

ANNUAL EEO PUBLIC FILE REPORT 2011

The information contained in this report covers the time period beginning June 1, 2010 to and including May 31, 2011.

This report has been prepared on behalf of the following stations:

Tempe Radio, Inc. (KUPD-FM and KDUS-AM)
Mesa Radio, Inc. (KDKB-FM)
Cactus Radio, Inc. (KSLX-FM and KAZG-AM)

These five stations are combined for this report as they represent a single employment unit.
This report is being placed in the public inspection files of these stations and posted on their websites.

Full-Time Jobs Filled

June 1, 2010 - May 31, 2011

JOB #	STATION	POSITION	DATE FILLED	RECRUITMENT SOURCE
FT-10-003	KDKB	Morning Show On Air	6/28/2010	Referral
FT-10-004	KDKB	Program Director	8/21/2010	All Access
FT-10-005	KUPD	Account Executive	8/30/2010	All Access
FT-10-006	KSLX	Account Executive	8/30/2010	Referral
FT-10-007	KUPD	Receptionist	9/2/2010	CareerBuilder
FT-10-008	KUPD	Accounts Receivable	10/22/2010	Referral
FT-10-009	KDKB	Sales Assistant	12/8/2010	CareerBuilder
FT-10-010	KSLX	Account Executive	3/1/2011	Company Website
FT-11-001	KDKB	Account Executive	3/17/2011	Referral
FT-11-002	KUPD	Account Executive	3/29/2011	Referral
FT-11-003	KDKB	Account Executive	5/31/2011	CareerBuilder

SOURCES CONTACTED FOR EACH JOB OPENING

JOB#	SOURCE CONTACTED	WEBSITES	PRINT ADS
FT-10-003 Morning Show On Air	Area Agency on Aging Arizona Commission of Indian Affairs Arizona Hispanic Chamber of Comm. AZ Women's Education & Employment AZ OIC AZ Workforce Connection Chicano Por La Causa Collins College DeVry University Family Service Agency L.U.L.A.C. NAACP Phoenix Job Corps Phoenix Urban League Valle Del Sol	www.kslx.com www.kdus.com www.98kupd.com www.kdkb.com allaccess.com arfm.com asu.edu/career careerbuilders.com maricopa.edu radiojobbank.com	AZ Republic CareerBuilder Weekly Shopper -East, West & Central LaVoz
FT-10-004 Program Director BLIND COPY JOB POSTING	Area Agency on Aging Arizona Commission of Indian Affairs Arizona Hispanic Chamber of Comm. AZ Women's Education & Employment AZ OIC AZ Workforce Connection Chicano Por La Causa Collins College DeVry University Family Service Agency L.U.L.A.C. NAACP Phoenix Job Corps Phoenix Urban League Valle Del Sol	www.kslx.com www.kdus.com www.98kupd.com www.kdkb.com allaccess.com arfm.com asu.edu/career careerbuilders.com maricopa.edu radiojobbank.com	AZ Republic CareerBuilder Weekend Shopper -East, West & Central LaVoz

JOB#	SOURCE CONTACTED	WEBSITES	PRINT ADS
FT-10-005 Account Executive	Area Agency on Aging Arizona Commission of Indian Affairs Arizona Hispanic Chamber of Comm. AZ Women's Education & Employment AZ OIC AZ Workforce Connection Chicano Por La Causa Collins College DeVry University Family Service Agency L.U.L.A.C. NAACP Phoenix Job Corps Phoenix Urban League Valle Del Sol	www.kslx.com www.kdus.com www.98kupd.com www.kdkb.com allaccess.com amfm.com asu.edu/career careerbuilders.com maricopa.edu radiojobbank.com	AZ Republic CareerBuilder Weekly Shopper -East, West & Central LaVoz
JOB#	SOURCE CONTACTED	WEBSITES	PRINT ADS
FT-10-006 Account Executive	Area Agency on Aging Arizona Commission of Indian Affairs Arizona Hispanic Chamber of Comm. AZ Women's Education & Employment AZ OIC AZ Workforce Connection Chicano Por La Causa Collins College DeVry University Family Service Agency L.U.L.A.C. NAACP Phoenix Job Corps Phoenix Urban League Valle Del Sol	www.kslx.com www.kdus.com www.98kupd.com www.kdkb.com allaccess.com amfm.com asu.edu/career careerbuilders.com maricopa.edu radiojobbank.com	AZ Republic CareerBuilder Weekend Shopper -East, West & Central LaVoz
JOB#	SOURCE CONTACTED	WEBSITES	PRINT ADS
FT-10-007 Receptionist	Area Agency on Aging Arizona Commission of Indian Affairs Arizona Hispanic Chamber of Comm. AZ Women's Education & Employment AZ OIC AZ Workforce Connection Chicano Por La Causa Collins College DeVry University Family Service Agency L.U.L.A.C. NAACP Phoenix Job Corps Phoenix Urban League Valle Del Sol	www.kslx.com www.kdus.com www.98kupd.com www.kdkb.com allaccess.com amfm.com asu.edu/career careerbuilders.com maricopa.edu radiojobbank.com	AZ Republic CareerBuilder Weekly Shopper -East, West & Central LaVoz

