

**KTHR(FM), KZCH(FM), KZSN(FM), KRBB(FM), KOCW(TV), KSAS-TV,
KAAS-TV and Employees at KMTW(TV)**

**EEO PUBLIC FILE REPORT
February 1, 2007 – January 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
Traffic Assistant (TV)	1-3, 7-8, 10, 12-13, 15, 17-22, 24-28, 30, 32-34, 36-37, 39-41, 46, 48-50, 53-54, 56, 64, 67-68, 70-71, 74, 77	34
Sales Assistant (TV)	1-4, 6-8, 10-13, 15, 17-28, 30-37, 39-41, 46-51, 53-56, 64, 67-68, 70-71, 74, 76-78	78
Account Executive (TV)	1-4, 6-8, 10-13, 15, 17-37, 39-41, 45-50, 53-56, 64, 67-68, 70-71, 74, 76-77	46
Account Executive (TV)	1-3, 6-8, 10-13, 15, 17-22, 24-28, 30-37, 39-41, 44-46, 48-51, 53-56, 64, 68, 70-71, 74, 77	46
Producer/Director (TV)	1-3, 6-8, 10-15, 17-22, 24-28, 32-37, 39-41, 46-50, 53-56, 64, 68, 70-71, 74, 76-77	46
Account Executive (radio)	1-3, 5-8, 10-22, 24, 26-28, 30, 32-34, 40-42, 44-46, 48-51, 53-56, 59-62, 64, 71-72, 74	44
Account Executive (radio)	1-3, 5-8, 10-22, 24, 26-28, 30, 32-34, 40-42, 44-46, 48-51, 53-56, 59-62, 64, 71-72, 74	51
Account Executive (radio)	1-3, 5-8, 10-22, 24, 26-28, 30, 32-34, 40-42, 44-46, 48-51, 53-56, 59-62, 64, 71-72, 74	51
Account Executive (radio)	1-3, 5-8, 10-22, 24, 26-28, 30, 32-34, 40-42, 44-46, 48-51, 53-56, 59-62, 64, 71-72, 74	72
Account Executive (radio)	1-3, 5-8, 10-22, 24, 26-28, 30, 32-34, 40-42, 44-46, 48-51, 53-56, 59-62, 64, 71-72, 74	46
Overnight Employee (radio)	1-3, 5-8, 10-22, 24, 26-28, 30, 32-34, 40-42, 46, 48-50, 53-56, 59-62, 64, 71, 74	46
DJ/Announcer (radio)	1-3, 5-8, 10-22, 24, 26-28, 30, 32-34, 40-42, 46, 48-50, 53-56, 59-62, 64, 71, 74	46
Promotions Director (radio)	1-3, 5-8, 10-22, 24, 26-28, 30, 32-34, 40-42, 46, 48-51, 53-57, 59-62, 64-65, 71, 74	65

¹ This report provides recruitment data collected from January 22, 2007 through January 21, 2008. This report was revised in April 2008 to address minor reporting issues.

