

KWID(FM), KWNR(FM), KSNE-FM, KPLV(FM)

EEO PUBLIC FILE REPORT

June 1, 2007 – May 31, 2008¹

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
KPLV(FM) Account Executive	17, 23	23
KWNR(FM) Account Executive	17, 19	19
KSNE-FM Account Executive	16-17, 19	19
KPLV(FM) Account Executive	16-17, 19	19
KWNR(FM) Account Executive	16-18	18
Assistant Creative Director	1-6, 15, 34	15
KWNR(FM) Morning Show Producer	1-7, 15, 31-35	32
KWID(FM) Account Executive	16-17, 19	19
KSNE-FM Account Executive	16-18	18
KSNE-FM Account Executive	16-17, 23	23
Research/Sales Assistant	1-7, 15, 20, 25, 34-35	20
KWID(FM) Account Executive	16-17, 19	19
KPLV(FM) Account Executive	16-17, 37	37
KWNR(FM) Program Director	15, 20, 33, 36	20
KSNE-FM Account Executive	16-17, 23	23
KWID(FM) Account Executive	7, 16-17	7
KWNR(FM) Account Executive	16-17, 19	19
KSNE-FM Account Executive	16-17, 26, 29	26
KSNE-FM Account Executive	16-17, 29	29
KPLV(FM) Account Executive	16-17, 21, 29	21
KWID(FM) Account Executive	16-17, 23, 29	23
Sales Assistant	1-7, 15, 20, 25, 34-35	20
KSNE-FM Account Executive	16-17, 28-29	28
Total Traffic Account Executive	16-17, 21, 29	21
KWNR(FM) Account Executive	16-17, 23, 29	23
Total Traffic Account Executive	16-17, 23, 29	23
Sales Assistant	1-6, 15, 19, 25, 29	19
KSNE-FM Local Sales Manager	1-7, 15, 21, 34-36	21
KPLV(FM) Account Executive	16-17, 29, 37	37
KWNR(FM) Account Executive	16-17, 23, 29	23
National Sales Assistant	1, 3-7, 15, 29	29
KSNE-FM Promotions Director	1-7, 15, 26, 34-35	26
KSNE-FM Account Executive	16-17, 29	29
National Sales Assistant	1, 3-7, 15, 29	15

¹ This report was revised in June 2008 to address minor reporting issues.

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
KSNE-FM Account Executive	16-17, 19, 29	19
KPLV(FM) General Sales Manager	1-6, 15, 20, 34-35	20
KPLV(FM) Account Executive	16-17, 19, 29	19
Traffic Manager	1, 3-7, 15, 21, 27, 29	21
KSNE-FM Account Executive	16-17, 19, 29	19
KWNR(FM) Account Executive	16-17, 22, 29	16
Sales Assistant	1, 3-7, 15, 17, 22, 27, 29	29
KPLV(FM) Morning Show Producer	1, 3-13, 15, 17-18, 22, 27, 29	18
KWNR(FM) Account Executive	15, 16-17, 19, 22-23, 29	19
Receptionist	1-7, 15, 22, 27, 29, 34-35	29

