

**KRQQ (FM), KWFM (AM), KNST (AM), KOHT (FM), KWMT (FM),
KXEW (AM) & KTZR (FM)**

**EEO PUBLIC FILE REPORT
June 1, 2009 to May 31, 2010₁**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRS�”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
TTN Account Executive	1,2,3,4,6, 7-13	29
Executive Sales Assistant	1-5	11
Account Executive	1-41	29
KWMT Morning Show Host	1-43	29
KNST Morning Show Host	1-42	29
Account Executive	1-41	29
KWMT/KNST/KWFM Program Director	none	29*

1. This report includes recruitment activity from May 22, 2009 through May 21, 2010.

*Exigent circumstance hire

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II. Master Recruitment List

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	AZ Broadcasters Association Art Brooks 426 N. 44 th Street, Ste. 310, Phoenix, AZ 85008 602-252-4833 Fax 602-252-5265 E-mail Jennifer Latko [jlatko@azbroadcasters.org]	N	0
2.	Clear Channel Communications Clear Careers Page website www.clearcareers.com	N	1
3.	Tucson Urban League, Job Bank 2305 S. Park Avenue, Tucson, AZ 85713 520-791-9522	N	0
4.	AZ Department of Economic Security Job Bank 316 West Ft Lowell, Tucson, AZ 85705 520-7293-1919	N	0
5.	AZ Department of Economic Security Tucson Eastside Job Service 5441 East 22 nd Street, 520-584-8226 Tucson, AZ 85711	N	0
6.	AZ Department of Economic Security Job Service 2797 East Ajo Way, 520-740-4800 Tucson, AZ 85713	N	0
7.	AZ Department of Economic Security Job Service 340 N. Commerce Park Loop Tucson, AZ 85745	N	0
8.	University of Arizona www.career.arizona.edu/?post	N	0

9.	University of Phoenix Human Resources 5099 East Grant Rd. Tucson, AZ 85712 520-881-6512	N	0
10.	ADFED-Tucson Pearl Ford- Fyffe PO Box 90167 Tucson, AZ 85752 520-326-1060 membership@aافتucson.org	N	1
11.	TucsonHelpWanted.com www.tucsonhelpwanted.com	N	11
12.	Clear Channel Tucson –Internal Posting	N	0
13.	Staffing Solutions 5099 E. Grant Road Tucson, AZ 85712 Phone: 520-881-3200 Veronica Gonzales		
14.	Tucson Hispanic Chamber of Commerce Human Resources 823 E. Speedway, Tucson, AZ 85719 520-620-0005 Lea Marquez-Peterson www.tucsonhispanicchamber.org	N	0
15.	Office Team/Accountemps 5255 E. Williams Circle Suite 6800 Tucson, AZ 85711 Contact: Amy.gomez@accountemps.com	N	0
16.	Tucson Job Corps Job Bank Dept. 901 S. Campbell Tucson, AZ 85719	N	0
17.	www.hirediversity.com	N	0
18.	Pima County Adult Education Job Bank 130 West Congress St, 520-740-8661 Tucson, AZ 85701	N	0

19.	<p>NAACP Human Resources 2160 North 6th Avenue, 520-622-8277 Tucson, AZ 85705</p>	N	0
20.	<p>American Indian Studies Program Community Development Office 1621 East 7th Street, 520-621-7621/621-7108 Tucson, AZ 85719</p>	N	0
21.	<p>Tucson Chamber of Commerce Attn: Jack Camper P.O. Box 991 465 W. St. Mary's Rd., Tucson, AZ 85701 Phone: (520) 792-1212 - Fax: (520) 882-5704</p>	N	0
22.	<p>Tucson Newspapers 4850 S. Park Ave. 520-573-4400 Tellez, Denise [dtellez@tucson.com]</p>	N	1
23.	<p>The Temp Connection 3400 E. Speedway, Suite 104 Tucson, AZ 85716 Phone: 520-323-3100 Fax: 520-327-4629 Contact: Cindy Dhuey</p>	N	0
24.	<p>Asian American Student Affairs MLK Bldg room 320 520-621-3481 Tucson, AZ 85721-0128</p>	N	0
25.	<p>Clear Channel Tucson – Station Websites www.knst.com www.cool1450am.com www.mia971.com www.hot983.com www.tejano1600.com www.krq.com www.929themountain.com</p>	N	4

26.	African American Cultural Resources Center-MLK Student Center 1322 First Street, 520-621-3419 Tucson, AZ 85719	N	0
27.	Pima County Adult Education – Job Bank 130 W. Congress Street Tucson, AZ 85701 520-740-8661	N	0
28.	African American Cultural Resources Center MLK Student Center 1322 First Street Tucson, AZ 85719 Phone: 520-621-3419	N	0
29.	Employee Referral	N	16
30.	All Access Website www.allaccess.com	N	1
31.	Walk-ins/ Self referral	N	1
32.	Internal Promotion	N	0
33.	Internal Transfer	N	0
34.	Job Fairs	N	0
35.	Non-Employee Referral	N	2
36.	ITT Technical Institute 1455 W. River Road Tucson, AZ 85704 vparsons@itt-tech.edu	N	0
37.	KUAT Communications Group – University of Arizona 1423 E. University Blvd. Tucson, AZ 85721 Phone: 520-621-5828	N	0
38.	Chicanos Por La Causa Employment Services 200 N. Stone Ave Tucson, AZ 85705 Phone: 520-882-0018	N	0
39.	Chicanos Por La Causa Employment Services 250 N. Silverbell Road Tucson, AZ 85745 Phone: 520-791-9855	N	0

