

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2008 through May 31, 2009.

Employment Unit Location/Name: Riviera Broadcast Group, LLC, KKFR-FM, Phoenix, Arizona

Unit Members (List all station call signs and communities of license): KKFR-FM Phoenix, Arizona

EEO Contact Information for Unit Member:

Mailing Address: 4745 North 7 th Street, Ste 410 Phoenix, Arizona 85014	Telephone Number: 602-682-9200
	Contact Person: Brigid Stancin
	E-mail Address: Brigid@Rivierabroadcast.com

List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
1. Account Executive	Referral
2. Account Executive	Referral
3. Account Executive	Referral
4. Account Executive	Internal Referral
5. VP/Director of Marketing	Internal Referral
6. Account Executive	Internal Referral
7. Account Executive	www.power983fm.com
8. Receptionist	Internal Referral

Station KKFR-FM is an Equal Opportunity Employer.

1) Job Title: Account Executive

Referral Source(s) of Hiree: Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Arizona Broadcasters Association Job Bank	Art Brooks	426 N. 44 th Street, Ste 310 Phoenix, AZ 85008	602-252-4833 P 602-252-5265 F	No
Arizona State University	Career Development Office	Box 871312, Stdnt Srvs Bldg. #C359 Tempe, AZ 85287	480-965-2355 P	No
Arizona Western College	Career Development Office	PO Box 929 Yuma, AZ 85366	928-344-7504 P 928-317-6001 F	No
AZ Commission of Indian Affairs	Vera Phillips	1400 W. Washington, Ste 300 Phoenix, AZ 85007 Vera.phillips1@indianaffairs.state.az.us	602-542-3123 P 602-542-3223 F	No
AZ Hispanic Chamber of Commerce	Cynthia Rodriquez	255 E. Osborn Rd., #201 Phoenix, AZ 85012	602-279-1800 P 602- 279-8900 F	No
AZ Women's Education & Employment	Anessa Morgan	914 W. Hatcher Rd. Phoenix, AZ 85021	602-371-1216 P 602-371-1235 F	No
Black Chamber of Commerce	Teresa Walker	201 N. Central Avenue, Ste. #7 Phoenix, AZ 85073	602-307-5200	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602-254-4827	No
City of Phoenix	Employment & Training	200 W. Washington, 19th Floor Phoenix, AZ 85003	602-506-9675 P 602-534-3915 F	No
Department of Employment Security Admin.	Employment Job Bank	4635 S. Central Avenue Phoenix, AZ 85040-2148	602-276-5587	No
Family Service Agency	Dee Agnew	411 N. Central Ave, Suite 700 Phoenix, AZ 85004	602-264-9891	No
Greater Phoenix Urban League	Job Placement Services	1402 S. 7th Avenue Phoenix, AZ 85007	602-254-5611	No
Korean Culture & Community Center	Michelle Kim	731 W. Peralta Avenue Mesa, AZ 85210	602-264-6646	No
Mexican American Chamber of Commerce	Bill Garcia	4644 N. 38th Dr Phoenix, AZ 85019	602-252-6448	No
Phoenix Indian Center, Inc.	Native Workforce	2601 N. 3rd St., # 211 Phoenix, AZ 85004	602-261-1017	No
KKFR-FM	website	www.power983fm.com	website	No
Riviera Broadcast Group, LLC	website	www.riverabroadcast.com	website	No
All Access	website	www.allaccess.com	website	No
Craig's List-Phoenix	website	www.phoenix.craigslist.org	website	No
Entertainment Careers	website	www.entertainmentcareers.net	website	NO
TV/Radio Jobs	website	www.tvandradijobs.com	website	No