JOB#	SOURCE CONTACTED	WEBSITES	PRINT ADS
FT-10-008 Accounts Receivable BLIND COPY JOB POSTING	Area Agency on Aging Arizona Commission of Indian Affairs Arizona Hispanic Chamber of Comm. AZ Women's Education & Employment AZ OIC AZ Workforce Connection Chicano Por La Causa Collins College DeVry University Family Service Agency L.U.L.A.C. NAACP Phoenix Job Corps Phoenix Urban League Valle Del Sol	www.kslx.com www.kdus.com www.98kupd.com www.kdkb.com allaccess.com amfm.com asu.edu/career careerbuilders.com maricopa.edu radiojobbank.com	AZ Republic CareerBuilder Weekend Shopper -East, West & Central LaVoz
JOB#	SOURCE CONTACTED	WEBSITES	PRINT ADS
FT-10-009 Sales Assistant	Area Agency on Aging Arizona Commission of Indian Affairs Arizona Hispanic Chamber of Comm. AZ Women's Education & Employment AZ OIC AZ Workforce Connection Chicano Por La Causa Collins College DeVry University Family Service Agency L.U.L.A.C. NAACP Phoenix Job Corps Phoenix Urban League Valle Del Sol	www.kslx.com www.kdus.com www.98kupd.com www.kdkb.com allaccess.com amfm.com asu.edu/career careerbuilders.com maricopa.edu radiojobbank.com	AZ Republic CareerBuilder Weekend Shopper -East, West & Central LaVoz
JOB#	SOURCE CONTACTED	WEBSITES	PRINT ADS
FT-10-010 Account Executive	Area Agency on Aging Arizona Commission of Indian Affairs Arizona Hispanic Chamber of Comm. AZ Women's Education & Employment AZ OIC AZ Workforce Connection Chicano Por La Causa Collins College DeVry University Family Service Agency L.U.L.A.C. NAACP Phoenix Job Corps Phoenix Urban League Valle Del Sol	www.kslx.com www.kdus.com www.98kupd.com www.kdkb.com allaccess.com amfm.com asu.edu/career careerbuilders.com maricopa.edu radiojobbank.com	AZ Republic CareerBuilder Weekend Shopper -East, West & Central LaVoz

JOB#	SOURCE CONTACTED	WEBSITES	PRINT ADS
FT-11-001 Account Executive	Area Agency on Aging Arizona Commission of Indian Affairs Arizona Hispanic Chamber of Comm. AZ Women's Education & Employment AZ OIC AZ Workforce Connection Chicano Por La Causa Collins College DeVry University Family Service Agency L.U.L.A.C. NAACP Phoenix Job Corps Phoenix Urban League Valle Del Sol	www.kslx.com www.kdus.com www.98kupd.com www.kdkb.com allaccess.com arfm.com asu.edu/career careerbuilders.com maricopa.edu radiojobbank.com	AZ Republic CareerBuilder Weekend Shopper -East, West & Central LaVoz
JOB#	SOURCE CONTACTED	WEBSITES	PRINT ADS
FT-11-002 Account Executive	Area Agency on Aging Arizona Commission of Indian Affairs Arizona Hispanic Chamber of Comm. AZ Women's Education & Employment AZ OIC AZ Workforce Connection Chicano Por La Causa Collins College DeVry University Family Service Agency Goodwill of Central Arizona L.U.L.A.C. NAACP Phoenix Job Corps Phoenix Urban League Valle Del Sol	www.kslx.com www.kdus.com www.98kupd.com www.kdkb.com allaccess.com arfm.com asu.edu/career careerbuilders.com maricopa.edu radiojobbank.com	AZ Republic CareerBuilder Weekend Shopper -East, West & Central LaVoz
JOB#	SOURCE CONTACTED	WEBSITES	PRINT ADS
FT-11-003 Account Executive	Area Agency on Aging Arizona Commission of Indian Affairs Arizona Hispanic Chamber of Comm. AZ Women's Education & Employment AZ OIC AZ Workforce Connection Chicano Por La Causa Collins College DeVry University Family Service Agency Goodwill of Central Arizona L.U.L.A.C. NAACP Phoenix Job Corps Phoenix Urban League Valle Del Sol	www.kslx.com www.kdus.com www.98kupd.com www.kdkb.com allaccess.com arfm.com asu.edu/career careerbuilders.com maricopa.edu radiojobbank.com	AZ Republic CareerBuilder Weekend Shopper -East, West & Central LaVoz

