

**KCBL(AM), KFSO-FM, KHGE(FM),  
, KRZR(FM), KSOJ(FM)**

**PUBLIC FILE REPORT**

**August 1, 2006 – July 31, 2007<sup>1</sup>**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1, 2, 5, 6, 7, 11, 12, 14, 17, 19, 20, 22, 23, 26, 27, 28, 29, 36	26
Account Executive	1, 2, 5, 6, 7, 11, 12, 14, 17, 18, 19, 20, 22, 23, 26, 27, 28, 29, 36	18
Account Executive	1, 2, 5, 6, 7, 11, 12, 14, 17, 18, 19, 20, 22, 23, 26, 27, 28, 29, 36	18
Account Executive	1, 2, 5, 6, 7, 11, 12, 13, 14, 17, 19, 20, 22, 23, 26, 27, 28, 29, 36	13
Account Executive	1, 2, 5, 6, 7, 11, 12, 14, 15, 16, 17, 18, 19, 20, 22, 23, 26, 27, 28, 29, 36	28
Account Executive	1, 2, 5, 6, 7, 11, 12, 14, 15, 16, 17, 18, 19, 20, 22, 23, 26, 27, 28, 29, 36	18
Account Executive	1, 2, 5, 6, 7, 8, 9, 11, 12, 14, 17, 18, 19, 20, 22, 23, 26, 27, 28, 29, 36	18
Account Executive	1, 2, 5, 6, 7, 8, 9, 11, 12, 14, 17, 19, 20, 22, 23, 26, 27, 28, 29, 36	26
Account Executive	1, 2, 5, 6, 7, 8, 9, 11, 12, 14, 17, 18, 19, 20, 22, 23, 26, 27, 28, 29, 36	18
Account Executive	1, 2, 5, 6, 7, 8, 9, 11, 12, 14, 17, 19, 20, 22, 23, 26, 27, 28, 29, 36	2
Account Executive	1, 2, 5, 6, 7, 8, 9, 11, 12, 14, 17, 19, 20, 22, 23, 26, 27, 28, 29, 36	14
Account Executive	1, 2, 5, 6, 7, 8, 9, 11, 12, 14, 17, 18, 19, 20, 22, 23, 26, 27, 28, 29, 36	18
Account Executive	1, 2, 5, 6, 7, 8, 9, 11, 12, 14, 17, 18, 19, 20, 22, 23, 26, 27, 28, 29, 36	18
Account Executive	1, 2, 5, 6, 7, 8, 9, 11, 12, 14, 17, 19, 20, 22, 23, 26, 27, 28, 29, 30, 31, 36	31

<sup>1</sup> This document was revised in March, 2008 to correct minor reporting errors.

	1, 2, 5, 6, 7, 8, 9, 11, 12, 14, 17, 19, 20, 22, 23, 24, 26, 27, 28, 29, 30, 31, 34, 36, 37	31
	1, 2, 5, 6, 7, 8, 9, 11, 12, 14, 17, 19, 20, 22, 23, 24, 26, 27, 28, 29, 30, 34, 36, 37	26
Account Executive	1, 2, 5, 6, 7, 8, 9, 11, 12, 14, 17, 18, 19, 20, 22, 23, 24, 26, 27, 28, 29, 30, 34, 36, 37	18
Account Executive	1, 2, 4, 5, 6, 7, 8, 9, 11, 12, 14, 17, 18, 19, 20, 22, 23, 24, 26, 27, 28, 29, 30, 34, 36, 37	18
Account Executive	1, 2, 4, 5, 6, 7, 8, 9, 11, 12, 14, 17, 19, 20, 22, 23, 24, 26, 27, 28, 29, 30, 34, 36, 37	7
KFSO Production Director	1, 2, 5, 6, 7, 9, 11, 12, 14, 18, 19, 22, 23, 27, 28, 29, 36	18
On-Air Traffic Reporter *	31	31
Traffic Network Sales	1, 2, 5, 6, 7, 8, 9, 11, 12, 14, 15, 16, 18, 19, 20, 22, 23, 27, 28, 29, 36	18
Sales Assistant	1, 2, 5, 6, 7, 9, 11, 12, 14, 19, 20, 22, 23, 27, 28, 29, 31, 36	31
Market Controller	1, 2, 5, 6, 7, 8, 9, 11, 12, 14, 19, 20, 22, 23, 27, 28, 29, 31, 36	31
Overnight Production Assistant	1, 2, 5, 6, 8, 9, 11, 12, 14, 18, 19, 20, 22, 23, 27, 28, 29, 36	18
KFSO Production Director	1, 2, 5, 6, 8, 9, 11, 12, 14, 18, 19, 20, 22, 23, 27, 28, 29, 32, 33, 36	18
KALZ Announcer	1, 2, 3, 5, 6, 8, 9, 11, 12, 14, 17, 18, 19, 20, 22, 23, 27, 28, 29, 36	18
Promotions Internet Content Coordinator	1, 2, 5, 6, 7, 9, 11, 12, 14, 17, 18, 19, 20, 23, 24, 26, 27, 28, 29, 36	18
KFSO Online Promotions Coordinator	1, 2, 5, 6, 7, 8, 9, 11, 12, 14, 17, 18, 19, 20, 22, 23, 24, 27, 28, 29, 36	18

