

EEO Public File Report

Employment Unit Covered:

KTAR(AM), KTAR-FM, KMVP(AM), KPKX(FM)

Reporting Period

May 24, 2007 - May 23, 2008

Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

| Job Title of FT Vacancy | Date Filled | Hire Source | Recruitment Source |
|-----------------------------|-------------|--------------------------------|---|
| PHX Staff Engineer | 05/31/2007 | Employee Referral | See Recruitment Source List for entries on or before 02/23/2007 |
| KTAR Sports Local Sales Mgr | 07/02/2007 | Employee Referral | See Recruitment Source List for entries on or before 03/09/2007 |
| KTAR Promotion Director | 07/02/2007 | Market Referral | See Recruitment Source List for entries on or before 03/09/2007 |
| KTAR News Account Manager | 07/30/2007 | Employee Referral | See Recruitment Source List for entries on or before 04/16/2007 |
| PHX Production Assistant | 06/15/2007 | Arizona Broadcasters Associati | See Recruitment Source List for entries on or before 05/07/2007 |
| KTAR Asst Prog Dir/News Dir | 06/16/2007 | Employee Referral | See Recruitment Source List for entries on or before 06/04/2007 Additional Recruitment Source Used: Inside Radio |
| KPKX Account Manager | 11/10/2007 | Employee Referral | See Recruitment Source List for entries on or before 06/04/2007 |
| KPKX Account Manager | 08/23/2007 | Market Referral | See Recruitment Source List for entries on or before 06/04/2007 |
| KPKX Account Manager | 08/17/2007 | Walk-In/Self Referred | See Recruitment Source List for entries on or before 06/04/2007 |
| KPKX Account Manager | 12/20/2007 | Employee Referral | See Recruitment Source List for entries on or before 06/04/2007 |
| KPKX Account Manager | 01/03/2008 | Employee Referral | See Recruitment Source List for entries on or before 06/04/2007 |
| KTAR News Producer FT | 09/01/2007 | KTAR Web Site | See Recruitment Source List for entries on or before 08/08/2007 |
| KTAR News Producer FT | 12/18/2007 | Employee Referral | See Recruitment Source List for entries on or before 08/08/2007 |
| KTAR News Account Manager | 11/12/2007 | Employee Referral | See Recruitment Source List for entries on or before 08/08/2007 |
| KTAR News Account Manager | 11/30/2007 | Employee Referral | See Recruitment Source List for entries on or before 08/08/2007 |
| KTAR Sports Account Manager | 10/05/2007 | KTAR Web Site | See Recruitment Source List for entries on or before 08/08/2007 |
| KTAR Sports Account Manager | 10/04/2007 | Employee Referral | See Recruitment Source List for entries on or before 08/08/2007 |

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| KTAR Sports Account Manager | 12/22/2007 | Employee Referral | See Recruitment Source List for entries on or before 08/08/2007 |
| Talk Show Host | 09/03/2007 | Employee Referral | See Recruitment Source List for entries on or before 08/28/2007 |
| KTAR Community Relations Mgr | 08/30/2007 | KTAR Web Site | See Recruitment Source List for entries on or before 08/28/2007 |
| KTAR Sales Assistant | 12/22/2007 | Employee Referral | See Recruitment Source List for entries on or before 08/29/2007 |
| PHX Lead Developer | 10/18/2007 | KTAR Web Site | See Recruitment Source List for entries on or before 09/20/2007 |
| KTAR News Anchor | 10/13/2007 | Employee Referral | See Recruitment Source List for entries on or before 10/08/2007 |
| PHX PAYROLL ADM & AP SPEC | 11/08/2007 | Employee Referral | See Recruitment Source List for entries on or before 10/11/2007 |
| KTAR Marketing Coordinator | 12/03/2007 | KTAR Web Site | See Recruitment Source List for entries on or before 10/26/2007 |
| KPKX Promotion Director | 11/26/2007 | Employee Referral | See Recruitment Source List for entries on or before 11/07/2007 Additional Recruitment Source Used: tv and radio jobs Arizona State University All Access |
| PHOENIX DOS | 01/05/2008 | Market Referral | See Recruitment Source List for entries on or before 11/15/2007 |
| KTAR Sports Account Manager | 01/25/2008 | Employee Referral | See Recruitment Source List for entries on or before 01/11/2008 |
| KTAR News/Talk Producer | 03/29/2008 | Market Referral | See Recruitment Source List for entries on or before 03/24/2008 |
| KTAR Sports GSM | 04/26/2008 | Employee Referral | See Recruitment Source List for entries on or before 04/10/2008 |