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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	Baker University 618 8 th Street Baldwin City, KS 66006 Phone: 785-594-6451 Contact: Susan Wade Email: susan.wade@bakeru.edu	Y (TV only)	0
2	Butler County Community College 901 S. Haverhill Road El Dorado, KS 67042 Phone: 316-218-6126 Fax: 316-733-9589 Contact: Loretta Patterson Email: lpatterson@butlercc.edu	Y	0
3	Cloud County Community College 2221 Campus Drive Concordia, KS 66901 Phone: 785-243-1435 Fax: 785-243-9321 Contact: Wonda Brunkow Email: wphillips@cloud.edu	Y	0
4	Spherion Recruiting & Staffing Center 112 S. Emporia Street Wichita, KS 67202 Phone: 316-264-2793 Contact: Heidi	Y (TV only)	0
5	McPherson College 1600 E. Euclid Street McPherson, KS 67460 Phone: 800-365-7402 Contact: Chris Email: Wiensc@mcpherson.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	Dodge City Community College 2501 N. 14 th Street Dodge City, KS 67801 Phone: 620-225-6720 Fax: 620-225-0918 Contact: John Ewy	N	0
7	Fort Hays State University 600 Park Street Hays, KS 67601 Phone: 785-628-4260 Fax: 785-628-4093 Contact: Mel Hanks; Daniel Rice Email: mlhanks@fhsu.edu; careers@fhsu.edu	Y	0
8	Friends University 2100 W. University Street Wichita, KS 67213 Contact: Duke Rogers; Glenna; Donna Barkley Phone: 316-295-5623; 316-295-5800; 316-295-5832 Fax: 316-295-5042; 316-295-5040 Email: Artaz@friends.edu	Y	1
9	Tiempos Spanish Newspaper 808 W. 25 th Street P.O. Box 4045 Wichita, KS 67204 Phone: 316-943-2260 Contact: Miguel Email: ads@tiemposnews.com	N	0
10	Kansas Minority Business Development Council 350 W. Douglas Avenue Wichita, KS 67202 Phone: 316-268-1154 Fax: 316-303-1703 Contact: Donna Wright; Maria Caban Email: donna.wright@mambcd.org; maria@wacc.org	Y (TV only)	0
11	Kansas State University 104 Kedzie Hall Manhattan, KS 66506 Phone: 785-532-6890 Contact: Renee Website: http://experience.com/experience/employer_login.html	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	Wichita Career Development Office 444 E. William Street Wichita, KS 67202 Phone: 316-337-9444, Ext. 109 Fax: 316-337-9453 Contact: Sara Gilbert	Y (TV only)	0
13	Newman University 3100 W. McCormack Wichita, KS 67213 Phone: 316-942-4291 Contact: Julie Wright Connolly; Kathe Yamaokak Email: yamaokak@newmanu.edu	Y	0
14	KBCU-FM – Bethel College 300 E. 27 th Street North Newton, KS 67117 Phone: 316-284-5396 Fax: 316-284-5286 Contact: Tim Buller Email: kbcu@bethelks.edu	Y (TV only)	0
15	Pittsburg State University 1701 S. Broadway Pittsburg, KS 66762 Phone: 620-235-4808 Contact: Pete Hamilton Email: pkhamilt@pittstate.edu	N	0
16	Senior Services, Inc. of Wichita 200 S. Walnut Street Wichita, KS 67213 Phone: 316-267-1771 Contact: Cherie Wenderott Email: cheriew@seniorservicesofwichita.org	Y	0
17	SER Corp./Jobs for Progress 1020 N. Main Street, Suite B Wichita, KS 67203 Phone: 316-264-5372 Fax: 316-264-0194 Contact: Scott Higginbottom Email: sercorpks@hotmail.com	Y	0
18	Southwestern College 100 College Street Winfield, KS 67156 Phone: 620-229-6000 Contact: Bill DeAmond; Sarah Thuma Email: gaia@sckans.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	Sterling College P.O. Box 98 Sterling, KS 67579 Phone: 620-278-2173 Contact: Andrew Tash; Kem Saichaie Email: atash@sterling.edu; kem@sterling.edu	Y	1
20	University of Kansas 1435 Jayhawk Boulevard Lawrence, KS 66045-2350 Phone: 785-864-7630 Contact: Patty Noland Email: PNoland@ku.edu	Y (TV only)	0
21	Urban League of Wichita 1405 N. Minneapolis Street Wichita, KS 67214 Tel: 316-262-2463 Contact: Brian Black Email: ulwichita@sbcglobal.net	Y	0
22	Kansas Wesleyan University 100 E. Claflin Avenue Salina, KS 67401 Phone: 800-874-1154 Contact: Carla Email: Carla@kwu.edu	Y (TV only)	0
23	Wichita Eagle P.O. Box 820 Wichita, KS 67201 Phone: 888-488-4473, Ext. 5704 Contact: Julie Devine Email: classified@wichitaeagle.com	N	0
24	Wichita State University – Elliott School of Communications Wichita, KS 67208 Phone: 316-978-6062 Contact: Dr. Susan Huxman Email: susan.huxman@wichita.edu	Y (TV only)	0
25	Wichita Technical Institute 2051 S. Meridian Avenue Wichita, KS 67213 Phone: 316-943-2241 Fax: 316-943-5438 Contact: Jeff Ranney Email: jranney@wti.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
26	Wichita Workforce Center 402 E. 2 nd Street Wichita, KS 67201 Phone: 316-266-8600 Fax: 316-266-8655 Contact: Sarah Schrum	Y (TV only)	0
27	YWCA 1111 N. St. Francis Street Wichita, KS 67201 Phone: 316-263-7501 Contact: Joan Hartig Email: mainoffice@ywcaofwichita.org	Y	0
28	Kansas Professional Communicators 531 Pamela Street Wichita, KS 67212 Phone: 316-352-5116 Contact: Teresa Veazey Email: teresavz@sbcglobal.net; teresa.veazey@shscom.com; teresa.veazey@wichita.edu; melissalacey@cox.net	Y (TV only)	0
29	KSAS-TV/KMTW(TV) On-Air Announcements 316 N. West Street Wichita, KS 67203 Phone: 316-942-2424, Ext. 233 Contact: Ken Whitney, Production Department	N	1
30	Butler County Community College Career Services 901 S. Hoverhill Road El Dorado, KS 67042 Phone: 316-733-3159 Email: sces@butlercc.edu Website: www.butlercc.edu/career_services/employer_services.cfm; www.erecruiter.com	Y (TV only)	0
31	Career Builder Website Phone: 888-488-4473, Ext. 5704 Contact: Julie Devine Website: www.careerbuilder.com (Note: Advertisement purchases from Wichita Eagle also include posting on CareerBuilder.com.)	N	2
32	Clear Channel Clear Careers Website 200 E. Basse Road San Antonio, TX 78209 Phone: 210-832-3420 Website: www.clearcareers.com	N	6