\* Exigent Circumstance

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**II. MASTER RECRUITMENT SOURCE LIST**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Able Industries Mallory Lowe 8127 Ave. 304 Visalia, CA 93291 Phone: 559-651-8150, Ext 132 Fax: 559-651-0357	Yes	
2	Alice967.com Eric Broadwater, Webmaster Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Phone: 559-230-4288 EricBroadwater@clearchannel.com	No	11
3	Allaccess.com All Access Music Group 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 Phone: 310-457-6616 Fax: 310-457-8058	No	
4	Atinet.org Agricultural Technology 4910 E. Barstow Ave # 115 Fresno, CA 93740 Phone: 559-278-4872 Fax: 559-278-7753 <a href="mailto:atimgr@atinet.org">atimgr@atinet.org</a>	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
5	B95forlife.com Eric Broadwater, Webmaster Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Phone: 559-230-4288 EricBroadwater@clearchannel.com	No	2
6	BigCountry1027.com Eric Broadwater, Webmaster Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Phone: 559-230-4288 EricBroadwater@clearchannel.com	No	
7	Bulldogjobs.com formerly, σCSUF Fresno Career Services Office California State University Fresno 5241 North Maple Avenue Fresno, CA 93710 Phone: 559-278-2381 <a href="mailto:fscareerservices@cvip.net">fscareerservices@cvip.net</a>	No	8
8	Cabroadcasters.org California Broadcasters Association 915 "L" Street, Suite 1150 Sacramento, CA 95814 Phone: (916) 444-2237 <a href="mailto:info@cabroadcasters.org">info@cabroadcasters.org</a>	No	
9	Central California Hispanic Chamber of Commerce Lorena Martinez 2331 Fresno Street Fresno, CA 93721 Phone: 559-495-4817 Fax: 559-495-4811	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	Centralvalleyjobquest.com The Fresno Bee 1626 E Street Fresno, CA 93786 Phone: 559-441-6107	No	
11	Centro La Familia Job Bulletin 2014 Tulare St., #717 Fresno, CA 93721 Fax: 559-237-2968	No	
12	Chicano Youth Center Alfonso 50 North Calaveras Fresno, CA 93721 Phone: 559-497-8552 Fax: 559-497-5527	No	
13	City of Fresno Mayor's Job Fair October 12, 2006 Fresno Convention Center Exhibit Hall 848 M Street Fresno, CA 93721 Contact: Darryl DuChene Phone: 559-621-2919	No	2
14	Clearcareers.com Clear Channel Clear Careers 200 Basse Road San Antonio, TX 78209 Phone: 1-210-822-2828	No	6
15	Craigslislist.org/Fresno Craigslislist 1381 9th Avenue San Francisco, CA 94122 Phone: 415-637-5062	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
16	CSUF Craig AlumNET News Fresno State Alumni Association Smittcamp Alumni House 2625 East Matoian Way Fresno, CA 93740 Phone: 559-278-2586 Fax: 559-278-6790 debbiey@csufresno.edu.com	No	1
17	El Conciliar Emigration Project 1532 Fresno Street Fresno, CA 93706 Phone: 559-485-3951 Fax: 559-485-3951	No	
18	Employee Referral	No	37
19	Foxsportsradio1340&1400.com Eric Broadwater, Webmaster Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Phone: 559-230-4288 EricBroadwater@clearchannel.com	No	
20	Fresno Area Hispanic Chamber of Commerce 1456 W. Shaw Ave. Fresno, CA 93711 Phone: 559-222-8705 Fax: 559-222-8706	Yes	
21	Fresnobee.com The Fresno Bee 1626 E Street Fresno, CA 93786 Phone: 559-441-6111	No	1
22	Fresno City College Career & Technology Center Marcie Braggs 1101 East University Avenue Fresno, CA 93704 Phone: 559-486-0173 Fax: 559-264-1156	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
23	Fresno County Economic Opportunities Commission Frances Rodriguez 1920 Mariposa Mall Fresno, CA 93721 Phone: 559-263-1100 Fax: 559-263-1187	No	
24	Institute of Technology Melissa Mcgregor-Moore 564 W. Herndon Ave Clovis, CA 93612 Phone: 559-326-1801 Fax: 559-326-4361	Yes	1
25	Institute of Technology Career Center Marketing Dept Kristina Lopez Phone: 916-851-3900 klopez@itt-tech.edu	No	
26	KALZ 96.7, KBOS 94.9, KCBL 1340, KHGE 102.7, KFSO 92.9, KRDU 1130, KRZR 103.7, KSOF 98.9, KEZL (AM) 1400 On-air announcements Contact: Maria Moreno-Townsend Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Phone: (559) 230-4300	No	57
27	Krdul130.com Eric Broadwater, Webmaster Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Phone: 559-230-4288 EricBroadwater@clearchannel.com	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
28	Krzzr.com Eric Broadwater, Webmaster Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Phone: 559-230-4288 EricBroadwater@clearchannel.com	No	1
29	Lapreciosa.com Eric Broadwater, Webmaster Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Phone: 559-230-4288 EricBroadwater@clearchannel.com	No	2
30	Monster.com Monster.com 5 Clock Tower Place Suite 500 Maynard, Massachusetts 01754 Phone: 1-800-MONSTER	No	4
31	Non-employee Referral	No	14
32	Radioalair.com 500 Media Place Sacramento, CA 95815 Phone: 916-283-9679	No	
33	Radionotas.com	No	
34	San Joaquin Valley College Attn: Tom Janecek 295 E. Sierra Avenue Fresno, CA 93710 Phone: 559-448-8282	No	
35	San Joaquin Valley College Job Fair July 13, 2007 295 E Sierra Avenue Fresno, CA 93710 Phone: 559-448-8282	No	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
36	Softrock989.com Eric Broadwater, Webmaster Clear Channel Radio Fresno 83 East Shaw Avenue, Suite 150 Fresno, CA 93710 Phone: 559-230-4288 EricBroadwater@clearchannel.com	No	
37	University of Phoenix 8355 N. Fresno St. #200 Fresno, CA 93720 559-451.0334 Phoenixalumni.com	No	
38	Unnamed Source	No	25
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>176</b>