2) Job Title: Account Executive

Referral Source(s) of Hiree: Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Arizona Broadcasters Association Job Bank	Art Brooks	426 N. 44 th Street, Ste 310 Phoenix, AZ 85008	602-252-4833 P 602-252-5265 F	No
Arizona State University	Career Development Office	Box 871312, Stdnt Svcs Bldg. #C359 Tempe, AZ 85287	480-965-2355 P	No
Arizona Western College	Career Development Office	PO Box 929 Yuma, AZ 85366	928-344-7504 P 928-317-6001 F	No
AZ Commission of Indian Affairs	Vera Phillips	1400 W. Washington, Ste 300 Phoenix, AZ 85007 Vera.phillips1@indianaffairs.state.az.us	602-542-3123 P 602-542-3223 F	No
AZ Hispanic Chamber of Commerce	Cynthia Rodriquez	255 E. Osborn Rd., #201 Phoenix, AZ 85012	602-279-1800 P 602- 279-8900 F	No
AZ Women's Education & Employment	Anessa Morgan	914 W. Hatcher Rd. Phoenix, AZ 85021	602-371-1216 P 602-371-1235 F	No
Black Chamber of Commerce	Teresa Walker	201 N. Central Avenue, Ste. #7 Phoenix, AZ 85073	602-307-5200	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602-254-4827	No
City of Phoenix	Employment & Training	200 W. Washington, 19th Floor Phoenix, AZ 85003	602-506-9675 P 602-534-3915 F	No
Department of Employment Security Admin.	Employment Job Bank	4635 S. Central Avenue Phoenix, AZ 85040-2148	602-276-5587	No
Family Service Agency	Dee Agnew	411 N. Central Ave, Suite 700 Phoenix, AZ 85004	602-264-9891	No
Greater Phoenix Urban League	Job Placement Services	1402 S. 7th Avenue Phoenix, AZ 85007	602-254-5611	No
Korean Culture & Community Center	Michelle Kim	731 W. Peralta Avenue Mesa, AZ 85210	602-264-6646	No
Mexican American Chamber of Commerce	Bill Garcia	4644 N. 38th Dr Phoenix, AZ 85019	602-252-6448	No
Phoenix Indian Center, Inc.	Native Workforce	2601 N. 3rd St., # 211 Phoenix, AZ 85004	602-261-1017	No
KKFR-FM	website	www.power983fm.com	website	No
Riviera Broadcast Group, LLC	website	www.riverabroadcast.com	website	No
All Access	website	www.allaccess.com	website	No
Craig's List-Phoenix	website	www.phoenix.craigslist.org	website	No
Entertainment Careers	website	www.entertainmentcareers.net	website	NO
TV/Radio Jobs	website	www.tvandradijobs.com	website	No

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3) Job Title: Account Executive

Referral Source(s) of Hiree: Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Arizona Broadcasters Association Job Bank	Art Brooks	426 N. 44 th Street, Ste 310 Phoenix, AZ 85008	602-252-4833 P 602-252-5265 F	No
Arizona State University	Career Development Office	Box 871312, Stdnt Srvs Bldg. #C359 Tempe, AZ 85287	480-965-2355 P	No
Arizona Western College	Career Development Office	PO Box 929 Yuma, AZ 85366	928-344-7504 P 928-317-6001 F	No
AZ Commission of Indian Affairs	Vera Phillips	1400 W. Washington, Ste 300 Phoenix, AZ 85007 Vera.phillips1@indianaffairs.state.az.us	602-542-3123 P 602-542-3223 F	No
AZ Hispanic Chamber of Commerce	Cynthia Rodriquez	255 E. Osborn Rd., #201 Phoenix, AZ 85012	602-279-1800 P 602-279-8900 F	No
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Black Chamber of Commerce	Teresa Walker	201 N. Central Avenue, Ste. #7 Phoenix, AZ 85073	602-307-5200	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602-254-4827	No
City of Phoenix	Employment & Training	200 W. Washington, 19th Floor Phoenix, AZ 85003	602-506-9675 P 602-534-3915 F	No
Department of Employment Security Admin.	Employment Job Bank	4635 S. Central Avenue Phoenix, AZ 85040-2148	602-276-5587	No
Family Service Agency	Dee Agnew	411 N. Central Ave, Suite 700 Phoenix, AZ 85004	602-264-9891	No
Greater Phoenix Urban League	Job Placement Services	1402 S. 7th Avenue Phoenix, AZ 85007	602-254-5611	No
Korean Culture & Community Center	Michelle Kim	731 W. Peralta Avenue Mesa, AZ 85210	602-264-6646	No
Mexican American Chamber of Commerce	Bill Garcia	4644 N. 38th Dr Phoenix, AZ 85019	602-252-6448	No
Phoenix Indian Center, Inc.	Native Workforce	2601 N. 3rd St., # 211 Phoenix, AZ 85004	602-261-1017	No
All Access	website	www.allaccess.com	website	No
KKFR-FM	website	www.power983fm.com	website	No
Riviera Broadcast Group, LLC	website	www.rivierabroadcast.com	website	No
Craig's List-Phoenix	website	www.phoenix.craigslist.org	website	No
Entertainment Careers	website	www.entertainmentcareers.net	website	NO

