

Revised on November 18, 2011 to correct data in Section I & II

**KDFO-FM, KBFP-FM, KBFP-AM, KHTY-AM, KRAB-FM  
EEO PUBLIC FILE REPORT  
August 1, 2010 - July 31, 2011**

**I. VACANCY LIST**

**See Section II, the "Master Recruitment Source List" ("MSRL") for recruitment source data**

	Job Title	Recruitment Sources Used to Fill Vacancy	RS Referring Hiree
1	**Account Executive	1, 3-5, 22-23, 34-38	22
2	*Account Executive	1, 3-5, 22-23, 34-38	23
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\*\* Internal Promotion- hired from within

\* This is an exigent hired

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**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	Clear Channel Careers Website 200 E. Basse Road San Antonio, TX 78209 Ph: 210-822-2828 www.clearcareers.com	N	0
2	www.radiosuperstar.net	N	0
3	KDFO-FM Website 1100 Mohawk Street #280 Bakersfield, CA 93309 Stacy Dodson Ph: 661-322-9929 www.985thefox.com	N	0
4	KRAB-FM Website 1100 Mohawk Street #280 Bakersfield, CA 93309 Stacy Dodson Ph: 661-322-9929 www.krab.com	N	0
5	La Preciosa Website 1100 Mohawk Street #280 Bakersfield, CA 93309 Stacy Dodson Ph: 661-322-9929 www.lapreciosa1053.com	N	0
6	The Bakersfield Californian 1707 Eye Street Bakersfield, CA 93301 Susan Moore Ph: 661-395-7500	N	0
7	Mexican American Opportunity Foundation 401 N. Garfield Avenue Montebello, CA 90640 HR Department (323) 890-9600 Fax (323) 890-9637	N	0
8	California Employment Development Dept. 1600 East Belle Terrace Bakersfield, CA 93307 Shelli Tarber Ph: 661-325-4473 Fax: 661-833-2267	Y	0
9	Community Action Partnership of Kern 300 19th Street Bakersfield, CA 93301 HR Department Ph: 661-336-5236 fax: (661) 322-2237	N	0
10	El Popular 212 Goodman Street Bakersfield, CA 93305 George Camacho Ph: 661-325-7725	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Southern California Broadcasters Association HR Department 1849 Sawtelle Blvd., Suite 543 Los Angeles, CA 90025 Phone: 310-444-1412 Fax: 310-444-1463	N	0
12	Academy of Radio Broadcasting 16052 Beach Blvd. #263-N Huntington Beach, CA 92647 Doreen Dunn Ph: 714-842-0100 Email:arbhb@msn.com	Y	0
13	Bakersfield Adult School 501 South Mount Vernon Bakersfield, California 93307 Phone : 661.835.1855 Fax : 661.835.9612 Gena Lieske Email:Gena_lieske@khsd.k12.ca.us	Y	0
14	Independent Living Center of Kern County 1631 30th Street Bakersfield, CA 93301 Phone: (661) 325-1063 Fax: (661) 325-6702 Bonita Email:bonita@ilcofkerncounty.org	N	0
15	Kern County Hispanic Chamber of Commerce 231 H Street, Bakersfield, CA 93304 Phone : (661) 633-5495 Email:eduarperu@gmail.com	N	0
16	Bakersfield College 1801 Panorama Dr. Bakersfield, CA 93306 Job Placement Center Ph: 661-395-4550	N	0
17	Taft Community College 29 Emmons Park Dr. Taft, CA 93268	N	0
18	African American Network of Kern County PO Box 1215 Bakersfield, CA 93302	N	0
19	Community Service Organization 715 Lake Street Bakersfield, Ca 93305	N	0
20	Santa Barbara Business College 211 So. Real Road Bakersfield, CA 93309 Cory Ph: 661-835-1100	N	0
21	American Women in Radio & Television LaFern Watkins Ph: 323-904-4105 www.awrtsocal.org	N	0
22	Walk-ins	N	1
23	Word of Mouth	N	1
24	American Indian Council of Central California Kcarrillo00@hotmail.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	National Association of Minority Executives nameexecutivedirector@worldnet.att.net	N	0
26	National Association of Hispanic Journalists jobbank@nahj.org	N	0
27	San Joaquin Valley College 201 New Stine Road #200 Bakersfield, CA 93309 Shelley McKinzie Ph:661-834-0126 Fx: 661-834-5179	Y	0
28	www.allaccess.com	N	0
29	www.radiolaire.com	N	0
30	www.bakersfieldhelpwanted.com	N	0
31	All About Country www.allaboutcountry.com	N	0
32	Placement Pros -Temp Agency 800 11th Avenue Delano, Ca 93215 Ph: 661-721-1900	N	0
33	www.tvandradiojobs.com	N	0
34	On Air A/E Recruitment : KDFO-FM 1100 Mohawk Street # 280 Bakersfield, CA 93309 Stacy Dodson Ph: 661-322-9929	N	2
35	On Air A/E Recruitment : KRAB-FM 1100 Mohawk Street # 280 Bakersfield, CA 93309 Stacy Dodson Ph: 661-322-9929	N	3
36	On Air A/E Recruitment : KHTY-AM 1100 Mohawk Street # 280 Bakersfield, CA 93309 Stacy Dodson Ph: 661-322-9929	N	0
37	On Air A/E Recruitment : KBFP-FM 1100 Mohawk Street # 280 Bakersfield, CA 93309 Stacy Dodson Ph: 661-322-9929	N	1
38	On Air A/E Recruitment – KBFP-AM 1100 Mohawk Street # 280 Bakersfield, CA 93309 Stacy Dodson Ph: 661-322-9929	N	0
39	www.rab.com	N	0
40	www.insideradio.com	N	0
41	www.monster.com	N	0
42	www.amfmjobs.com	N	0
43	www.hotjobs.yahoo.com	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>8</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1	Kern County Broadcasters Association Scholarship Fund	Clear Channel has been an active participant in requesting applicants, judging entries, and awarding the scholarships since 2002. Jim Bell, General Manager of the Bakersfield and Lancaster cluster of stations, has been an on-going judge and board participant for the past 7 years. He has reviewed scholarship applications from the many submitted, and has helped present the awards.
2	SOUTHERN CALIFORNIA BROADCASTERS ASSOCIATION	In addition to the recruitment in SCBA. we participate in the scholarship program with donations of \$250 or more by our stations
3	Bakersfield Women's Business Conference	4/28/2011 "Conference for women in the workforce"  Business Manager attended.
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