

WASH(FM), WBIG(FM), WIHT(FM), WMZQ(FM), WWDC(FM)**EEO PUBLIC FILE REPORT****June 1, 2012 - May 31, 2013¹****I. VACANCY LIST****See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data**

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Integrated Sales Manager / Graphic Designer	2-11, 13-16, 21-23, 25, 28-33, 35-36, 39, 41-44, 47, 49, 51	21
RADIO ACCOUNT EXECUTIVE	2-9, 11-17, 21-26, 28-39, 41-44, 47, 49- 51	50
RADIO ACCOUNT EXECUTIVE	2-9, 11-17, 21-26, 28-39, 41-44, 47, 49- 51	5
RADIO ACCOUNT EXECUTIVE	2-9, 11-17, 21-26, 28-39, 41-44, 47, 49- 51	5
RADIO ACCOUNT EXECUTIVE	2-9, 11-17, 21-26, 28-39, 41-44, 47, 49- 51	21
RADIO ACCOUNT EXECUTIVE	2-9, 11-17, 21-26, 28-39, 41-44, 47, 49- 51	5
RADIO ACCOUNT EXECUTIVE	2-9, 11-17, 21-26, 28-39, 41-44, 47, 49- 51	50
General Sales Manager	2-18, 21-23, 25-26, 28-32, 35-36, 39, 41-44, 47, 49, 51	10
Asst. Program Director WMZQ-FM/Night Personality	2, 4-9, 11, 13-16, 22-23, 25-26, 28-33, 35-36, 39, 41-44, 46-47, 49-51	46
Sales Coordinator	2-9, 11-17, 22-23, 25-26, 28-32, 35-36, 39, 41-43, 45, 47, 49-51	50
Morning show on-air talent / Associate Producer	1-9, 11-16, 22-23, 25-26, 28-33, 35-36, 38-39, 41, 43-45, 47, 49-51	50
PM Drive Air Personality/Assistant PD WBIG-FM	2-9, 11-16, 22-23, 25-26, 28-33, 35-36, 39, 41-44, 47, 49-51	5
Morning Show Producer	1-9, 11-16, 22-23, 25-26, 28-33, 35-36, 39, 41-44, 47, 49-50	50
Assistant Controller/ Sr. Financial Analyst	2-9, 11-17, 22-23, 25-26, 28-33, 35-36, 39, 41-43, 47, 49, 51	5
RADIO ACCOUNT EXECUTIVE	1, 3-9, 11-17, 22-23, 25-26, 28-29, 32- 33, 35-36, 38-39, 43, 47, 50	50
RADIO ACCOUNT EXECUTIVE	1, 3-9, 11-17, 22-23, 25-26, 28-29, 32- 33, 35-36, 38-39, 43, 47, 50	1
RADIO ACCOUNT EXECUTIVE	1, 3-9, 11-17, 22-23, 25-26, 28-29, 32- 33, 35-36, 38-39, 43, 47, 50	50
RADIO ACCOUNT EXECUTIVE	1, 3-9, 11-17, 22-23, 25-26, 28-29, 32- 33, 35-36, 38-39, 43, 47, 50	50
RADIO ACCOUNT EXECUTIVE	1, 3-9, 11-17, 22-23, 25-26, 28-29, 32- 33, 35-36, 38-39, 43, 47, 50	50

¹ This report was modified in September 2014 to address reporting issues.

