



Stamp and Return

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July 25, 2014

RECEIVED - FCC

JUL 25 2014

Elizabeth E. Goldin
202.719.3199
egoldin@wileyrein.com

VIA HAND DELIVERY

Federal Communications Commission
Bureau / Office

EEO Staff
Policy Division
Media Bureau
Federal Communications Commission
445 12th Street SW
Washington, DC 20554

**Re: Response to Broadcast EEO Audit Letter
CC Licenses, LLC
Station WNTM(AM), Mobile, AL
Facility ID No. 8695**

EEO Staff:

On behalf of CC Licenses, LLC, licensee of the above referenced broadcast station, and the commonly owned stations in the Mobile, Alabama station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of June 10, 2014 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. In accordance with your request, this submission consists of a sworn statement by Mike Scott, Market Manager, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully submitted,

Elizabeth E. Goldin

CC Licenses, LLC

cc: Mike Scott

DECLARATION OF MIKE SCOTT, MARKET MANAGER

I, Mike Scott, hereby declare as follows:

1. I am a Market Manager for CC Licenses LLC, the licensee of Station WNTM (AM), Mobile, AL (Facility ID No. 8695) which is part of a station employment unit based in Mobile, AL and which includes WKSJ-FM, Mobile, AL (Facility ID No. 53145), WRKH(FM), Mobile, AL (Facility ID No. 53142), and WMXC(FM), Mobile, AL (Facility ID No. 8696) (the "SEU" or "Unit"). The stations in this SEU are commonly owned through subsidiaries ultimately owned and controlled by Clear Channel Communications, Inc. (collectively, "Clear Channel"). This Statement and relevant attachments are being submitted in response to the June 10, 2014 letter of Lewis C. Pulley, Assistant Chief of the Policy Division of the Commission's Media Bureau, concerning a random audit of the SEU's EEO compliance (the "EEO Audit Letter").

2. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission ("FCC" or the "Commission"), 47 C.F.R. § 73.2080(e)(1).

3. In response to Question 3(a) of the EEO Audit Letter, copies of the SEU's two most recent EEO public file reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.

The web addresses of the stations in this SEU are as follows: www.95ksj.com, www.litemix.com, www.961therocket.com, and www.newsradio710.com.

The date of each full-time hire listed in the SEU's two most recent EEO public file reports, as required by 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B.

4. In response to Question 3(b) of the EEO Audit Letter, the licensee acknowledges that it is required to retain records to document its outreach to the recruitment sources used to fill its full-time positions, including those filled during the period covered by the above EEO public file reports. However, pursuant to the EEO Audit Letter, only one such notice per position is included at Attachment B.

5. In response to Question 3(c) of the EEO Audit Letter, the internal business records appended at Attachment B provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each particular full-time vacancy filled during the period covered by the above EEO public file reports.

6. In response to Question 3(d) of the EEO Audit Letter, documentation concerning the Unit's performance of four recruitment initiatives described in § 73.2080(c)(2) during this time period is appended at Attachment C. Station personnel involved in the recruitment initiatives are noted in the documentation. This SEU employs a total of 33 full-time employees and at least one of our stations is located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four recruitment initiatives during a two-year period.

7. In response to Question 3(e) of the EEO Audit Letter, the licensee is aware of the following discrimination complaint filed against one or more stations in this SEU:

A complaint alleging race, color, sex, religion and age discrimination was filed against the licensee by Chonita Means, a Traffic and Billing Supervisor, on August 7, 2006 at the U.S. Equal Employment Opportunity Commission. *See* EEOC Charge No. 420-2006-04267. The EEOC issued a dismissal and notice of rights on March 1, 2007. Ms. Means filed suit on May 24, 2007 in the Circuit Court of Mobile County, Alabama. *See* Case No. CV07-1092. The case was moved to the U.S. District Court for the Southern District of Alabama, Southern Division. *See* Case No. 1:07-CV-476-WS-M. The matter was settled by the parties through mediation on July 30, 2007, and the court issued an order dismissing the case with prejudice on August 20, 2007.

8. In response to Question 3(f) of the EEO Audit Letter, the licensee affirms that Clear Channel has created and deployed an EEO compliance plan, with the assistance of outside communications counsel, known as the Clear Channel Broadcast Diversity Recruitment Plan (the "Recruitment Plan" or "Plan"). The Recruitment Plan was distributed to all regional managers and, through them, disseminated to each SEU in conjunction with the effective date of the current EEO regulations. The Plan contains directives as to how Clear Channel SEUs are to engage in broad recruitment for job vacancies and undertake recruitment initiatives, includes sample forms for collecting and maintaining the necessary recruitment data, and provides a quarterly self-assessment program designed to ensure that the SEU follows the Plan's directions and regularly updates corporate headquarters as to the employment unit's progress in the area.