TV/Radio Jobs	website	www.tvandradijobs.com	website	No
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4) Job Title: Account Executive

Referral Source(s) of Hiree: Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Arizona Broadcasters Association Job Bank	Art Brooks	426 N. 44 th Street, Ste 310 Phoenix, AZ 85008	602-252-4833 P 602-252-5265 F	No
Arizona State University	Career Development Office	Box 871312, Stdnt Srvs Bldg. #C359 Tempe, AZ 85287	480-965-2355 P	No
Arizona Western College	Career Development Office	PO Box 929 Yuma, AZ 85366	928-344-7504 P 928-317-6001 F	No
AZ Commission of Indian Affairs	Vera Phillips	1400 W. Washington, Ste 300 Phoenix, AZ 85007 Vera.phillips1@indianaffairs.state.az.us	602-542-3123 P 602-542-3223 F	No
AZ Hispanic Chamber of Commerce	Cynthia Rodriquez	255 E. Osborn Rd., #201 Phoenix, AZ 85012	602-279-1800 P 602- 279-8900 F	No
AZ Women's Education & Employment	Anessa Morgan	914 W. Hatcher Rd. Phoenix, AZ 85021	602-371-1216 P 602-371-1235 F	No
Black Chamber of Commerce	Teresa Walker	201 N. Central Avenue, Ste. #7 Phoenix, AZ 85073	602-307-5200	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602-254-4827	No
City of Phoenix	Employment & Training	200 W. Washington, 19th Floor Phoenix, AZ 85003	602-506-9675 P 602-534-3915 F	No
Department of Employment Security Admin.	Employment Job Bank	4635 S. Central Avenue Phoenix, AZ 85040-2148	602-276-5587	No
Family Service Agency	Dee Agnew	411 N. Central Ave, Suite 700 Phoenix, AZ 85004	602-264-9891	No
Greater Phoenix Urban League	Job Placement Services	1402 S. 7th Avenue Phoenix, AZ 85007	602-254-5611	No
Korean Culture & Community Center	Michelle Kim	731 W. Peralta Avenue Mesa, AZ 85210	602-264-6646	No
Mexican American Chamber of Commerce	Bill Garcia	4644 N. 38th Dr Phoenix, AZ 85019	602-252-6448	No
Phoenix Indian Center, Inc.	Native Workforce	2601 N. 3rd St., # 211 Phoenix, AZ 85004	602-261-1017	No
All Access	website	www.allaccess.com	website	No
KKFR-FM	website	www.power983fm.com	website	No
Riviera Broadcast Group, LLC	website	www.riverabroadcast.com	website	No
Craig's List-Phoenix	website	www.phoenix.craigslist.org	website	No
Entertainment Careers	website	www.entertainmentcareers.net	website	No

TV/Radio Jobs	website	www.tvandradijobs.com	website	No
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5) Job Title: VP/Director of Marketing