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair (#1)	On October 12, 2006, Clear Channel Radio Fresno participated in the City of Fresno Mayor's Job Fair. It was held in the Exhibit Hall at the Fresno Convention Center. Participants from Clear Channel Radio Fresno included the Director of Human Resources and the General Sales Managers of KRZR-FM and KBOS-FM. One of the applicants who attended that job fair has been hired by Clear Channel Radio Fresno in the area of Internet Web Sales.
2	Participate in Job Fair (#1)	On October 13, 2006, Clear Channel Radio Fresno participated in the Reedley High School Job Fair from 9 to 11:30 AM at Reedley High School in Reedley, California. An estimated 1,400 10 <sup>th</sup> through 12 <sup>th</sup> grade students attended the event. Participants from Clear Channel Radio Fresno included the Music Directors of KBOS-FM and KALZ-FM.
3	Participate in Job Fair (#1)	On November 14, 2006, Clear Channel Radio Fresno participated in the Parlier High School College and Job Fair from 9 AM till Noon at Parlier High School in Parlier, California. Participants from Clear Channel Radio Fresno included the Music Directors of KBOS-FM and KALZ-FM.

	TIVE	BRIEF DESCRIPTION OF ACTIVITY
4	Host Job Fair (#2)	<p>On January 11, 2007, our stations hosted the "Clear Channel Radio Account Executive Job Fair and Open Interview Day" from 9 AM to 5:30 PM at the Clear Channel Radio Fresno offices, Fresno, California. Participants in the job fair included our Director of Human Resources and the General Sales Managers of stations KBOS-FM, KRZR-FM, KALZ-FM, KSOF-FM, KHGE-FM, KRDU-AM, KCBL-AM, and KFSO-FM.</p>
5	Participate in Job Fair (#1)	<p>On June 28, 2007, Clear Channel Radio Fresno participated in the "Central California Job Fair" held by the Central California Chamber of Commerce and the California Department of Employment and Temporary Assistance. This major event was held from 9 AM to 1 PM in the Commerce Building at The Fresno Fairgrounds in Fresno, California. Participants from Clear Channel Radio Fresno included our Director of Human Resources and the General Sales Managers of KFSO-FM, KBOS-FM and KRZR-FM.</p>
6	Participate in Job Fair (#1)	<p>On July 13, 2007, Clear Channel Radio Fresno participated in the San Joaquin Valley College Job Fair held on the SJVC Campus, 295 East Sierra Avenue in Fresno, California. Participants from Clear Channel Radio Fresno included our Director of Human Resources and the General Sales Managers of KHGE-FM, KBOS-FM, KRZR-FM, KALZ-FM, KRDU-AM and KCBL-AM.</p>

	TIVE	BRIEF DESCRIPTION OF ACTIVITY
7	Establish an Internship Program (#5)	<p>All of the interns in our on-going Radio Internship Programs are registered students and receive academic credit from their university, community college, trade school or high school. During the Fall 2006 Radio Internship Program, eight local students participated. Six of them were Programming Interns and two were Promotions Interns.</p> <p>During our Spring 2007 Radio Internship Program, seven local students participated. All seven of them were Programming Interns.</p> <p>During our Summer 2007 Radio Internship Program, three local students are participating. Two are Programming Interns and one is a Promotions Intern.</p>
8	Establish training programs designed to help current employees advance in their careers	<p>During October, 2006, all Clear Channel Radio Fresno employees, regardless of what department they work in, were required to participate in training through Online Boot Camp at Clear Channel University. Phase 1 of the training consisted of Basic Training, Initiation and Online Drills and was mandatory for all employees. Sellers and Sales Managers were required to also complete Phase 2 and Phase 3 of the training and pass an exam with a score of 85% or higher.</p>