Recruitment Sources Utilized

Four of the five Stations had "Employment" links at the time of the job postings. Our website addresses are as follows:

www.98kupd.com

www.kdus.com

www.kdkb.com

www.kazg1440.com

www.kslx.com

KAZG-AM website was created on 4/1/11. All future vacancies will be listed on KAZG-AM moving forward.

The Stations also utilized other websites to post job openings:

www.allaccess.com (All Access)

www.amfm.com

www.asu.edu/career (Arizona State University)

www.careerbuilders.com (Arizona Republic)

www.careerpage.org (Arizona Broadcasters Association)

www.maricopa.edu/recruiter (Maricopa County Community Colleges)

www.radiojobbank.com

Print media used for advertising job openings are:

The Arizona Republic (a daily newspaper); plus CareerBuilder Weekly; Shopper-East, West & Central; LaVoz.
P.O. Box 300, Phoenix, AZ 85001-0300, Fax: 602-444-8788, Phone: 602-444-7276,

The following is a list of the Stations' EEO Outreach Sources:

Agency	Contact	Address1	Address2	City	State	Zip	Phone #	Fax #	E-mail
Area Agency on Aging	Laraine Stewart	1366 E. Thomas Rd.		Phoenix	AZ	85016	602-264-2255	602-230-9132	stewart@aaaphx.org
Arizona Hispanic Chamber of Commerce	Suzette Coumides	225 E. Osborn Rd	Suite 201	Phoenix	AZ	85012	602-279-8900	602-279-1800	suzettec@azhcc.com
Arizona OIC	Angie Rubio	39 E. Jackson		Phoenix	AZ	85004	602-254-5081	602-252-3998	angie@azoic.org
Arizona Workforce Connection	Bob Buchanan	4732 S Central AVE		Phoenix	AZ	85040	602-506-9675	602-534-3915	bob.buchanan@phoenix.gov
AZ. Women's Education & Employment	Kathie Rudolph	640 N. 1st Ave.		Phoenix	AZ	85003	602-223-4333	602-223-4338	kathierudolph@awee.org
AZ. Comm. Indian Affairs	Job Services	1400 W. Washington	Suite 300	Phoenix	AZ	85007	602-542-3123	602-542-3223	iainfo@az.gov
Chicano Por La Causa, Inc.	Edmundo Hidalgo	1112 E. Buckeye Rd		Phoenix	AZ	85034	602-257-0700	602-256-2740	edmundo.hidalgo@cplc.org
Collins College	Joe Jeun	1140 S. Priest Dr		Tempe	AZ	85281	480-446-1111	480-446-1177	careerservices@collinscollege.edu
DeVry University	Dina Handler	2149 W. Dunlap		Phoenix	AZ	85021	602-870-9222	602-943-3391	gdames@devry.edu
Family Service Agency	Julie Montoya	943 S. Gilbert Rd.	Suite 204	Mesa	AZ	85204	480-507-8619	480-507-8618	julie@fsaphoenix.gov
Family Service Agency	Dee Agnew	411 N. Central	Suite 700	Phoenix	AZ	85004	602-250-0918	602-253-2628	
Goodwill of Central Arizona	Victor Carbajal	2626 W. Beryl Ave.		Phoenix	AZ	85021	602-535-4170	602-535-4358	victor.carbajal@goodwillaz.org
L.U.L.A.C.	Frank Carrillo	1604 E. Campus Dr.		Tempe	AZ	85282	480-838-1849	none	
Maricopa Workforce Connection	Cheryl Kaufman	163 N Dobson Rd		Mesa	AZ	85201	480-962-7678	480-834-1655	ckaufman@azdes.com
NAACP	Rev. Oscar Tillman	P.O. Box 20883		Phoenix	AZ	85036	602-252-4064	602-252-2954	tillmannaacp@aol.com
Phoenix Job Corps	Career Transition	518 S. 3rd St.		Phoenix	AZ	85004	602-322-2847	602-322-7090	
Phoenix Urban League	Mel Hannah	1402 S. 7th Ave.		Phoenix	AZ	85007	602-254-5611	602-253-7359	
Valle Del Sol, Inc.	Kurt Shepard	1209 S. 1st Ave.		Phoenix	AZ	85003	602-258-6797	602-254-7121	