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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 12-month period
1	Las Vegas Indian Center 2300 West Bonanza Road Las Vegas, NV 89106 Joseph Serrano (702) 647-5842	N	0
2	N.O.W. Southern Nevada P.O. Box 46693 Las Vegas, NV 89114-6693 Gloria Windell (702) 387-7552	N	0
3	Nevada Broadcasters Association 1050 East Flamingo Road, Suite S-110 Las Vegas, NV 89119 Renee (702) 794-4994	N	0
4	Bureau of Vocational Rehabilitation 3016 West Charleston #200 Las Vegas, NV 89102 Janice John (702) 486-5230	N	0
5	Nellis AFB Family Support Center Mike Hudson 4311 North Washington Blvd., Suite 102 Nellis Air Force Base, NV 89191-7073 (702) 486-5230	N	0
6	Academy of Radio Broadcasting 16052 Beach Blvd., Suite 263N Huntington Beach, CA 92647 Doreen Dunn (714) 842-0100	N	0
7	Latin Chamber of Commerce 300 North 13th Street Las Vegas, NV 89101 (702) 385-7367 Edward Dorville ads@lvccc.com	N	1
8	Economic Opportunity Board P.O. Box 270880 Las Vegas, NV 89127 Marcia Rose Walker (702) 647-3307; (702) 647-3125 (Fax)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification ? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	Urban Chamber of Commerce 1048 West Owens Avenue Las Vegas, NV 89106 Louis Overstreet (702) 648-6222	N	0
10	North Las Vegas Chamber of Commerce 3345 West Craig Road North Las Vegas, NV 89032 Sharon Powers (702) 642-9595; (702) 643-0439 (Fax)	N	0
11	Nevada Partners 710 West Lake Mead Blvd Las Vegas, NV 89030 Janice Rael (702) 399-5627; (702) 399-0800 (Fax)	N	0
12	CSN Workforce Development 3200 West Cheyenne Las Vegas, NV 89030 Phyllis Duran (702) 651-5790	N	0
13	UNLV Career Services 4505 South Maryland Parkway Box 456004 Las Vegas, NV 89154-6004 Amanda Cox (702) 895-3495; (702) 895-4661 (Fax)	N	0
14	Las Vegas Clark County Urban League 1058 West Owens Las Vegas, NV 89106 Larry Mosley (702) 636-3949; (702) 636-9240 (Fax)	N	0
15	Clear Channel Career Website www.clearcareers.com	N	22
16	On-Air Announcements (one or more SEU stations)	N	1
17	Station Website Posting (one or more SEU stations)	N	9
18	Walk-in / Self-Referral	N	19
19	Employee Referral	N	35
20	Non-employee Referral	N	12
21	Internal Promotion / Transfer	N	5
22	Internal Posting / Inquiry	N	2
23	Job Fairs	N	23
24	Recruitment Party	N	0
25	Las Vegas Review Journal Newspaper 1111 West Bonanza Road Las Vegas, NV 89103 (702) 380-4539 Nessa Guzman nguzman@reviewjournal.com	N	10
26	Former Employee (Rehire)	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification ? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
27	Nevada Broadcasters Association website www.nevadabroadcasters.org earlenelefler@yahoo.com	N	0
28	www.monster.com	N	3
29	www.craigslist.com	N	34
30	www.mediapost.com	N	0
31	www.jobs.radio-online.com	N	0
32	www.allaboutcountry.com	N	1
33	www.allaccess.com	N	1
34	Las Vegas College 4100 West Flamingo Las Vegas, NV 89103 Jim Guynup (702) 368-6200	N	0
35	Ohio Center of Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125 Gary James (216) 447-9117	N	0
36	Inside Radio P. O. Box 12533 Cincinnati, OH 45212 Gene McKay (800) 640-8852 / (877) 270-3998 (Fax)	N	3
37	Unknown	N	11 ²
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			194

² These interviewees did not adequately identify the referral source upon inquiry.

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fairs (8)	<p>In an effort to compete with lucrative positions at the local casinos for qualified employees, this SEU regularly participates in job fairs hosted by the Las Vegas Review Journal newspaper at various venues around Las Vegas. The General Sales Managers for KWID(FM), KWNR(FM), KSNE-FM, and KPLV(FM) and the Local Sales Manager for KWNR(FM) provided information to applicants regarding employment opportunities and reviewing resumes collected at the job fairs. During this reporting period, this SEU attended the following job fairs:</p> <ul style="list-style-type: none">(1) July 24, 2007 at Cashman Center in Las Vegas, NV ;(2) August 21, 2007 at Cashman Center in Las Vegas, NV(3) October 23, 2007 at Cashman Center in Las Vegas, NV(4) November 6, 2007 at Texas Station in Las Vegas, NV(5) January 22, 2008 at Cashman Center in Las Vegas, NV(6) March 11, 2008 at Henderson Convention Center in Henderson, NV(7) April 15, 2008 at Suncoast Hotel in Las Vegas, NV(8) May 20, 2008 at Texas Station in Las Vegas, NV
2	Host in-house job fairs (4)	<p>Clear Channel Radio Las Vegas hosted quarterly “Recruitment Parties” at their facility on July 26, 2007; October 25, 2007; November 8, 2007; and January 24, 2008. Sales positions were advertised on all stations, instructing interested candidates to submit resumes. Sales Managers then invited qualified candidates (several of whom had submitted resumes at career fairs) to a “recruitment party” at which time the candidates were given a tour of the facility and a presentation of this SEU’s sales opportunities are presented. The invitees then participated in several group exercises designed to test individual strengths and weaknesses in a group setting. Certain individuals who stand out during this process are then invited back to the</p>

		<p>station for a more formal interview. The General Sales Managers for KWID(FM), KWNR(FM), KSNE-FM, and KPLV(FM) and the Local Sales Manager for KWNR(FM) attended the in-house recruitment job fairs.</p>
3	<p>Participate in event sponsored by educational institution relating to career opportunities in broadcasting</p>	<p>Each semester, several volunteers from this SEU serve as guest speakers in the Media Buying, Planning, and Negotiations class in the Greenspun School of Communications at the University of Nevada Las Vegas. On November 28, 2007, this SEU's Program Director, Promotions Director, and two on-air personalities spoke regarding the radio industry and job opportunities in broadcasting. They also discussed on-air segments of the radio world, the promotional and value-added parts of a media buy, and behind-the-scenes workings of a broadcast day. On February 13, 2008, the Promotions Director presented similar information to the students in the same class for the Spring semester. These speaking engagements are part of an ongoing relationship with the Greenspun School of Communications.</p>
4	<p>Participate in event sponsored by educational institution relating to career opportunities in broadcasting</p>	<p>On May 29, 2008, two on-air personalities from this SEU spoke with students at the CSB School of Broadcasting about the business of being on the radio and the importance of gaining experience through internships. They also toured the facilities and listened to samples of the students' work.</p>