Total Number of Interviewees For All Full-Time Vacancies Filled

During Reporting Period Per Recruitment/Referral Sources:

| Recruitment Source: | Number of Interviewees Referred |
|--------------------------------|---------------------------------|
| Employee Referral | 23 |
| Market Referral | 8 |
| Internal Applicant | 2 |
| KTAR Web Site | 16 |
| Arizona Broadcasters Associati | 1 |
| Walk-In/Self Referred | 1 |
| www.workinsports.com - AM only | 3 |
| Internet | 2 |
| KPKX (formerly KKLTV) Web Site | 1 |
| Classified Ad/Publications | 1 |
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| Job Hotline | 1 |
| www.tvandradiojobs.com | 1 |
| Total Applicants | 60 |

Performance Initiatives Undertaken

The Unit has an active internship program planned to assist members of the community in learning skills needed for employment in the radio industry. The internship is available to students registered full-time at a university, college, community college or vocational-technical institute who are eligible to receive academic credits for their participation in broadcast internships. Internships are for a 26 week period that includes a minimum of 12 hours of structured training and learning per week.

The Unit maintains involvement in numerous community and educational events from speaking engagements to guided tours of the building sharing descriptions of duties performed by each department. Objectives were to educate community groups and students about broadcasting while encouraging an interest in employment opportunities in radio.

The Unit's management and personnel continue to participate in several job fairs to include: Arizona Broadcasters Association, National Association of Broadcasters Education Foundation (2), ASU Media Career Night, Collins College Career Event, and Sports & Entertainment Career Fair in an effort to expand student and community attention to employment opportunities in the radio industry.

Recruitment Source List

The following sources have requested notification of job openings.