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RADIO ACCOUNT EXECUTIVE	1, 3-9, 11-17, 22-23, 25-26, 28-29, 32-33, 35-36, 38-39, 43, 47, 50	38
RADIO ACCOUNT EXECUTIVE	1, 3-9, 11-17, 22-23, 25-26, 28-29, 32-33, 35-36, 38-39, 43, 47, 50	50
Promotions Coordinator	2-4, 6-9, 11-16, 19-20, 22-23, 25-26, 28-33, 35-36, 39, 41-44, 47, 49-51	20
Executive Assistant to DOS	2-9, 11-16, 20, 22-23, 25-26, 28-31, 33, 35-36, 39-43, 47-49, 51	20
Sales Coordinator	2-5, 7-9, 11-17, 22-23, 25-31, 33, 35-36, 39-45, 47-50	50
Sales Coordinator	2-5, 7-9, 11-17, 22-23, 25-31, 33, 35-36, 39-45, 47-50	17
Morning Show On-air Cast Member	2-5, 7-9, 11-16, 22-23, 25-26, 28-33, 35-36, 39-45, 47-50	50
Assistant Program Director	2-4, 7-9, 11-13, 15-16, 22-23, 25-26, 28-31, 33, 35-36, 39-43, 45, 47-50	50
Morning Drive Co Host	2-4, 7-9, 11-13, 15-16, 21-23, 25-26, 28-31, 33, 35-36, 39-43, 45, 47-49	21
Sales Coordinator	2-4, 7-9, 11-13, 15-17, 22-31, 33, 35-36, 38-43, 47-50	50
Account Executive	2-5, 7-9, 11-13, 15-16, 21-26, 28-31, 33, 35-43, 45, 47-50	5
Account Executive	2-5, 7-9, 11-13, 15-16, 21-26, 28-31, 33, 35-43, 45, 47-50	21
Account Executive	2-5, 7-9, 11-13, 15-16, 21-26, 28-31, 33, 35-43, 45, 47-50	50
Account Executive	2-5, 7-9, 11-13, 15-16, 21-26, 28-31, 33, 35-43, 45, 47-50	37
Account Executive	2-5, 7-9, 11-13, 15-16, 21-26, 28-31, 33, 35-43, 45, 47-50	37
Account Executive	2-5, 7-9, 11-13, 15-16, 21-26, 28-31, 33, 35-43, 45, 47-50	50
Account Executive	2-5, 7-9, 11-13, 15-16, 21-26, 28-31, 33, 35-43, 45, 47-50	45
Account Executive	2-5, 7-9, 11-13, 15-16, 21-26, 28-31, 33, 35-43, 45, 47-50	38
Receptionist	2-5, 7-9, 11-13, 15-19, 22-23, 25-26, 28-31, 33, 35-36, 39-43, 47-49	5

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Midday Air Personality	2-9, 11-16, 22-23, 25-26, 28-36, 39, 41-44, 47, 49-51	50

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	3
2	Asian Women's Self Help Association 1140 Connecticut Avenue Suite 1200 Washington DC, Washington 20036 Phone : 202-683-2019 Url : http://www.ashaforwomen.org Career Services Manual Posting	N	0
3	Baltimore Vet Center 1777 Reisterstown Road Suite 199 Baltimore, Maryland 21208 Phone : 410-764-9400 Url : http://www.2.va.gov Fax : 1-410-764-7780 Paula Wolff	N	0
4	Broadcasting Institute of Maryland 7200 Harford Road Baltimore, Maryland 21234 Phone : 410-254-2770 Url : http://www.bim.org Email : jp@bim.org Fax : 1-410-254-5357 John Perry	N	0
5	ClearCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.clearcareers.com Clear Channel Corporate Manual Posting	N	35
6	Columbia School of Broadcasting 3947 University Drive Fairfax, Virginia 22030 Phone : 301-377-2099 Url : http://www.columbiaschoolbroadcasts.com William Butler	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Community of Hope 1717 Massachusetts Avenue NW Suite 805 Washington, District of Columbia 20036 Phone : 202-407-7750 Url : http://www.communityofhopedc.org/ Email : bsimpson@cohdc.org Brittany Simpson	Y	0
8	Connecticut School of Broadcasting 611 Route 46 West, Suite 102 Hasbrouck, New Jersey 7642 Phone : 201-288-7900 Url : http://www.gocsb.com Email : Efierstein@gocsb.com Fax : 1-201-288-7901 Micahel Ryan	Y	0
9	Elkton Vet Center 103 Chesapeake Blvd Suite A Elkton, Maryland 21921 Phone : 410-392-4485 Url : http://www.va.gov Email : Wendalyn.brown@va.gov Fax : 1-410-392-6381 Wendy Brown	N	0
10	Employee Referral	N	3
11	Forty Plus of Greater Washington 1718 P Street NW Washington DC, Washington 20036 Phone : 202-387-1582 Url : http://www.40plus-dc.org Fax : 1-202-387-7669 Career Services	Y	0
12	George Mason University 4400 university Drive – M/S 3 B6 Fairfax, Virginia Phone : 703-993-4021 Url : http://www.gmu.edu/ Email : jbarrice@gmu.edu Fax : 1-703-993-2361 James Barricelli	N	0

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13	George Washington University Div. of HR/Foggy Bottom Campus 2033 K Street NW Suite 220 Washington DC, Washington 20052 Phone : 202-994-6495 Url : http://www.gwu.edu Email : ChrisRoy@Gw.edu Fax : 1-202-994-9680 Christine Roy	N	0
14	Georgetown University 37th and O Street NW Washington DC, Washington 20057 Phone : 202-687-3578 Url : http://www.georgetown.edu Allynn Powell Manual Posting	N	0
15	Hispanic Committee of Virginia 5827 Columbia Pike Suite 200 Falls Church, Virginia 22041 Phone : 703.671.5666 Url : http://www.hcva.org Email : sclavijo@hcva.org Fax : 1-703-671-2325 Stella Clavijo	N	0
16	Howard University 525 Bryant Street NW Suite 109 Washington DC, Washington 20059 Phone : 202-806-7513 Url : http://www.howard.edu Email : Huocreruit@gmail.com Fax : 1-202-462-4267 Ladi Sanu	N	1
17	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	12