Referral Source(s) of Hiree: Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Arizona Broadcasters Association Job Bank	Art Brooks	426 N. 44 th Street, Ste 310 Phoenix, AZ 85008	602-252-4833 P 602-252-5265 F	No
Arizona State University	Career Development Office	Box 871312, Stdnt Srvs Bldg. #C359 Tempe, AZ 85287	480-965-2355 P	No
Arizona Western College	Career Development Office	PO Box 929 Yuma, AZ 85366	928-344-7504 P 928-317-6001 F	No
AZ Commission of Indian Affairs	Vera Phillips	1400 W. Washington, Ste 300 Phoenix, AZ 85007 Vera.phillips1@indianaffairs.state.az.us	602-542-3123 P 602-542-3223 F	No
AZ Hispanic Chamber of Commerce	Cynthia Rodriquez	255 E. Osborn Rd., #201 Phoenix, AZ 85012	602-279-1800 P 602- 279-8900 F	No
AZ Women's Education & Employment	Anessa Morgan	914 W. Hatcher Rd. Phoenix, AZ 85021	602-371-1216 P 602-371-1235 F	No
Black Chamber of Commerce	Teresa Walker	201 N. Central Avenue, Ste. #7 Phoenix, AZ 85073	602-307-5200	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602-254-4827	No
City of Phoenix	Employment & Training	200 W. Washington, 19th Floor Phoenix, AZ 85003	602-506-9675 P 602-534-3915 F	No
Department of Employment Security Admin.	Employment Job Bank	4635 S. Central Avenue Phoenix, AZ 85040-2148	602-276-5587	No
Family Service Agency	Dee Agnew	411 N. Central Ave, Suite 700 Phoenix, AZ 85004	602-264-9891	No
Greater Phoenix Urban League	Job Placement Services	1402 S. 7th Avenue Phoenix, AZ 85007	602-254-5611	No
Korean Culture & Community Center	Michelle Kim	731 W. Peralta Avenue Mesa, AZ 85210	602-264-6646	No
Mexican American Chamber of Commerce	Bill Garcia	4644 N. 38th Dr Phoenix, AZ 85019	602-252-6448	No
Phoenix Indian Center, Inc.	Native Workforce	2601 N. 3rd St., # 211 Phoenix, AZ 85004	602-261-1017	No
All Access	website	www.allaccess.com	website	No
KKFR-FM	website	www.power983fm.com	website	No
Riviera Broadcast Group, LLC	website	www.riverabroadcast.com	website	No
Craig's List-Phoenix	website	www.phoenix.craigslist.org	website	No
Entertainment Careers	website	www.entertainmentcareers.net	website	No

TV/Radio Jobs	website	www.tvandradijobs.com	website	No
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6) Job Title: Account Executive

Referral Source(s) of Hiree: Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Arizona Broadcasters Association Job Bank	Art Brooks	426 N. 44 th Street, Ste 310 Phoenix, AZ 85008	602-252-4833 P 602-252-5265 F	No
Arizona State University	Career Development Office	Box 871312, Stdnt Srvs Bldg. #C359 Tempe, AZ 85287	480-965-2355 P	No
Arizona Western College	Career Development Office	PO Box 929 Yuma, AZ 85366	928-344-7504 P 928-317-6001 F	No
AZ Commission of Indian Affairs	Vera Phillips	1400 W. Washington, Ste 300 Phoenix, AZ 85007 Vera.phillips1@indianaffairs.state.az.us	602-542-3123 P 602-542-3223 F	No
AZ Hispanic Chamber of Commerce	Cynthia Rodriquez	255 E. Osborn Rd., #201 Phoenix, AZ 85012	602-279-1800 P 602- 279-8900 F	No
AZ Women's Education & Employment	Anessa Morgan	914 W. Hatcher Rd. Phoenix, AZ 85021	602-371-1216 P 602-371-1235 F	No
Black Chamber of Commerce	Teresa Walker	201 N. Central Avenue, Ste. #7 Phoenix, AZ 85073	602-307-5200	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602-254-4827	No
City of Phoenix	Employment & Training	200 W. Washington, 19th Floor Phoenix, AZ 85003	602-506-9675 P 602-534-3915 F	No
Department of Employment Security Admin.	Employment Job Bank	4635 S. Central Avenue Phoenix, AZ 85040-2148	602-276-5587	No
Family Service Agency	Dee Agnew	411 N. Central Ave, Suite 700 Phoenix, AZ 85004	602-264-9891	No
Greater Phoenix Urban League	Job Placement Services	1402 S. 7th Avenue Phoenix, AZ 85007	602-254-5611	No
Korean Culture & Community Center	Michelle Kim	731 W. Peralta Avenue Mesa, AZ 85210	602-264-6646	No
Mexican American Chamber of Commerce	Bill Garcia	4644 N. 38th Dr Phoenix, AZ 85019	602-252-6448	No
Phoenix Indian Center, Inc.	Native Workforce	2601 N. 3rd St., # 211 Phoenix, AZ 85004	602-261-1017	No
All Access	website	www.allaccess.com	website	No
KKFR-FM	website	www.power983fm.com	website	No
Riviera Broadcast Group, LLC	website	www.riverabroadcast.com	website	No
Craig's List-Phoenix	website	www.phoenix.craigslist.org	website	No
Entertainment Careers	website	www.entertainmentcareers.net	website	No

