

**WDRM-FM, WHOS-AM, WTAK-FM, WBHP-AM, WQRV-FM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2011 – November 30, 2012<sup>1</sup>**

**I. VACANCY LIST**

<b>Job Title</b>	<b>Recruitment Source (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Announcer (Morning Show)	1 thru 28	5
Account Executive	1 thru 28	11
Web Master	1 thru 28	17
Web Master	1 thru 28	17
Account Executive	1 thru 28	3
Account Executive	1 thru 28	20
Account Executive	1 thru 28	18

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<sup>1</sup> This report provided recruitment data collected from December 1, 2011 through November 27, 2012

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS NUMBER</b>	<b>RS INFORMATION</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b># of Interviewees referred by RS over 12 month period</b>
1	ALABAMA A & M, Carolyn Lews, Director of Recruitment Services, Alabama A & M University, P.O. Box 997, Normal, AL 35762 256-372-5690 Phone, 256-372-5689 Fax	No	10
2	ALABAMA BROADCASTERS ASSOC, Sharon Tinsley, Suite 201, 2180 Parkway Lake Dr, Hoover, Al 35244 205-982-5001 Phone, 205-982-0015 Fax	No	0
3	ALABAMA JOB LINK.COM, Walter Burson places the applications on line thru the Alabama Job Link.com website. Site is password protected. www.joblink.alabama.gov/ada	No	12
4	ALABAMA STATE UNIVERSITY, Mr. John Knight, Office of Communications, Alabama State University, P.O. Box 271, Montgomery, Al 36101 334-229-4156 Phone, 334-229-4985 Fax	No	0
5	ALL ACCESS.COM, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265 310-457-6616 Phone, 310-457-8058 Fax, www.allaccess.com	No	11
6	CALHOUN COMMUNITY COLLEGE, Ms Donna Presnell, Human Resources, Calhoun Community College, P.O. Box 2216, Decatur, AL 35609 256-306-2500 Phone	No	0
7	CLEAR CHANNEL JOB BANK (WEBSITE)Walter Burson places the applications on line thru the Clear Channel internal website. www.clearcareers.com	No	6

<b>RS NUMBER</b>	<b>RS INFORMATION</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b># of Interviewees referred by RS over 12 month period</b>
8	COLUMBIA COLLEGE, Mr. Matthew Green, Industry Relations Coordinator, Columbia College, 600 South Michigan, Ave, 60605 573-875-8700 Phone	No	0
9	COMMUNITY ACTION AGENCY - DECATUR, Ms. Barbara Carpenter, Community Action Agency, 207 Commerce Cir SW, Decatur, AL 35601 256-355-7953	No	0
10	COMMUNITY ACTION AGENCY - HUNTSVILLE, Ms. Delores Mastin, Community Action Agency, P.O. Box 3975, Huntsville, Al 35810 256-551-1098	No	0
11	EMPLOYEE REFERRAL	No	1
12	FISK UNIVERSITY, Ms. Yolanda Lewis, Career Planning, Fisk University, 1000 17th Ave North, Box 4, Nashville, TN 37208	No	0
13	HUNTSVILLE TIMES, 2317 S. Memorial Parkway, Huntsville, AL 35801 256-532-4000	No	0
14	INSIDE RADIO, 365 Union St, Littleton, NH 03561 800-248-4242 Phone, 603-444-2872 Fax	No	0
15	INTERNAL JOB POSTING, All jobs are posted on the Station bulletin board in the mail room.	No	0
16	LATPRO.COM, www.latpro.com	No	0
17	MONSTER.COM, Walter Burson places the applications on line thru the Monster.com website. www.monster.com	No	15
18	NON EMPLOYEE REFERRAL, someone referring a job candidate that does not work for the station.	No	2
19	OAKWOOD COLLEGE, Ms. Cynthia Douglas, Career Services, Oakwood College, 7000 Adventist Blvd, Huntsville, AL 35896 800-824-5312 Phone	No	0
20	OUR "ON AIR RECRUITMENT", Market Manager, Clear Channel Communications, P.O. Box 21008, Huntsville, AL 35813-5008, 256-309-2404	No	6
21	SAMFORD UNIVERSTIY, 800 Lakeshore Drive, Birmingham, AL 35229 205-726-2011	No	0