40.	Tucson Indian Center 97 E. Congress Tucson, AZ 85701 Phone: 520-884-7131 Jake Bernal	N	0
41.	Rio Nuevo One Stop Career Center Tortolita Building 240 N. Commerce Park Loop Tucson, AZ 85745	N	0
42.	Passcua Yaqui Employment & Training 7474 S. Camino De Oeste Tucson, AZ 85746	N	0
43.	Native American Research and Training Center 1642 E. Helen Street Tucson, AZ 85719	N	0
44.	American Indian Studies Program Community Development Office 1621 E. 7 th Street Tucson, AZ 85719	N	0
45.	Pima County Women's Commission 240 N. Court Ave. Tucson, AZ 85701	N	0
46.	National Association of Broadcasters – Minority & Special Services 1771 N. Street NW Washington, DC 20036	N	0
47.	The Biz Website www.thebiz.variety.com	N	0
48.	On-air announcements KXEW-AM 1600 3202 N Oracle Rd. Tucson, AZ 85705 Contact: Rupert Pacheco Phone: (520) 618-2162	N	0
49.	On-air announcements KTZR-FM 97.1 3202 N Oracle Rd. Tucson, AZ 85705 Contact: Rupert Pacheco Phone: (520) 618-2162	N	0

50.	On-air announcements KWMT-FM 92.9 3202 N Oracle Rd. Tucson, AZ 85705 Contact: Chris Patyk Phone: (520) 618-1677	N	0
51.	On-air announcements KOHT-FM 98.3 3202 N Oracle Rd. Tucson, AZ 85705 Contact: Tim Richards Phone: (520) 618-2174	N	0
52.	On-air announcements KRQQ-FM 97.3 3202 N Oracle Rd. Tucson, AZ 85705 Contact: Tim Richards Phone: (520) 618-2174	N	0
53.	On-air announcements KWFM-AM 1450 3202 N Oracle Rd. Tucson, AZ 85705 Contact: Chris Patyk Phone: (520) 618-2149	N	0
54.	On-air announcements KNST-AM 790 3202 N Oracle Rd. Tucson, AZ 85705 Contact: Chris Patyk Phone: (520) 618-2149	N	0
55.	Other - Unknown	N	1
Total Interviewees		39	39

Revised 1/28/10 in EEO Source Meeting

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Train Station Management in EEO Compliance	On May 19, 2009, Tom Zlaket, Market Manager, Jennifer Allen, EA, Christy Griffith, Controller; attended EEO training with Elizabeth Golden from Wiley Rein and Terrie Ingram, Clear Channel Radio.
2	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On August 4, 2009, our KOHT(FM) On-Air Personalities gave a tour of our stations and spoke to high school students from SEABHS Prevention group. They also spoke to the students about careers in the radio industry.
3	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On August 4, 2009, Tom Zlaket gave a tour of our stations and spoke about careers in broadcasting to a Marketing Class from The University of Arizona.
4	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On November 11, 2009, Rupert Pacheco, PD, gave a tour of our stations and spoke about careers in broadcasting to a group of students from Tucson College.
5	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On November 16, 2009, our stations participated in the Arizona Broadcasters Association "Broadcasters Career Fair" held on the Pima Community College campus from 10 a.m. to 2:00 p.m. Station participants included our Promotion Coordinators, Sales Managers, Engineering, On-Air Staff who discussed internship opportunities and careers at the stations with students interested in broadcasting careers.
6	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On January 6, 2010, Jennie Grabel, Music Director from 92.9 The Mountain, participated in a Career Day sponsored by City High School. She discussed job opportunities and internships at the stations with students interested in broadcasting careers.

7	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On March 31, 2010, Jennie Grabel, Music Director from 92.9 The Mountain spoke to The Music Industry Class at Pima Community College. She spoke to the class about careers in the music industry and internship opportunities at the stations with students interested in broadcasting careers.
8	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On April 17, 2010, D-Wayne Chavez, Music Director, KOHT; gave a tour to high school students from Pueblo High School and spoke with them about careers in broadcasting.
9	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On April 21, 2010, D-Wayne Chavez, Music Director, KOHT; gave a tour to high school students from Pascua Yaqui Recreation group and spoke with them about careers in broadcasting.
10	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On April 23 rd , 2010, Tom Zlaket, Market Manager, Tim Richards, Operations Manager, Nikki Van Doran, Marketing Manager and Mike Irby, Engineering/IT; participated in a Career Day at Alta Vista High School. They spoke to the classes about careers in broadcasting.