TV/Radio Jobs	website	www.tvandradijobs.com	website	No
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7) Job Title: Account Executive

Referral Source(s) of Hire: www.power983fm.com

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Arizona Broadcasters Association Job Bank	Art Brooks	426 N. 44 th Street, Ste 310 Phoenix, AZ 85008	602-252-4833 P 602-252-5265 F	No
Arizona State University	Career Development Office	Box 871312, Stdnt Srvs Bldg. #C359 Tempe, AZ 85287	480-965-2355 P	No
Arizona Western College	Career Development Office	PO Box 929 Yuma, AZ 85366	928-344-7504 P 928-317-6001 F	No
AZ Commission of Indian Affairs	Vera Phillips	1400 W. Washington, Ste 300 Phoenix, AZ 85007 Vera.phillips1@indianaffairs.state.az.us	602-542-3123 P 602-542-3223 F	No
AZ Hispanic Chamber of Commerce	Cynthia Rodriquez	255 E. Osborn Rd., #201 Phoenix, AZ 85012	602-279-1800 P 602- 279-8900 F	No
AZ Women's Education & Employment	Anessa Morgan	914 W. Hatcher Rd. Phoenix, AZ 85021	602-371-1216 P 602-371-1235 F	No
Black Chamber of Commerce	Teresa Walker	201 N. Central Avenue, Ste. #7 Phoenix, AZ 85073	602-307-5200	No
Chicanos Por La Causa	Maira Posadas	1112 E. Buckeye Road Phoenix, AZ 85017	602-254-4827	No
City of Phoenix	Employment & Training	200 W. Washington, 19th Floor Phoenix, AZ 85003	602-506-9675 P 602-534-3915 F	No
Department of Employment Security Admin.	Employment Job Bank	4635 S. Central Avenue Phoenix, AZ 85040-2148	602-276-5587	No
Family Service Agency	Dee Agnew	411 N. Central Ave, Suite 700 Phoenix, AZ 85004	602-264-9891	No
Greater Phoenix Urban League	Job Placement Services	1402 S. 7th Avenue Phoenix, AZ 85007	602-254-5611	No
Korean Culture & Community Center	Michelle Kim	731 W. Peralta Avenue Mesa, AZ 85210	602-264-6646	No
Mexican American Chamber of Commerce	Bill Garcia	4644 N. 38th Dr Phoenix, AZ 85019	602-252-6448	No
Phoenix Indian Center, Inc.	Native Workforce	2601 N. 3rd St., # 211 Phoenix, AZ 85004	602-261-1017	No
All Access	website	www.allaccess.com	website	No
KKFR-FM	website	www.power983fm.com	website	No
Riviera Broadcast Group, LLC	website	www.riverabroadcast.com	website	No
Craig's List-Phoenix	website	www.phoenix.craigslist.org	website	No
Entertainment Careers	website	www.entertainmentcareers.net	website	No