RECRUITMENT SOURCES CURRENTLY REQUESTING NOTICES OF ALL JOB OPENINGS

Agency	Contact Person	Address	City	State	Zip	Phone	Fax	E-mail
Area Agency on Aging	Laraine Stewart	1366 E. Thomas	Phoenix	AZ	85014	602-264-2255	602-230-9132	stewart@aaaphx.org
Az. Comm. Indian Affairs	Job Services	1400 W. Washington	Phoenix	AZ	85007	602-542-3123	602-542-3223	lainfo@az.gov
Chicano Por La Causa	Edmundo Hidalgo	1112 E. Buckeye Rd.	Phoenix	AZ	85034	602-257-0700	602-256-2740	edmundo.hidalgo@cplc.org
DeVry University	Gerri Dames	2149 W. Dunlap	Phoenix	AZ	85021	602-870-9222	602-943-3391	gdames@devry.edu
Family Service Agency	Julie Montoya	943 S. Gilbert Rd.	Mesa	AZ	85204	480-507-8619	480-507-8618	julie@fsaphoenix.org
Goodwill of Central Arizona	Victor Carbajal	2626 W. Beryl Ave.	Phoenix	AZ	85021	602-535-4170	602-535-4358	victor.carbajal@goodwillaz.org
Phoenix Job Corps	Betty Ann Miller	518 S. 3rd St.	Phoenix	AZ	85004	602-322-2847	602-322-7090	none

Recruitment Sources Referring Candidates and Number of Interviews

Recruitment Source	Number of Interview Referrals
Allaccess website	10
AM FM Jobs	1
AZ Central	8
Careerbuilders.com	35
Company Posting	3
Newspaper ads	10
Previously interviewed	1
Station websites	9
Word of Mouth/referrals	23
Total number of persons interviewed for full-time positions	100

Supplemental Outreach Initiatives

Scholarship Program

The Stations annually sponsor the Sandusky Radio Scholarship program at the Walter Cronkite School of Journalism and Mass Communication at Arizona State University (ASU) in Tempe, AZ.

The annual scholarship was issued 4/26/11 for \$1000.

In order to receive the Sandusky Radio Scholarship, the student must meet or exceed the following criteria:

- * Have a focus in broadcast journalism
- * Be a sophomore or above
- * Have a minimum GPA of 3.0
- * Have filled out an application which asks the student's career plans in broadcast media, academic accomplishments, extracurricular activities, broadcast media experience, and financial need.

This year's scholarship will be awarded for the 2011-2012 year to a student who meets the criteria.

The Walter Cronkite School of Journalism and Mass Communication selects the scholarship recipient.

The Stations annually sponsor the Sandusky Radio KJACK Scholarship at Northern Arizona University (NAU) in Flagstaff, AZ.

The annual scholarship was issued 4/28/11 for \$1000.

The scholarship is available to a deserving student who meets the following criteria:

- * Must be a full-time student (12 credit hours per semester) Electronic Media & Film major who intends to pursue a career in broadcasting.
- * Be currently involved in the operation of the student radio station, KJACK.
- * Have a minimum GPA of 2.5.
- * Preference will be given to out of state students who hold a management position at KJACK radio.
- * The scholarship may be used for out of state students for recruitment purposes.

This year's scholarship will be awarded for the 2011-2012 year to a student who meets the above criteria.

The NAU School of Communication Scholarship Committee selects the scholarship recipient.

Events Sponsored by Educational Institutions

Staff members frequently speak to communication/broadcast classes at local universities, community colleges and high schools to educate them about radio career opportunities and internships.