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
33	Kansas Association of Broadcasters (KAB) Website 1916 SW Sieben Court Topeka, KS 66611 Phone: 785-235-1307 Contact: Harriet Lange Website: www.kab.net	Y (TV only)	1
34	Kansas Works Website 150 N. Main Street, Suite 100 Wichita, KS 67202 Phone: 316-771-6892 Website: www.kansasjoblink.com	Y (TV only)	1
35	National Association of Broadcasters (NAB) Website 1771 N Street NW Washington, DC 20036 Phone: 202-429-5300 Contact: Karen Hunter Website: www.nab.org	Y (TV only)	0
36	NationJob Website 601 SW 9 th Street, Suites J & K Des Moines, IA 50309 Phone: 888-256-1748 Contact: Bill Melton Email: Njlistings@nationjob.com Website: www.nationjob.com	Y	0
37	TVjobs.com (Broadcast Employment Services) P.O. Box 4116 Oceanside, CA 92052 Phone: 800-374-0119 Contact: Mark C. Holloway Website: www.tvjobs.com	N	0
38	Television Bureau of Advertising Website 3 E. 54 th Street New York, NY 10022 Phone: 212-486-1111 Fax: 212-935-5631 Contact: Hope Etheridge Email: hope@tvb.org Website: http://tvb.org	Y (TV only)	0
39	KSAS-TV & KMTW(TV) Station Websites 316 N. West Street Wichita, KS 67203 Phone: 316-942-2424, Ext. 289 Contact: Tom Gdisis Website: www.foxkansas.com; www.mytvwichita.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
40	Wichita State University Career Services Campus Box 31 Wichita, KS 67208 Phone: 316-978-3185 Contact: Jeanne Hopkins; Kevin Hager; Linda Matson Email: Jeanne.Hopkins@wichita.edu; kevin.hager@wichita.edu; linda.matson@wichita.edu Website: http://careers.wichita.edu	Y (TV only)	1
41	National Association of Hispanic Journalists (NAHJ) Job Bank 1000 National Press Building Washington, DC 20045 Phone: 202-662-7145 Contact: Ivan Roman Email: jobbank@nahj.org	Y	0
42	Venture House 233 S. St. Francis Street Wichita, KS 67202 Phone: 316-269-4160 Fax: 316-269-3550 Contact: David King	Y (TV only)	0
43	Kansas Association of Broadcasters (KAB) Job Fair – June 26, 2007 1916 SW Sieben Court Topeka, KS 66611 Phone: 785-235-1307 Contact: Harriet Lange	N	0
44	Wichita Eagle Newspaper Career Fair – April 17, 2007 Quantum Expositions 12917 Harvest Lane Wichita, KS 67235 Phone: 316-722-7320 Contact: Bob Loudermilk	N	3
45	Unknown Source (interviewee declined to identify referral source upon inquiry)	N	8
46	Word-of-Mouth Referral	N	27
47	Community Voice Newsletter – TCV Publishing Inc. 2918 E. Douglas Avenue Wichita, KS 67202 Phone: 316-681-1155 Contact: GA Wiles	N	0
48	Black College Radio P.O. Box 3191 Atlanta, GA 30302 Phone: 404-523-6136 Email: BCRmail@aol.com	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
49	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125 Phone: 216-447-9117 Contact: Gary James Email: gary@beonair.com	Y	0
50	Collegiate Broadcasting Inc. (CBI) P.O. Box D Austin, TX 78713 Phone: 713-348-2935 Contact: Will Robedee Email: chair@collegebroadcasters.org; cbjob@mailman.rice.edu	Y	0
51	Walk-Ins/Self-Referral	N	3
52	LSI Staffing Agency 350 S. Emporia Street Wichita, KS Phone: 316-262-0162	N	0
53	Kansas State University – Career & Employment Services 100 Holtz Hall Manhattan, KS 66506 Phone: 785-532-6506 Contact: Kristin Copeland Email: kmc6644@ksu.edu Website: https://kstate.erecruiting.com	Y (TV only)	0
54	Ketch Employment Services 1006 E. Waterman Street Wichita, KS 67211 Phone: 316-383-8700 Fax: 316-383-8715 Contact: Lisa Webb Email: lwebb@ketch.org; sgiesick@ketch.org	Y (TV only)	0
55	Work Options 1611 N. Mosley Street Wichita, KS 67214 Phone: 316-267-4201 Fax: 316-264-6604 Contact: Philip Miller	Y (TV only)	0
56	Tabor College 7348 W. 21st Street, Suite 117 Wichita, KS 67205 Phone: 316-729-6333 Fax: 316-773-5436 Contact: Kalyn Nethercot Email: knethercot@tabor.edu	Y	0