| Start/End Dates : | Recruitment Source: |
|-------------------|---|
| START: 12/01/2004 | Academy of Radio Broadcasting Contact: Doreen Address: 4914 E McDowell Rd #107, Phoenix, AZ 85008 Phone: 602-267-8001 |
| START: 12/01/2004 | AZ Hispanic Chamber of Commerc Contact: John E. Chacon Address: 255 E Osborn Rd Ste 201, Phoenix, AZ 85012 Phone: 602-279-1800 |
| START: 12/01/2004 | ASU Walter Cronkite School Contact: Mike Wong Address: PO Box 871305, Tempe, AZ 85287-1305 Phone: 480-965-5011 |
| START: 05/17/2006 | ASU Career Services Contact: Job Services Address: PO Box 871312, Tempe, AZ 85287 Phone: 480-968-2355 |
| START: 12/01/2004 | AWEE Contact: Career Services Department Address: 914 W. Hatcher Rd, Phoenix, AZ 85021 Phone: 602-371-1216 |
| START: 12/01/2004 | AZ Women Ed. & Employment Contact: Karen Lynch Address: 3336 N. 32nd St., Ste. 110, Phoenix, AZ 85018 Phone: 602-955-4227 |
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|-------------------|---|
| START: 03/11/2005 | Job Service of Arizona Contact: Maria Velasquez Address: 4635 S. Central Ave., Phoenix, AZ 85040 Phone: 602-276-5587 |
| START: 04/22/2005 | Arizona Commission of Indian A Contact: Lorie Wells Address: 1400 W. Washington St., Ste. 3, Phoenix, AZ 85007 Phone: 602-542-3123 |
| START: 05/17/2006 | Area Agency On Aging Contact: Mai Gabil Address: 1366 E. Thomas Rd. #108, Phoenix, AZ 85014 Phone: 602-241-6159 |
| START: 05/17/2006 | AZ Bridge To Independent Contact: Marilon Cox Address: 5345 E. Thomas Rd. Ste. #310A , Phoenix, AZ 85016 Phone: 602-443-0725 |
| START: 05/17/2006 | Arizona Broadcasters Associati Contact: Job Services Address: 426 N. 44th St. Ste. 310, Phoenix, AZ 85008 Phone: 602-252-4833 |
| START: 05/17/2006 | Arizona OIC Contact: Job Developers Address: 39 E. Jackson St., Phoenix, AZ 85004 Phone: 602-254-5081 |
| START: 05/19/2006 | Arizona Latino Media Associati Contact: Job Services Address: PO Box 1168, Phoenix, AZ 85001 Phone: 480-965-5477 |
| START: 12/01/2004 | Chicanos Por La Causa Contact: Blanca Nunez Address: 2916 N 35th Ave #5, Phoenix, AZ 85017 Phone: 602-269-6485 |
| START: 12/01/2004 | Chicanos Por La Causa Contact: Pete Garcia Address: 1112 E Buckeye Rd, Phoenix, AZ 85034 Phone: 602-269-6485 |
| START: 04/22/2005 | Chandler Gilbert Comm. College Contact: Mary Frederick Address: 2626 E. Pecos Rd., Chandler, AZ 85225 Phone: 480-857-5210 |
| START: 12/01/2004 | DES Job Services Contact: Steve Berroth Address: 4635 S. Central Ave., Phoenix, AZ 85040 Phone: 602-276-5587 |
| START: 12/01/2004 | DeVry Institute Contact: Joe Konen Address: 2149 W Dunlap Ave, Phoenix, AZ 85012 Phone: 602-870-9222 |
| START: 12/01/2004 | East Valley Institute of Tech Contact: Bonnie Hobbeheydar Address: 1601 W. Main St., Mesa, AZ 85201 Phone: 480-461-4134 |

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| START: 05/31/2006 | Estrella Mountain Community Co Contact: Ellen Gergely Address: 3000 N. Dysart Rd., Avondale, AZ 85323 Phone: 623-935-8878 |
| START: 04/28/2005 | Friendly House Contact: Triny Nunez Address: 802 S. 1st Ave., Phoenix, AZ 85030 Phone: 602-615-6413 |
| START: 05/17/2006 | Fresh Start Women's Foundation Contact: Emily Owen-Jones Address: 1130 E. McDowell Rd., Phoenix, AZ 85006 Phone: 602-261-7124 |
| START: 12/01/2004 | Gateway Community College Contact: Jan Davie Address: 108 N. 40th S, Phoenix, AZ 85034 Phone: 602-286-8500 |
| START: 12/01/2004 | Governor's Office of Equal Opp Contact: Christine Thomas Address: 1700 W Washington Blvd, Phoenix, AZ 85007 Phone: 602-542-3711 |
| START: 12/01/2004 | Greater Phoenix Urban League Contact: Mel Hannah Address: 1402 S 7th Ave, Phoenix, AZ 85007 Phone: 602-254-5611 |
| START: 04/22/2005 | Grand Canyon University Contact: Leticia Gonzales or Ted Bland Address: 3300 W. Camelback Rd., Phoenix, AZ 85017 Phone: 602-589-2512 |
| START: 04/28/2005 | Guadalupe Town Hall Contact: Olivia Bejarano Address: 9241 S. Avenida Del Yaqui, Guadalupe, AZ 85283 Phone: 480-505-5360 |
| START: 05/01/2005 | Glendale Community College Contact: Scott Schulz Address: 6000 W. Olive Ave., Glendale, AZ 85302 Phone: 623-845-3420 |
| START: 05/17/2006 | Greater Phoenix Black Chamber Contact: Teresa Walker Address: 201 N. Central Ave. Ste. #7, Phoenix, AZ 85073 Phone: 602-307-5200 |
| START: 05/17/2006 | High-Tech Institute Contact: Laona Burk Address: 1515 E. Indian School Rd., Phoenix, AZ 85014 Phone: 602-627-1307 |
| START: 04/22/2005 | ITT Technical Institute Contact: Annette Swanson Address: 5005 S. Wendler Dr., Tempe, AZ 85282 Phone: 602-437-7500 |
| START: 05/17/2006 | ITT Technical Institute-Tucson Contact: Vicky Parsons Address: 1455 W. River Rd., Tucson, AZ 85704 Phone: 520-408-7488 |