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18	Inside Radio Texas Phone : 800-640-8852 Email : info@insideradio.com Gene McKay	N	0
19	Internal Posting	N	6
20	Internal Transfer/Promotion	N	2
21	Internet Ad (not directly contacted by SEU/not adequately identified upon inquiry by SEU)	N	7
22	Japanese American Citizens League 1850 M Street NW Suite 1100 Washington DC, Washington 20036 Phone : 202-223-1240 Url : http://www.jacl.org Email : policy@jacl.org Fax : 1-202-296-8082 Career Services	N	0
23	Jewish War Vets of the USA 1 Ivory Crest Court Baltimore, Maryland 21209 Phone : 410-653-5577 Url : http://www.jwv.org Email : Burtnick@erols.com Fax : 1-410-653-2334 Erwin Burtnick	N	0
24	Job Fair	N	3
25	Korean Community Service Center 7700 Little River Turnpike #406 Annandale, Virginia 22003 Phone : 703-354-6345 Url : http://www.kcsgw.org Email : lienhickey@gmail.com Fax : 1-703-354-6391 Lien Hickey	N	0
26	Lehigh University, Center for Journalism Coppee Hall 33 Coppee Dr. Bethlehem, Pennsylvania 18015 Phone : 610-758-6198 Email : jack.lule@lehigh.edu Fax : 1-610-758-4454 Jack Lule	N	0
27	LinkedIn / Word of Mouth	N	2

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28	Montgomery College RA 108 51 Mannakee Rockville, Maryland 20850 Phone : 240-567-5062 Url : http://cms.montgomerycollege.edu Email : jeanie.hale@montgomerycollege.edu Jeanie Hale	N	0
29	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
30	NAACP-Washington Bureau 1156 15th St. NW Suite 915 Washington DC, Washington 20005 Url : http://www.naACP.org Email : washingtonbureau@naACPnet.org Fax : 1-202-463-2953 Career Services	N	0
31	NAACP/Montgomery County PO Box 2165 Rockville, Maryland 20847 Phone : 301-657-2062 Url : http://www.naACP-mc.org Email : naACPmont7@aol.com Career Services	N	0
32	National Council of Negro Women 633 Pennsylvania Avenue NW Washington DC, Washington 20005 Phone : 202-737-0120 Url : http://www.ncnw.org Email : tosmith@nabj.org Fax : 1-202-737-0476 Cassandra Wint	N	0
33	Organization of Chinese American Women 4641 Montgomery Avenue Suite 208 Bethesda, Maryland 20814 Phone : 301-907-3898 Url : http://www.ocawwomen.org Email : Maryland@ocawwomen.org Fax : 1-301-907-3899 Christina Wong Poy	N	0

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34	Self Referral	N	4
35	Silver Spring Vet Center 10411 Motor City Dr. 5th Floor Bethesda, Maryland 20817 Phone : 240-395-1428 Email : Wayne.Miller3@va.gov Wayne Miller	N	0
36	Southeast Asian Resource Action Center 1628 16th Street NW 3rd Floor Washington DC, Washington 20009 Phone : 202-667-4690 Url : http://www.searac.org Email : searac@searac.org Fax : 1-202-667-6449 Fam Sawchao	N	0
37	Station On-Air Advertisement	N	7
38	Station Website	N	11
39	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	Y	0
40	Towson University Career Center 7800 York Road Suite 206 Towson, Maryland 21252 Phone : 410-704-2233 Url : http://www.towson.edu/careercenter Email : careercenter@towson.edu Fax : 1-410-704-4359 Corey Dunning	N	0
41	United Black Fund 2500 Martin Luther King Jr. Avenue SE Washington DC, Washington 20020 Url : http://www.ubfinc.org Email : UnitedBlackFund@ubfinc.org Career Services	Y	0

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42	United Planning Organization 301 Rhoda Island Avenue NW Washington DC, Washington 20001 Phone : 202-238-4600 Url : http://www.upo.org Email : info@upo.org Regina Parker	N	0
43	University of District of Columbia 4200 Connecticut Ave NW Washington DC, Washington 20008 Phone : 202-274-5800 Url : http://www.udc.edu Email : ljwilliams@udc.edu Lydia Williams	N	0
44	University of Maryland Career Center 3100 Hornbake Library College Park, Maryland 20742 Phone : 301-314-0420 Url : http://www.careercenter.umd.edu China Wilson Manual Posting	N	0
45	Unknown (source not adequately identified upon inquiry by SEU)	N	14
46	Walk In/Self-Referral	N	1
47	Wider Opportunities for Women 1001 Connecticut Ave NW S-930 Washington DC, Washington 20036 Phone : 202-464-1596 Url : http://www.wowonline.org Email : vs Staples@wowonline.org Fax : 1-202-464-1660 Vivian Staples	N	0
48	Women Empowered Against Violence 1422 K Street NW Washington DC, Washington 20005 Phone : 202-452-9550 Url : http://www.weaveincorp.com Email : weavedcinfo@gmail.com Fax : 1-202-452-8255 Liz Harens	N	0

