

**WOWI(FM), WJCD(FM), WCDG(FM), WKUS(FM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2007 – May 31, 2008<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-21	20
IT Manager	1-21	20
On-Line Content Director	1-20	21
Accounts Receivable Clerk	1-24	7
Accounts Receivable Clerk	1-21	7
Account Executive	1-21	20
Account Executive	1-21	24
Account Executive	1-21	20

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<sup>1</sup> This report provides recruitment data collected from May 21, 2007 through May 23, 2008.

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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 Reporting Period
1	Paul D. Camp Community College PO Box 500 Suffolk, VA 23439 Dr. Alan Harris, 757-569-6700	Yes	0
2	Elizabeth City State University Office of Career Services 1704 Weeksville Rd, Campus Box 804 Elizabeth City, NC 27909 Brutus Jackson, 252-335-3318	Yes	0
3	James Madison University MSC 7009 Harrisonburg, VA 22807 Barbara Daniels, 540-568-6706	Yes	0
4	Virginia Wesleyan College/Career Services 1584 Wesleyan Drive Norfolk, VA 23502 Deborah Hicks, 757-455-3200	Yes	2
5	Aspire Inc/Career Services PO Box 1767 Yorktown, VA 23692 Stacie Marra	Yes	0
6	ECPI College of Technology 5555 Greenwich Road Virginia Beach, VA 23462 Kim Wood, 757-490-9090	Yes	0
7	Tidewater Community College 1700 College Crescent Virginia Beach, VA 23452 Babi Broch, 757-822-7172	Yes	2
8	College of William & Mary PO Box 8795 Williamsburg, VA 23187 Career Center, 757-221-3329	Yes	0
9	Thomas Nelson Community College 99 Thomas Nelson Drive Hampton, VA 23666 Dawn Roe, 757-865-5876	Yes	0

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10	Hampton University 114 Wigwam Building Hampton, VA 23668 Career Center, 757-727-5331	Yes	0
11	Saint Leo University NAB Little Creek, Bldg 3005 1328 8 <sup>th</sup> Street, Suite 100 Norfolk, VA 23521-2495 Michael Sciarini, 757-464-6449	Yes	0
12	Kee Business College 825 Greenbrier College Chesapeake, VA 23320 Terrence Henry	Yes	0
13	Urban League 840 Church Street, Ste. 1 Norfolk, VA 23510 Jocelyn Sims, 757-627-0864	Yes	0
14	Bryant & Straton College 301 Centre Pointe Drive Virginia Beach, VA 23462 Roz Militier, 757-499-7900	Yes	0
15	Norfolk State University 2401 Corprew Avenue Norfolk, VA 23504 Benjamin Ellis Jr., 757-823-8462	Yes	0
16	NAACP 909-B Marshall Avenue Norfolk, VA 23504 Mrs. Hutchinson, 757-627-1096	Yes	0
17	Old Dominion University 2202 Webb Center Norfolk, VA 23529-0524 Charlotte Pandi, 757-683-4388	Yes	0
18	Virginia Employment Commission 5145 E. Virginia Beach Blvd Norfolk, VA 23502 Mr. Leslie Corridon, 757-455-3960	Yes	0
19	Tidewater Tech – Career Services Coordinator (email: <a href="mailto:placementttc@tidetech.com">placementttc@tidetech.com</a> ) 932 Venture's Way, Chesapeake, VA 23320 AnnaBelle L. Sanders – 757-549-2121, ext. 343	Yes	0
20	WOWI/WJCD/WCDG/WKUS Websites	No	14

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over Reporting Period</b>
21	Clear Channel Resource Center (CCRC) www.clearcareers.com	No	1
22	Virginia Pilot Newspaper 740 Bush Street Norfolk, VA 23510 Katherine, 757-446-4660	No	5
23	Jobs.hamptonroads.com/viewjobs.com	No	0
24	Employee Referral	No	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			27

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participated in career fair	On September 19, 2007, Keri Clarke, Lana Terry, and Kimberly Frazier from the stations' Sales Department participated in the ECPI College of Technology Fall Career Fair in Virginia Beach, Virginia. Clear Channel set up a booth at the career fair, where station participants distributed station and job information, accepted resumes, and spoke with attendees about career opportunities in broadcasting.
2	Participated in career fair	On October 23, 2007, Terry Ratliff, Director of Sales participated in the Bryant & Stratton College Career Fair. Terry set up a table at the job fair, where he distributed station and job information, accepted resumes, and spoke with attendees about career opportunities in broadcasting.
3	Internship program	College students interested in radio careers are given the opportunity to work at the stations, receiving academic credit while learning about station operations and the radio industry generally. Interns are accepted into various departments, including programming, promotions, sales, and administrative. A total of two college students worked at the stations during the reporting period. One intern worked from 5/21/07 through 8/6/07, and another intern began a summer internship in June 2007.
4	Internship program	College students interested in radio careers are given the opportunity to work at the stations, receiving academic credit while learning about station operations and the radio industry generally. Interns are accepted into various departments, including programming, promotions, sales, and administrative. A total of two college students worked at the stations during the reporting period. One intern worked from 6/25/07 through 8/2/07.