At the corporate level, Clear Channel assists SEUs in understanding and following the Recruitment Plan, responding to SEU requests for assistance and/or calling upon outside counsel for additional guidance when warranted. Furthermore, Clear Channel has a team of internal public inspection file auditors that routinely assesses each SEU's FCC EEO compliance, based on the most recent EEO Public File Report, as part of a review of overall public file compliance. Finally, with the recent deployment of applicant tracking system software called OpenHire throughout the company, Clear Channel has been conducting training sessions with its SEUs on its hiring policies and procedures, including compliance with the FCC's EEO broad outreach rules.

Further, the SEU conducts recruitment using a combination of print and online advertising as well as direct outreach to local colleges and organizations. The SEU's Business Manager, Dianne Clark, is responsible for overseeing our EEO compliance efforts. SEU management and employees regularly participate in a number of recruitment initiatives, including operating an ongoing internship program at our stations and participating in job fairs throughout the community. This SEU's compliance efforts include identifying Clear Channel's efforts to afford equal employment opportunities to employees through statements disseminated in job applications and posted in conspicuous areas within the workplace.

9. In response to Question 3(g) of the EEO Audit Letter, the licensee affirms that the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. The company's Recruitment Plan, through the quarterly self-assessment mechanism,

provides SEUs with a regular opportunity to consult the corporate headquarters about these issues. To boost the effectiveness of outreach efforts on an ongoing basis, the Recruitment Plan also provides language for station websites, on-air announcements and/or formal letters encouraging qualified community organizations to contact the SEU to request its job notices. This SEU periodically reviews its recruitment sources to determine whether they have been effective in referring qualified candidates and frequently seeks to identify methods to increase outreach to the community, including participation in local and online job fairs.

10. In response to Question 3(h) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the unit provides equal opportunity and does not discriminate against employees or applicants. This SEU's employment practices are my ultimate responsibility, working in conjunction with in-house counsel at Clear Channel corporate headquarters and, when applicable, outside employment and labor counsel.

Dated: July 25, 2014

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO
DECLARATION OF Mike Scott, Market Manager**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.

A handwritten signature in black ink, appearing to be 'Mike Scott', written over a horizontal line.

Mike Scott

TAB A

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM
EEO PUBLIC FILE REPORT
December 1, 2011 – November 30, 2012¹

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

| Job Title | Recruitment Sources (RS) Used to Fill Vacancy | RS Referring Hiree |
|--------------------------|--|-----------------------------------|
| Account Executive | 3-13, 15-17, 20-21 | 15 |
| Account Executive | 3-13, 15-17, 20-21 | 16 |
| Administrative Assistant | 3-13, 15-17, 20-21 | 21 |
| Digital Content Director | 3-13, 15-17, 20-21 | 21 |

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

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM
EEO PUBLIC FILE REPORT
 December 1, 2011 – November 30, 2012

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|--------------|--|---|---|
| 1 | Mobile Register Lock Box 496 Mobile, AL 36652 (251) 219-5000 | N | 0 |
| 2 | AL.com (251) 219-5001 www.AL.com/jobs | N | 0 |
| 3 | Alabama Broadcasters Association 2180 Pky Lake Dr Hoover, AL 35244 Attn: Sharon Tinsley | N | 0 |
| 4 | Alabama State University Placement Office P.O. Box 271 Montgomery, LA 36195 Attn: Katheryn Williams | N | 0 |
| 5 | Bishop State College 351 N Broad St Mobile, AL 36603 Attn: Julia Womack | N | 0 |
| 6 | Faulkner University 808 Western America Dr Mobile, AL 33609 Attn: Fred Hughes | N | 0 |
| 7 | Florida A&M University Division of Journalism 314 Tucker Hall Tallahassee, FL 32307 | N | 0 |
| 8 | Pensacola Christian College 250 Brent Lane Pensacola, FL 32503 Attn: Shirley Campbell | N | 0 |
| 9 | Pensacola Junior College 1000 College Blvd. Pensacola, FL 32504 Attn: Ken Shugart | N | 0 |

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM
EEO PUBLIC FILE REPORT
December 1, 2011 – November 30, 2012