Northern Arizona University April 28th, 2011

Participant: Bob Weaver, General Sales Manager KDKB

Bob Weaver presented the Sandusky Scholarship to the student selected by the faculty at NAU. The presentation includes a short speech about broadcast employment opportunities that are available to the students and the benefits of putting their education to work. Employment packets are made available for interested parties.

Northern Arizona University April 28th, 2011

Participant: Bob Weaver, General Sales Manager KDKB

Bob Weaver spoke to the Broadcast Production and Radio 101 classes regarding employment opportunities that exist with Sandusky Radio stations in the Phoenix market. He discussed internship opportunities and distributed contact lists for each station.

Ironwood High School "Job Fair" March 3, 2011

Participant: Jim Owen, Program Director KSLX

The purpose of this event was to give high school students a chance to interact with representatives of several businesses, the military, and colleges. All grades (9th, 10th, 11th & 12th) participated. The school has 2000 students and about 1,500 attended. Mr. Owen taught the students about various jobs in the broadcast field.

Job Fairs

The Stations have participated in the following job fairs:

Arizona State University Summer Career Mixer, July 14, 2010

Participants: Promotions Manager, Sharon Guerrero

Summer Career Mixers offer a more informal networking opportunity to meet with current students and recent graduates from all disciplines and all ASU campuses about internships and full-time career positions within our organization.

Choice Career Fairs February 10, 2011

Participants: General Sales Managers, Jennifer Altheide (KSLX/KAZG), Bob Weaver (KDKB), and Dana Beaudin (KUPD/KDUS) Managers met and interviewed prospective applicants at the Phoenix Airport Marriott for Sales and Promotion positions. The highly publicized event is sponsored by Choice Career Fairs for the general public and involves many industry jobs.

ABA Broadcasters Career Fair April 7, 2011

Participants: General Sales Managers, Jennifer Altheide (KSLX/KAZG), Bob Weaver (KDKB), and Dana Beaudin (KUPD/KDUS) National Sales Manager, Bruce Olsen

Arizona Broadcasters host a Career Fair for all media once a year. This event is held at Scottsdale Community College for students to come and learn about what positions are available in the broadcasting industry. Potential candidates met with the hiring managers and discussed their qualifications for current job openings.

Training Non-Profit Organizations Interested in Broadcast Employment Opportunities

KSLX - Goodwill of Central Arizona 3/16/11

Jennifer Daurham, Business Manager, met at KSLX with an Employment Specialist of Workforce Development about future internships for youth with disabilities. The purpose of the meeting was to help introduce radio and the jobs available to the disabled and other disadvantaged communities. We have now established a relationship for notification of job openings. The organization is committed through job training, education and career services for youth and adults with vocational disadvantages including physical, emotional and behavioral disabilities, welfare dependencies, illiteracy, homelessness and language barriers. The programs are operated from 20 locations throughout central Arizona.

The Stations followed up this effort by participating in the Goodwill of Central Arizona Job Fair on April 4, 2011
Participants: Program Directors, Jim Owen (KSLX/KAZG), Paul Marshall (KDKB), and Larry Gardner (KUPD)
This event was for various outreach organizations through Goodwill of Central Arizona. The event was held at the Crown Plaza Hotel in Phoenix. The organization holds this event several times a year. The programming department Managers interviewed several individuals and brought back numerous resumes and applications. Goodwill helps with job training, education and career services.

Internship Program

The stations have ongoing internship programs available in Promotions, Programming, Production, and Sales. Local universities, community colleges and high schools are eligible to participate. These interns are unpaid and receive college class credit for their service.

The following is a list of Interns during the period of June 1st, 2010- May 31, 2011:

School	Dates of Internships	Department
Glendale Community College	June 2010-August 2010	Programming Department
The Conservatory of Recording Arts and Sciences	March 2011-March 2012	Promotions Department
Southern Illinois University	March 14, 2011-March 18, 2011	Promotions/Programming Dept.
Mesa Community College	April 2011-May 2011	Promotions/Programming Dept.

A copy of this report is filed in our Public Files located at:

KUPD FM - KDUS AM
1900 W. Carmen
Tempe, Az. 85283

KDKB FM
1167 W. Javelina
Mesa, Az. 85210

KSLX FM - KAZG AM
4343 E. Camelback Rd., Suite 200
Phoenix, Az. 85018