<b>RS NUMBER</b>	<b>RS INFORMATION</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b># of Interviewees referred by RS over 12 month period</b>
22	SPEAKIN' OUT NEWS, Ms. Jemeana Smothers, Recruitment Advertising, Speakin' Out News, P.O. Box 2826, Huntsville, AL 35804	No	0
23	TALLEDEGA COLLEGE, Mr. Donald Baylor, Director, Student Media Services, Talledega College, 627 West Battle St., Talledega, AL 35610	No	0
24	TUSKEGEE UNIVERSITY, Mr. James Harris, Placement Director, Tuskegee Institute, Carnegie Hall, 3rd Floor, Tuskegee, AL 36088 334-727-8146 Phone, 334-727-8258 Fax	No	0
25	UNITED NEGRO COLLEGE FUND, Ms. Jan Ross, Advisor, United Negro College Fund, Birmingham Area Office, 601 19th St N, Centennial Place 2nd Floor, Birmingham, AL 35203 205-322-8623 Phone, 205-322-1741 Fax	No	0
26	UNIVERSITY OF ALA - HUNTSVILLE, Ms. Tammy Haney, Career Services, University of Alabama - Huntsville, UC 212, Huntsville, AL 35899 256-824-6612 Phone, 256-824-6039 Fax	No	0
27	UNIVERSITY OF ALA - TUSCALOOSA, Ms. Linnia Cline, The Job Center, University of Alabama, P.O. Box 870293, Tuscaloosa, AL 35487 205-348-5848 Phone, 205-348-5852 Fax	No	0
28	WALK IN	No	0
	TOTAL INTERVIEWEES OVER 12-MONTH PERIOD		63

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>	<b>Station Personnel Attending</b>
1	2-08-12: Job Fair at University of Alabama - Huntsville	Clear Channel participated in a job fair at The University of Alabama Huntsville. The Job Fair was attended by over 500 students and approximately 15 Student applications were taken for Broadcasting and Broadcasting sales.	Market Manager attended event at UAH campus.
2	3-13-12: Job Fair at Alabama A & M	Clear Channel Huntsville participated in a job fair at Alabama A & M University. The Job Fair was attended by over 270 students and past graduates of the Alabama A & M Program. Approximately 4 Student/Graduate applications were taken for Broadcasting and Broadcasting sales.	Market Manager attended event at Alabama A & M
3	9-06-12: College and Career Fair sponsored Junior Achievement of North Alabama	Clear Channel Huntsville served as the "broadcast representative" to over 5,500 Junior and Senior High school students from the Huntsville City and the Madison County Schools. Clear Channel Huntsville was on hand to answer student questions about the broadcast industry and careers in broadcasting.	Market Manager attended event at UAH campus.
4	9-12-12: Career Fair sponsored by the University of Alabama-Huntsville	The University of Alabama-Huntsville held a career fair at the University Fitness Center. Approximately 250 attended the Career Fair overall. We received approximately 10 applications on this one. Most were interested in tech/computers, not broadcasting.	Market Manager attended event at UAH campus.
5	10-02-11: Career Week at Alabama A & M	Clear Channel Huntsville participated in Career Week at Alabama A & M University. The Career Week Job Fair was attended by over 350 current A&M students and over 100 past A & M graduates. The Career Week Job Fair resulted in approximately 6 Student applications taken for Broadcasting and Broadcasting sales.	Market Manager attended event at Alabama A & M



**Alabama A&M Career Day**

**10/02/2012**



**Junior Achievement Career Fair**

**09/07/2012**





**UA HUNTSVILLE JOB FAIR**

**02/08/2012**



**UA HUNTSVILLE JOB FAIR**

**09/12/2012**