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57	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: 310-457-6616 Website: www.allaccess.com	N	0
58	All About Country Email: webmaster@allaboutcountry.com Website: www.allaboutcountry.com	N	0
59	KTHR(FM), KZCH(FM), KRBB(FM) & KZSN(FM) Station Websites 2402 E. 37th Street N Wichita, KS 67219 Phone: 316-832-9600 Contact: Marcy Snook Website: www.1073theroad.com; www.channel963.com; www.b98fm.com; www.kzsn.com	N	0
60	KTHR(FM), KZCH(FM), KRBB(FM) & KZSN(FM) Station On-Air Announcements 2402 E. 37th Street N Wichita, KS 67219 Phone: 316-832-9600	N	0
61	Wichita State University – Friends of Women’s Studies Campus Box 82 1845 N. Fairmount Wichita, KS 67214	N	0
62	Wichita State University - Multicultural Resource Center Campus Box 8 1845 N. Fairmount Wichita, KS 67260	N	0
63	Radio & Records Magazine P.O. Box 515408 Los Angeles, CA 90051-6708 Phone: 310-553-4330 Fax: 310-203-9763 Website: www.radioandrecords.com	N	0
64	Wichita Workforce Center 402 E. 2nd Street Wichita, KS 67201 Phone: 316-266-8600 Fax: 316-771-6891 Contact: Sara Beery; Wiley Smith Email: wsmith@kansascommerce.com	Y (TV only)	0
65	Internal Promotion	N	1
66	Clear Channel Wichita Internship Program	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
67	Snag A Job 5300 S. Laburnum Avenue Richmond, VA 23231 Phone: 804-236-9934, Ext. 134 Contact: Martha Samper Email: msamper@snagajob.com Website: www.snagajob.com	N	0
68	602 Communications 6839 Charter Hills Road Charlotte, NC 28277 Phone: 704-543-1426 Contact: Graeme Newell Email: slizik@602communications.com	Y (TV only - requested notice of graphics, promotions and production jobs only)	0
69	Salina Journal Newspaper 333 S. 4 th Street Salina, KS 67401 Phone: 800-827-6363, Ext. 205 Contact: Debbie Nelson Email: sjdnelson@saljournal.com	N	0
70	Washburn University 1700 SW College Avenue Topeka, KS 66621 Phone: 785-670-1010 Email: judy.smith@washburn.edu	N	0
71	Episcopal Social Services 233 S. St. Francis Street Wichita, KS 67202 Phone: 316-269-4160, Ext. 102 Fax: 316-269-3550 Contact: Harry McAdam Email: education@ess.kscoxmail.com	Y	0
72	Rehire/Former Employee	N	1
73	Monster.com Website Phone: 1-800-Monster, Ext. 8383 Contact: David Kaleskas Email: David.Kaleskas@monster.com Website: www.monster.com	N	0

