienced (Alumni)
Title:	Account Executive (copy)
Job Description:	Outside sales & marketing, cold calls, maintain client list, brainstorm new marketing ideas
Job Function:	Advertising
Default email address for resumes:	frankflores@clearchannel.com
Resume Receipt:	E-mail
Contact Information:	Frank Flores 9323 E. 37th St. N. Wichita, Kansas 67226 United States vickygutierrez@clearchannel.com 316-832-9600
Posting Date:	February 13, 2012
Expiration Date:	February 27, 2012
GPA:	3.4
Graduation Date - Range Start:	May 01, 2007
Graduation Date - Range End:	May 01, 2011
Work Authorization:	U.S. Citizen
Desired Start Date:	March 1, 2012
Duration:	Permanent
Approximate Hours Per Week:	40+
Class Level:	Other
Qualifications:	Previous outside sales and/or marketing. Reliable transportation
Desired Major(s):	Business Administration
Salary Level:	negotiable
Location:	Location City State/Province Nationwide Country United States
Automatic Application Packet Generation:	No



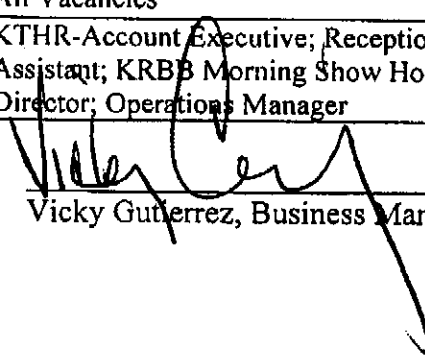
NACElink Network is a collaboration between NACE, Symplicity, DirectEmployers and your college or university.

[NACElink Privacy Policy](#) | [NACElink User Agreement](#)

Statement Concerning Usage of Recruitment Sources

Although the Clear Channel station employment unit located in Wichita, KS did not retain fully detailed documentation to support the data reported on its EEO Public File Report for the period of February 1, 2012 to January 31, 2013, the undersigned confirms that the following sources were used to publicize certain vacancies reported therein and as designated below.

Recruitment Source	Vacancies Affected
#8 Friends University	All Vacancies
#32 Clear Channel Careers	Operations Manager
#48 Black College Radio	All Vacancies
#57 All Access	KRBB Morning Show Host; Operations Manager
#59 Station Websites (all stations)	All Vacancies
#77 Wright Career College	KTHR-Account Executive; Receptionist/Continuity Assistant; KRBB Morning Show Host; Traffic Director; Operations Manager


Vicky Gutierrez, Business Manager

Date: 5/10/13