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| START: 12/01/2004 | KTAR Web Site Contact: Connie Drushel Address: 5300 N. Central Avenue, Phoenix, AZ 85012 Phone: 602-274-6200 |
| START: 12/01/2004 | KPKX (formerly KKLTV) Web Site Contact: Connie Drushel Address: 5300 N. Central Avenue, Phoenix, AZ 85012 Phone: 602-274-6200 |
| START: 04/22/2005 | Maricopa Skill Center Contact: Larry Resendez Address: 1245 E. Buckeye Rd., Phoenix, AZ 85034 Phone: 602-238-4316 |
| START: 05/19/2006 | Maricopa County Workforce Conn Contact: Job Services Address: 4732 S. Central Ave., Phoenix, AZ 85040 Phone: 602-506-9675 |
| START: 12/01/2004 | NAACP Contact: Reverend Oscar Tillman Address: 1818 S. 16th St., Phoenix, AZ 85034 Phone: 602-252-4064 |
| START: 12/01/2004 | NACI Contact: Address: 4520 N Central Ave., Suite 600, Phoenix, AZ 85012 Phone: 602-254-3247 |
| START: 12/01/2004 | Natl Center-American Indian En Contact: Patty Bower Address: 953 E Juanita Ave, Mesa, AZ 85204 Phone: 480-545-1298 |
| START: 12/01/2004 | Northern Arizona Univeristy Contact: Lela Montfort Address: 1100 E Sheldon St., #129, Prescott, AZ 86301-3220 Phone: 928-523-6044 |
| START: 12/01/2004 | Phoenix College Contact: Job Services Address: 1202 W Thomas Rd, Phoenix, AZ 85013 Phone: 602-285-7420 |
| START: 12/01/2004 | Phoenix Indian Center Contact: Karen Thorne Address: 2601 N 3rd St Ste 211, Phoenix, AZ 85224 Phone: 602-264-7086 |
| START: 12/01/2004 | Phoenix Job Corps Contact: Anthony Rivera Address: 518 South 3rd St, Phoenix, AZ 85014 Phone: 602-322-2835 |
| START: 04/22/2005 | Paradise Valley Comm. College Contact: Career Services Address: 18401 N. 32nd St., Phoenix, AZ 85032 Phone: 602-787-7073 |
| START: 12/01/2004 | SER-Jobs for Progress Contact: David Flores Address: 40 W 28th St, Tucson, AZ 85713 Phone: 520-624-8629 |

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| START: 04/22/2005 | South Mtn Community College Contact: Suzanne Hipps Address: 7050 S. 24th St., Phoenix, AZ 85042 Phone: 602-243-8176 |
| START: 04/22/2005 | Scottsdale Community College Contact: Raymond Dixon Address: 9000 E. Chaparral Rd - SC 123 , Scottsdale, AZ 85256 Phone: 480-423-6523 |
| START: 04/19/2006 | www.tvandradijobs.com Contact: Michael Madden Address: 227034 Helmond Dr., Calabasas, CA 91301 Phone: 818-879-0858 |
| START: 12/01/2004 | Women in Communication Contact: Kim Huenecke Address: 18845 N 42nd Pl, Phoenix, AZ 85050-3357 Phone: 480-922-0707 |
| START: 11/22/2005 | www.workinsports.com - AM only Contact: John Mellor Address: 7335 E. Acoma Dr. Ste. 200, Scottsdale, AZ 85260 Phone: 480-905-7221 |