



**EEO PUBLIC FILE REPORT  
DECEMBER 1, 2009 - NOVEMBER 30, 2010**

**II. MASTER RECRUITMENT SOURCE LIST (MRS�)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>Referred by RS over 12-month period</b>	<b>Full-time positions RS has been utilized</b>
1	<b>Urban League of the Pikes Peak Region, Inc</b> 125 North Parkside Drive Suite 201 Colorado Springs, CO 80909 (719) 634-1525 Attn: Lindsey Deen LDeen@springsurbanleague.org	Y	0	0
2	<b>Women's Resource Agency, Inc</b> 2220 E Bijou Street, Suite 2E Colorado Springs, CO 80909 (719) 471-3170 Attn: Cindy Walters reception@wrainc.org	Y	0	0
3	<b>NAACP</b> PO Box 1915 Colorado Springs, CO 80917 (719) 475-7255 Attn: Doris Hayes naacpsbranch@aol.com	Y	0	0
4	<b>Colorado Association of Black Journalists</b> PO Box 48192 Denver, CO 80204 <a href="mailto:amaniali@hotmail.com">amaniali@hotmail.com</a> Attn: Amani Ali	Y	0	0
5	<b>LULAC Educational Service Center Inc.</b> 829 N Circle Drive Colorado Springs, CO 80909-5096 (719) 637-0037 Lnescsg@aol.com Attn: Career Services	Y	0	0

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6	<b>Ohio Center for Broadcasting COS Campus</b> 1310 Wadsworth Blvd., Ste. 100 Lakewood, CO 80214 (303) 937-7070 Attn: Terry Cuff education.denver@beonair.com	Y	0	0
7	<b>Colorado State University</b> Ammons Hall 711 Oval Drive Fort Collins, CO 80523-8008 (970) 491-1756 Attn: Diane Kull jobposting@colostate.edu	Y	0	0
8	<b>Colorado College</b> 14 East Cache La Poudre Worner #226 Colorado Springs, CO 80903 (719) 389-6893 Attn: Gretchen Wardell <a href="mailto:careercenter@coloradocollege.edu">careercenter@coloradocollege.edu</a>	Y	0	0
9	<b>Pikes Peak Community College</b> 5675 South Academy Boulevard Colorado Springs, CO 80906 Attn: Sharon Hogg 719-502-3128 SharonHogg@ppcc.edu	Y	0	0
10	<b>University of Colorado at Colorado Springs</b> PO Box 7150 Colorado Springs, CO 80933 (719) 262-3340 Attn: Vanessa Ea jobhelp@uccs.edu	Y	0	0

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11	<b>Colorado State University-Pueblo</b> 2200 Bonforte Boulevard Pueblo, CO 81001 (719) 549-2980 Attn: Michelle Gjerde Careercenter@colostate-pueblo.edu	Y	0	0
12	<b>Clear Channel Corporate Website</b> <a href="http://www.clearcareers.com">http://www.clearcareers.com</a>	N	4	0
13	<b>Colorado Broadcasters Association</b> <a href="http://www.coloradobroadcasters.org">http://www.coloradobroadcasters.org</a>	Y	0	0
14	<b>All Access</b> <a href="http://www2.allaccess.com/index.html">http://www2.allaccess.com/index.html</a>	Y	0	0
15	<b>Station Websites</b> <a href="http://www.klite1063.com">www.klite1063.com</a> <a href="http://www.my999radio.com">www.my999radio.com</a> <a href="http://www.y969.com">www.y969.com</a> <a href="http://www.beatcolorado.com">www.beatcolorado.com</a>	N	1	0
16	<b>Internal Referral</b>	N	1	0
17	<b>Internal Promotion</b>	N	0	0
18	<b>Word-of-Mouth</b>	N	1	0
19	<b>Career Fair (Not Specified)</b>	N	3	1
20	<b>Walk In</b>	N	2	0
21	<b>Rehire</b>	N	0	0
22	<b>Transfer from another Clear Channel</b>	N	0	0
23	<b>American Broadcasting School</b> 712 N. Watson Rd Arlington, TX 76011 817-695-2474 michelle@radioschool.com	Y	0	0
24	<b>Community Outreach</b> 805 S. Tejon St Colorado Springs, CO 80903 Karin Cowan 719-578-1227 commoutreach@pcisys.net	Y	0	0