TV/Radio Jobs	website	www.tvandradijobs.com	website	No
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8) Job Title: Receptionist

Referral Source(s) of Hiree: Internal Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Arizona Broadcasters Association Job Bank	Art Brooks	426 N. 44 th Street, Ste 310 Phoenix, AZ 85008	602-252-4833 P 602-252-5265 F	No
Arizona State University	Career Development Office	Box 871312, Stdnt Srvs Bldg. #C359 Tempe, AZ 85287	480-965-2355 P	No
Arizona Western College	Career Development Office	PO Box 929 Yuma, AZ 85366	928-344-7504 P 928-317-6001 F	No
AZ Commission of Indian Affairs	Vera Phillips	1400 W. Washington, Ste 300 Phoenix, AZ 85007 Vera.phillips1@indianaffairs.state.az.us	602-542-3123 P 602-542-3223 F	No
AZ Hispanic Chamber of Commerce	Cynthia Rodriquez	255 E. Osborn Rd., #201 Phoenix, AZ 85012	602-279-1800 P 602- 279-8900 F	No
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Craig's List-Phoenix	website	www.phoenix.craigslist.org	website	No
Entertainment Careers	website	www.entertainmentcareers.net	website	NO
TV/Radio Jobs	website	www.tvandradijobs.com	website	No

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Total # of Interviewees Referred by Each Source: For the period from June 1, 2008 to May 31, 2009 this Employment Unit interviewed 48 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) www.phoenix.craigslist.org9	(2)
www.power983fm.com	14
(3) www.allaccess.com	3
(4) www.entertainment.net	5
(4) Arizona State University	3
(5) Internal Posting 6	(6)
Internal Referral	8

Supplemental Recruitment Measures

Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
1. KKFR-FM participated in the ASU Cronkite School of Journalism and Mass Communication Job Fair. This event offered awareness and information designed to inform the general public of the varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Personnel present accepted and also had the authority to hire.	January 27, 2009	Promotions Manager and Promotions staff
2. KKFR-FM participated in the ASU Spring Career and Internship Job Fair. This event offered awareness and information designed to inform students of the varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Personnel present accepted and also had the authority to hire.	February 11, 2009	Promotions Manager and Promotions staff

General Outreach Efforts

Description of Supplemental Recruitment Measure:	Description of Supplemental Recruitment Measure:	Description of Supplemental Recruitment Measure:
1. www.power983fm.com	Continual Posting	KKFR-FM has included language on their station website (www.power983fm.com) which contains information designed to inform the general public of numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them
2. www.RivieraBroadcast.com	Continual Posting	Riviera Broadcast Group, LLC has included language on the Corporate website (www.RivieraBroadcast.com) which contains information designed to inform the general public of numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them

Participation in Events.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
<p>1. Internship Program Schools Participating: ASU, Scottsdale Community College, Glendale Community College and Walter Cronkite School of Journalism and Mass Communication. KKFR-FM provides internship program for university students in the fields of programming, and promotions. Through the station's established relationship with major colleges in the Phoenix market and professors in the specific discipline of broadcasting/journalism, KKFR-FM solicits universities directly as opening become available. College students are provided an opportunity to work with the station and earn college credit for real world experience. The station provides the necessary information to the schools so that students receive earned credit and students receive guidance under the supervision of one or several station managers. Programs are typically 13 weeks in duration.</p>	<p>Per semester</p>	<p>Promotions Manager Sales Manager MD/Assistant PD</p>

Employee Cross Training

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved:
<p>KKFR-FM has an internal policy that any employee may learn any aspect of radio that is outside of the employee's current job responsibility, so the employee can acquire the necessary skills to qualify them for other positions, including higher level positions. At the employee's request, a mentor in the area about which the employee wishes to learn will train the employee and expose him or her to the skills necessary for the job.</p>	<p>On-Going</p>	<p>Sales Intern Sales Manager</p>