

**KOA(AM), KKZN(AM), KHOW(AM), KBCO(FM), KBPI(FM),
KRFX(FM), KPTT(FM) & KTCL(FM)
EEO PUBLIC FILE REPORT
December 1, 2007 – November 30, 2008¹**

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
KHOW/KKZN Account Executive	1-37, 39-66	66
TTN Account Executive	1-37, 39-66	65
KTCL Account Executive	1-37, 39-66	65
KBCO Web Content Administrator	1-37, 39-66	65
KOA Account Executive	1-37, 39-66	66
KOA Account Executive	1-37, 39-66	66
KPTT Account Executive	1-37, 39-67	64
Sports Board Operator / Technical Producer	1-37, 39-66	65
AM Board Operator / Technical Producer	1-37, 39-66	65
KTCL Account Executive	1-37, 39-66	66
Information Technology Support-Technician	1-37, 39-66	64
KOA Account Executive	1-37, 39-66	25
KTCL Promotions Director	1-37, 39-66	65
KBCO Promotions Director	1-37, 39-66	65
FM Promotions Coordinator	1-37, 39-66	65
KPTT On-Air Talent	1-37, 39-66	65
Web Content Administrator	1-37, 39-66	65
KOA News/Traffic Reporter	1-37, 39-66	65
KHOW/KKZN Account Executive	1-37, 39-66	65
KTCL Account Executive	1-37, 39-66	65
Web Content Administrator	1-37, 39-66	65
FM Sales Promotions Coordinator	1-37, 39-66, 68	68
KBCO Account Executive	1-37, 39-66	64
KRFX Account Executive	1-37, 39-66	64

¹ This Report provides recruitment data collected from December 1, 2007 through November 20, 2008.