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74	North Greenville University P.O. Box 1892 Tigerville, SC 29688 Phone: 864-414-1812 Fax: 864-977-7021 Contact: Shurajit Gopal Email: shur@shur.us	Y (radio only)	0
75	Wichita Ad Federation P.O. Box 67201 Wichita, KS 67201 Phone: 316-461-0719 Contact: Chris McGinnis Email: chris_mcginis2003@yahoo.com	N	0
76	Career Page Website (National Alliance of State Broadcasters Associations) www.careerpage.org	N	0
77	Mid-American All Indian Center 650 N. Seneca Wichita, KS 67203 Phone: 316-262-5221 Contact: Michael Gallegos Email: maaicwia@yahoo.com	N	0
78	Advertised Vacancy Not Filled (current employee remained in position due to changed circumstance)	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			68

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Event With Educational Institution Relating to Career Opportunities in Broadcasting	On April 2, 2007, Clear Channel Wichita KSAS-TV participated in the Kansas Association of Broadcasters Student Broadcast Seminar held at the Wichita Hyatt Regency. Station participants included our General Manager, who spoke on a panel entitled “Jobs in Broadcasting – What the Industry Needs” about the future of broadcasting and career opportunities.
2	Participate in Job Fair	On April 17, 2007, our Clear Channel Wichita radio and television stations participated in the Wichita Eagle/Career Builder Job Fair held in Wichita, KS. Television station participants included our KMTW(TV) Station Manager, KSAS-TV Production Manager, KSAS-TV Program Manager and KSAS-TV Promotion Coordinator, who attended the event and discussed job opportunities at the stations with individuals interested in broadcasting careers. KMTW(TV) also aired free announcements promoting the job fair. Radio station participants included our NTR Director, National Sales Manager, Local Sales Manager and Accounts Receivable Manager, who also attended the event and discussed job opportunities at the stations with individuals interested in broadcasting careers.
3	Co-Sponsor Job Fair	On June 26, 2007, our Clear Channel Wichita television stations co-sponsored a job fair with Kansas Association of Broadcasters held in Wichita, KS. Television station participants included our KMTW(TV) Station Manager, KSAS-TV Sales Manager, KSAS-TV Production Manager, KSAS-TV Program Director and Promotions Coordinator, who worked a booth at the event and discussed job opportunities at the stations with individuals interested in broadcasting careers.

4	Co-Sponsor Job Fair	On July 18, 2007, our Clear Channel Wichita television stations co-sponsored a job fair with Urban League held in Wichita, KS. Our television stations aired spots promoting the job fair.
5	Participate in Job Fair	On October 2, 2007, Clear Channel Radio Wichita participated in the Wichita Eagle's National Career Expo held in Wichita, KS. Station participants included our KZSN(FM)Assistant Program Director, Sales Assistant and Account Executives, who attended the event and discussed job opportunities at the stations with individuals interested in broadcasting careers.
6	Internship Program	Clear Channel Radio Wichita offers an internship program for students from local colleges and universities. During the reporting period our radio stations hosted an intern in the Marketing Department. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.
7	Participate in Event With Educational Institution Relating to Career Opportunities in Broadcasting	During the reporting period, our KZSN(FM) Morning Show Host spoke to students at Maize High School and Northwest High School regarding team building and career opportunities in the broadcasting field.