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25	<b>Pueblo Community College</b> 900 West Orman Avenue Pueblo, CO 81004 (719) 549-3475 Attn: Jennifer Crowell	Y	0	0
26	<b>Pikes Peak Workforce Center</b> 2306 E. Pikes Peak Ave Colorado Springs, CO 80909 (719) 667-3787 Attn: Carrigan.j@ppwfc.org	Y	0	0
27	<b>DeVry University</b> 1175 Kelly Johnson Blvd. Colorado Springs, CO 80922 (719) 866-6755 Attn: Dawn Beemaster dbeemster@devry.edu	Y	0	0
28	<b>Pueblo Workforce Center</b> 805 Desert Flower Pueblo, CO 81001 (719) 253-7856 Thelma.Guerrer@dss.co.pueblo.co.us	Y	0	
29	<b>Goods Entertainment/VoiceHunter.com</b> Fax: (801) 460-3100 <a href="mailto:Adam@GoodsEntertainment.com">Adam@GoodsEntertainment.com</a> Attn: Adam Goodman <a href="http://www.goodsentertainment.com">www.goodsentertainment.com</a>	Y	0	0
30	<b>Radio Advertising Bureau</b> <a href="mailto:mlevy@rab.com">mlevy@rab.com</a> 972-753-6756	N	0	1
31	<b>Craigslist</b>	N	0	0
32.	<b>The Beat 96.1 Radio Ad</b>	N	2	0
33.	<b>KDZA FM Radio Ad</b>	N	1	0
	<b>TOTAL</b>		15	2

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### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
<b>1</b>	<b>Participated in Career Fair</b>	<p><b>On February 24, 2010</b> Clear Channel Radio Colorado Springs (KKLI-FM, KIBT-FM, KVUU-FM, KCCY-FM) participated in The Colorado College Spring Internship and Job Fair. Recruited for Account Executive positions available at the stations. Job descriptions and requirements were provided to approximately 65 potential employees attending the fair. Prominent signage and station paraphernalia were provided.</p> <p>Bobbi Browning, EEO Director-Clear Channel Radio Colorado Springs, attended the event from 11:30am-1:00. Bill Fuerst one of our Sales Managers was also attended 11:30AM-1:00PM</p>
<b>2</b>	<b>Internship Program</b>	<p>This SEU regularly hosts college students as part of the ongoing internship program. Typically, these students focus on the Promotions Department working closely with our Promotions Director to complete assignments for all SEU stations. Interns help to write concert proposals, draft product requests, and assist with remote broadcasts along with other assignments. During this reporting period this SEU hosted five interns as follows:</p> <p><b>Spring Semester (January 14-May 2)</b>-one intern from Pikes Peak Community College</p> <p><b>Summer Semester (May 14-August 1)</b> three interns, one from Colorado State University</p>

		<p>Pueblo, one from University of Colorado at Colorado Springs, and one Pikes Peak Community College</p> <p><b>Fall Semester (Aug 17-Dec 4) N/A</b></p> <p>Bobbi Browning, EEO Director –(KKLI, KCCY, KVUU, KIBT) oversaw the internship.</p>
	<b>Participate in event/program sponsored by an educational institution relating to careers in broadcasting</b>	
<b>3</b>	<b>Participated in Career Fair</b>	<p><b>On March 1, 2010</b>, Clear Channel Radio Colorado Springs (KKLI-FM, KIBT-FM, KVUU-FM, KCCY-FM) participated in The Gazette Job Fair. Recruited for Promotions Assistant, and Account Executive positions available at the stations. Job descriptions and requirements were provided to approximately 85 potential employees attending the fair. Prominent signage and station paraphernalia were provided.</p> <p>Bobbi Browning, EEO Director-Clear Channel Radio Colorado Springs attended the event from 11am until 1pm, and from 1pm until 4pm Bill Fuerst, Clear Channel Sales Manager attended.</p>