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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	The Gathering Place 1535 High Street Denver, CO 80246-1226 Career Services 303.321.4198	N	0
2	Mi Casa Resource Center For Women 3025 W 37 Avenue Denver, CO 80211-2713 Job Announcement Board 303.455.5820	N	0
3	Asian Chamber Of Commerce 930 W 7 Avenue Denver, CO 80204 John Wright, ACC Executive Director 303.595.9737 Fax 303.595.8880	N	0
4	Denver Hispanic Chamber Of Commerce, Inc. 924 W. Colfax Ave. Denver, CO 80204 Career Postings 303.534.7783 Fax 303.595.8977	N	0
5	Black Chamber Of Commerce 2100 Downing Denver, CO 80205 Ross, Job Announcement 303.831.0720 Fax 303.831.0755	Y	0
6	Colorado Broadcasters Association P.O. Box 2369 Breckenridge, CO 80424 Marilyn Hodges, www.e-cba.org cobroadcasters@earthlink.net	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Arapahoe Community College 5900 South Santa Fe Drive Littleton, CO 80160 Jan McLees 303.797.5809 Fax 303.797.5926	N	0
8	Services De La Raza 4055 Tejon Denver, CO 80211 Fabian 303.458.5851 Fax 303.455.1332	N	0
9	Black Women's Center 4821 East 38 th Avenue Denver, CO 80207 Hazel 303.355.3488	N	0
10	University of Colorado - Denver Career Center Campus Box 138, PO Box 173364 Denver, CO 80217 Lissa Gallagher, Career@carbon.cudenver.edu 303.556.2250 Fax 303.556.4728	Y	3
11	Career Services at The Metropolitan State College of Denver Campus Box 68, PO Box 173362 Denver, CO 80217 Brenda Sabo 303.556.3664 Fax 303.556.4035	Y	5
12	University of Denver Driscoll Center South #46, 2050 East Evans Denver, CO 80208-2150 Nancy Pool Morgan 303.871.2150 Fax 303.871.4335	Y	0
13	Denver Indian Center Inc. 4407 Morrison Road Denver, CO 80219 Anna Selan Mitchell 303.936.2699	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Colorado State University - Denver 110 16 th Street Denver, CO 80202 Cathrine Sees 303.772.5185 Fax 303.436.1695	Y	2
15	Emily Griffith Opportunity School 1250 Welton Street Denver, CO 80204 Chris McGuire 303.575.4700 Fax 303.575.4840	Y	4
16	Information Technology Institute 410 - 17th Street, Suite 1400 Denver, CO 80202 Frank Traditi 720.359.9192 ext. 224 Fax 720.359.8023	N	8
17	Art Institute of Colorado 1200 Lincoln Street Denver, CO 80203 Linda McDonnell 303.837.0825 ext. 4774 Fax 303.860.8520	N	5
18	National Affirmative Action Center 3500 S. Quintero Aurora, CO 80013 Job Posting Announcement 303.699.8525	N	0
19	Colorado Press Association 1336 Glenarm Place Denver, CO 80204 303.571.5117 Fax 303.699.8525	N	0
20	National Association of Broadcasters Employment Clearinghouse 1771 N Street N.W. Washington, D.C. 20036 Karen Hunter 202.429.5498 Fax 202.721.8776	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	NAACP 2823 Fairfax Street Denver, CO 80227 Leslie Gunn Fax 303.321.6430	N	0
22	The Urban League of Metro Denver, Inc. 5900 E. 39 th Ave. Denver, CO 80207 Ron Howard 303.388.5661 Fax: 303.321.1745	Y	8
23	Ohio Center for Broadcasting 1310 Wadsworth Lakewood, CO 80214 Ftiz Homann 303.937.7070 Fax 303.975.0386	Y	12
24	Colorado Womens Chamber of Commerce 2150 W. 29th Ave., Ste. 325 Denver, CO 80211 Career Center Job Posting Announcements	N	0
25	University of Colorado Boulder Campus 133 UCB Boulder, CO 80309-0133 Career Services Center	Y	5
26	University of Northern Colorado Campus Box 58 Greeley, CO 80639 Career Services	Y	2
27	Platt College 3100 South Parket Road, Ste. 200 Denver, CO 80224 Career Services/Job Announcements	N	0
28	Colorado State University Pueblo 2200 Bonforte Blvd. Pueblo, CO 81001 Student Services Career Center Ammons Hall	N	0
29	Aurora Community College Liz Reed 16000 E. Centretech Pkwy. Aurora, CO 80111	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Adams State College Shelle McLean 208 Edgemont Blvd. Alamosa, CO 81102	N	0
31	Blair College George Evans 1815 Jet Wing Drive Colorado Springs, CO 80916	N	0
32	Colorado Christian University Jennifer Toth 8787 W. Alameda Ave. Lakewood, CO 80226	N	0
33	The Colorado College Judy Offerdahl 14 East Cache La Poudre St. Colorado Springs, CO 80903	N	0
34	Colorado Mountain College Alpine Campus Dan Schaffrick 1330 Bob Adams Drive Steamboat Springs, CO 80487	N	0
35	Colorado Mountain College Spring Valley Campus Lisa Runck or Ed Bouchard 3000 Country Road #114 Glenwood Springs, CO 81601	N	0
36	Colorado Mountain College Timberline Campus Connie Lugeanbeal 901 South Highway 24 Leadville, CO 80461	N	0
37	Colorado State University-Ft. Collins Diane Kull 711 Oval Drive Ammons Hall Fort Collins, CO 80523	N	0
38	<i>Intentionally Omitted</i>	N	0
39	Aims Community College Susan Burrows 5401 W. 20 th St., PO Box 69 Greeley, CO 80632	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Colorado State University-Ft. Collins Diane Kull 711 Oval Drive Ammons Hall Fort Collins, CO 80523	N	0
41	DeVry University Amauri DaRocha 1870 W. 122 nd Ave. Westminster, CO 80030	N	0
42	Fort Lewis College Allyn Talg 1000 Rim Drive Durango, CO 81301-3999	N	0
43	Front Range Community College Meg Fremaux 1931 E. Bridge Street Brighton, CO 80601	N	0
44	ITT Technical Institute Mario Aldapa 500 E. 84 th Ave. Thornton, CO 80229-5338	N	2
45	Johnson & Wales University Greg Lorenz 7150 Montview Blvd. Denver, CO 80220	N	0
46	Lamar Community College Chad DeBono 2401 South Main Lamar, CO 81052	N	0
47	Mesa State College Royia Ruffin 1100 North Avenue Grand Junction, CO 81501	N	0
48	Morgan Community College Paula Salmon 920 Barlow Road Fort Morgan, CO 80701	N	0
49	National American University Kim Larson 1325 S. Colorado Blvd., Suite 100 Denver, CO 80222	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	Northwestern Community College Gene Bilodeau 50 College Drive Craig, CO 81625-3633	N	0
51	Otero Junior College Brad Franz 1802 Colorado Avenue LaJunta, CO 81050	N	0
52	Parks College Korri Roda 14280 E. Jewell Ave., Suite 100 Aurora, CO 80012	N	0
53	Pikes Peak Community College Jennifer Sengenberger 5675 S. Academy Blvd. Colorado Springs, CO 80906	N	0
54	Pueblo Community College Counseling, Career, & Transfer Services Michael Netzer 900 W. Orman Avenue Pueblo, CO 81004-1499	N	0
55	Red Rocks Community College Nancy Carlson 13300 W. 6 th Avenue, Box 10 Lakewood, CO 80228	N	0
56	Regis University Career Services Linda Helwig 3333 Regis Blvd. Denver, CO 80221	N	0
57	Trinidad State Junior College Peggy Weurding 600 Prospect Street Trinidad, CO 81082	N	0
58	Trinidad State Junior College Valley Campus Victor Salazar 1011 Main St. Alamosa, CO 81101	N	0
59	University Of Colorado At Colorado Springs Vanessa Ea 1420 Austin Bluffs Pkwy., PO Box 7150 Colorado Springs, CO 80918	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
60	Western State College Svea Whiting College Union, Room 102 Gunnison, CO 81231	N	0
61	The Women's College At The University Of Denver Wendy Winter-Searcy 2050 East Evans Ave. Denver, CO 80208	N	0
62	University Of Wyoming Jo Chytka 1000 E. University Ave. Department 3195 Laramie, WY 82071	N	0
62	Denver Minority Connection info@denminorityonline.com Career Posting Notifications P.O. Box 202706 Denver, CO 80220	N	0
63	Internal Posting Jobline/Job Posting Board 303.713.8799	N	7
64	Monster.com www.monster.com	N	6
65	Clear Careers www.clearcareers.com	N	10
66	Employee Referral	N	21
67	HireQuest 949.812.4934 866.752.7252 ext 237 Fax 949.271.3615 asmith@hirequest.com	N	11
68	Internal Promotion/Transfer	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			113