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49	Women of Washington Inc. 2112 Century Park Ln Apt 211 Los Angeles, California 90067 Url : http://www.womenofwa.com Career Services Manual Posting	N	0
50	Word of Mouth Referral	N	49
51	Workforce Organizations for Regional Collaboration 1725 I Street NW Suite 200 Washington DC, Washington 20006 Url : http://www.wdcep.com Career Services Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			160

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/5/2012	Provision of training to management	SEU department heads attended a full day training session presented by a Human Resources representative from Clear Channel corporate. Training agenda included sessions on discrimination, harassment, LOA, interviewing, recruiting, performance management, motivation, and recognition practices.	19	
2	6/20/2012	Participation in Job Fairs	Our SEU participated in the Diversity Job Fair held at Tyson Corner Marriott in Tysons Corner, VA.	3	Sales Manager Sales Coordinator Sales Coordinator
3	6/26/2012	Participation in Job Fairs	Our SEU participated in the Washington DC Career Fair held at the Holiday Inn Rosslyn in Arlington, VA.	4	Sales Manager Sales Manager Sales Coordinator Sales Coordinator
4	7/1/2012	Establishment of an intern program designed to assist members of the community	Summer 2012: Our SEU hosted students from local colleges and universities in our ongoing internship program. The interns received hands-on experience with our programming department as well as in various aspects of the SEU's operations. We hosted 23 interns. Our interns hailed from several colleges and universities, including University of Maryland, Allegheny College, New York University, Frostburg State University, Penn State University, University of District of Columbia, American University, Pace University, Virginia Tech, Towson University, West Virginia University, James Madison University, East Carolina University, University of North Carolina Chapel Hill, Lynchburg College, Champlain College and George Mason University.	23	Promotion Director Promotion Coordinator Morning Show Producer Program Director

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5	9/1/2012	Establishment of an intern program designed to assist members of the community	Fall 2012: Our SEU hosted students from local colleges and universities in our ongoing internship program. The interns received hands-on experience with our programming department as well as in various aspects of the SEU's operations. We hosted 15 interns. Our interns hailed from several colleges and universities, including Montgomery College, George Mason University, Northern Virginia Community College, University of Maryland, Prince Georges Community College, Bowie State University, Towson University, and American University.	15	Promotion Director Promotion Coordinator Morning Show Producer Program Director
6	9/13/2012	Participation in Job Fairs	Our SEU participated in the US Chamber - Hiring Our Heroes Job Fair held at Prince Georges Community College in Largo, MD.	3	Sales Manager Sales Coordinator Executive Assistant
7	9/26/2012	Participation in Job Fairs	Our SEU participated in the NVCC-Northern VA Community College Job Fair held at the Northern Virginia Community College in Springfield, VA.	3	Sales Manager Sales Coordinator Sales Coordinator
8	10/11/2012	Participation in Job Fairs	Our SEU participated in the Marine Corp job fair at Joint Base Henderson in Arlington VA.	3	Sales Manager Sales Coordinator Sales Coordinator Sales Manager
9	1/6/2013	Establishment of an intern program designed to assist members of the community	Spring 2013: Our SEU hosted students from local college and universities in our ongoing internship program. The interns received hands-on experience with our programming department as well as in various aspects of the SEU's operations. We hosted 25 interns. Our interns hailed from several colleges and universities including Marymount University, George Mason University, University of Maryland, Towson University, American University, Northern Virginia Community College, Stevenson University, and Columbia School of Broadcasting.	25	Promotion Director Promotion Coordinator Morning Show Producer Program Director
10	1/13/2013	Participation in Job Fairs	Our SEU participated in the American University Job Fair held at American University in Washington DC.	4	Sales Manager Sales Coordinator Sales Coordinator Sales Manager

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11	2/14/2013	Participation in Job Fairs	Our SEU participated in the Choice Career Fairs held at the Holiday Inn Rosslyn in Arlington VA.	3	Sales Manager Sales Coordinator Sales Coordinator
12	3/15/2013	Participation in Job Fairs	Our SEU participated in the US Chamber - Hiring Our Heroes Job Fair held at the Walter Washington Convention Center in Washington, DC.	4	Sales Manager Sales Coordinator Sales Coordinator