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	On March 12, 2008, Clear Channel Denver participated in the University of Colorado at Boulder job fair at the UM Center location. Station participants included our Human Resources Manager and KFRX/KPTT Promotions Director.
2	Participate in Job Fair	On June 6, 2008, Clear Channel Denver participated in the 4th Annual Mountain Region Black Economic Summit and Expo at the Colorado Convention Center. We promoted the event via on-air announcements. Station participants included our Controller, Human Resources Manager, KPTT Sales Manager, KPTT Promotions Director, and Human Resources Assistant.
3	Participate in Job Fair	On July 15, 2008, Clear Channel Denver participated in the HireQuest Job Fair at the Embassy Suites Hotel Southeast. We promoted the event via on-air announcements. Station participants included our KPTT Sales Manager and TTN Sales Manager.
4	Participate in Job Fair	On September 3, 2008, Clear Channel Denver participated in the Urban League of Metropolitan Denver 30 th Annual Adult Diversity Career Fair. We promoted the event via our station websites and on-air announcements. Station participants included our Human Resources Manager and KBPI Promotions Director.
5	Participate in Program Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On October 23, 2008, Clear Channel Denver gave a presentation at Ohio Center for Broadcasting regarding internships and careers in radio broadcasting. Our KPTT Promotions Director and Director of FM Broadcasting attended the speaking engagement on behalf of the stations.
6	Participate in Program Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On October 28, 2008, Clear Channel Denver gave a presentation at Community College of Denver regarding internships and careers in radio broadcasting. Our Human Resources Manager and News Director attended on behalf of the stations, speaking with 18 Journalism students at the community college.

7 Internship Program (3)	<p>Students from various colleges and universities participated in our internship program during the Spring, Summer, and Fall semesters of this reporting period. We hosted a total of 35 interns during the reporting period from Colorado University at Boulder, Colorado University at Denver, Ohio Center for Broadcasting, University of Northern Colorado, Colorado State University, Regis University, and Metro State College.</p> <p>During the Spring semester, 10 interns worked at Clear Channel Denver in the Promotions, Programming, Production, and Sports departments. Some interns were also assigned to work for specific on-air shows, such as the Morning Show.</p> <p>During the Summer semester, 17 interns worked at Clear Channel Denver in the Sales, National Sales, Business Department Promotions, Creative Services, Programming, Production, and Sports departments. Some interns were also assigned to work for specific on-air shows, such as the Morning Show.</p> <p>During the Fall semester, 8 interns worked at Clear Channel Denver in the Promotions, Programming, Production, and Sports departments. Some interns were also assigned to work for specific on-air shows, such as the Morning Show.</p>
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