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|--|--|---|---|
| 10 | Remington College 828 Downtowner Loop W Mobile, AL 36609 Attn: Priscilla Vincent | N | 0 |
| 11 | Springhill College 4000 Daupin St Mobile, AL 36608 Attn: Jim Kellen | N | 0 |
| 12 | University of Mobile P.O. Box 13220 Mobile, AL 36613 Attn: Gina Howard | N | 0 |
| 13 | University of West Florida 11000 University Pky Career Services Bldg #19 Pensacola, FL 32514 | N | 0 |
| 14 | On-Air Announcements (<i>one or more SEU stations</i>) | N | 0 |
| 15 | Station Website (<i>one or more SEU stations</i>) | N | 3 |
| 16 | Word-of-Mouth Referral | N | 8 |
| 17 | Clear Channel Careers Website clearcareers.com clearchannel.silkroad.com | N | 0 |
| 18 | Long's Human Resource Services 19 Midtown Park West Mobile, AL (251) 476-4080 | N | 0 |
| 19 | Inside Radio 365 Union Street Littleton, NH 03561 (603) 444-5720 | N | 0 |
| 20 | Walk-In/Self Referral | N | 0 |
| 21 | Indeed.com (<i>not directly contacted by SEU</i>) | N | 5 |
| TOTAL INTERVIEWEES OVER 12-MONTH PERIOD | | | 16 |

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM
EEO PUBLIC FILE REPORT
December 1, 2011 – November 30, 2012

III. RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|---|--|---|
| 1 | Participate in Job Fair | On April 19, 2012, our SEU participated in the 14th Annual Business Expo/Job Fair at the Mobile Civic Center. Station participants included our Operations Manager, who spoke with attendees about career opportunities in broadcasting. |
| 2 | Internship Program – Summer 2012 | From May 15, 2012 to July 21, 2012, our SEU hosted a student intern from University of South Alabama. This student learned about and experienced careers in broadcasting by developing and maintaining content on our station websites under the supervision of our Digital Content Coordinator. |
| 3 | Participate in Job Fair | On June 13, 2012 our SEU participated in a job fair at Pensacola Junior College hosted by Workforce Escarosa. Station participants included our Market Manager, who spoke with attendees about career opportunities in broadcasting. |
| 4 | Host Event/Program Sponsored By or On Behalf Of an Educational Institution Relating to Broadcast Careers | On October 23, 2012, our SEU hosted a group of college students from the University of South Alabama for a station tour. Participants included our Digital Content Coordinator, who provided the twenty students with a tour of our facilities, spoke to the students about career opportunities in broadcasting, and responded to their questions. |

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM
EEO PUBLIC FILE REPORT
December 1, 2012 – November 30, 2013¹

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

| Job Title | Recruitment Sources (RS) Used to Fill Vacancy | RS Referring Hiree |
|-------------------|--|-----------------------------------|
| Account Executive | 3-13, 15-17, 20 | 16 |
| Account Executive | 3-13, 15-17, 20 | 16 |
| Account Executive | 3-13, 15-17, 20-21 | 16 |
| Sales Manager | 3-13, 15-17, 20 | 17 |

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

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM
EEO PUBLIC FILE REPORT
December 1, 2012 – November 30, 2013

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|--------------|--|---|---|
| 1 | Mobile Register Lock Box 496 Mobile, AL 36652 (251) 219-5000 | N | 0 |
| 2 | AL.com (251) 219-5001 www.AL.com/jobs | N | 0 |
| 3 | Alabama Broadcasters Association 2180 Pky Lake Dr Hoover, AL 35244 Attn: Sharon Tinsley | N | 0 |
| 4 | Alabama State University Placement Office P.O. Box 271 Montgomery, LA 36195 Attn: Katheryn Williams | N | 0 |
| 5 | Bishop State College 351 N Broad St Mobile, AL 36603 Attn: Julia Womack | N | 0 |
| 6 | Faulkner University 808 Western America Dr Mobile, AL 33609 Attn: Fred Hughes | N | 0 |
| 7 | Florida A&M University Division of Journalism 314 Tucker Hall Tallahassee, FL 32307 | N | 0 |
| 8 | Pensacola Christian College 250 Brent Lane Pensacola, FL 32503 Attn: Shirley Campbell | N | 0 |
| 9 | Pensacola Junior College 1000 College Blvd. Pensacola, FL 32504 Attn: Ken Shugart | N | 0 |

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM
EEO PUBLIC FILE REPORT
December 1, 2012 – November 30, 2013

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|--|--|---|---|
| 10 | Remington College 828 Downtowner Loop W Mobile, AL 36609 Attn: Priscilla Vincent | N | 0 |
| 11 | Springhill College 4000 Daupin St Mobile, AL 36608 Attn: Jim Kellen | N | 0 |
| 12 | University of Mobile P.O. Box 13220 Mobile, AL 36613 Attn: Gina Howard | N | 0 |
| 13 | University of West Florida 11000 University Pky Career Services Bldg #19 Pensacola, FL 32514 | N | 0 |
| 14 | On-Air Announcements (<i>one or more SEU stations</i>) | N | 0 |
| 15 | Station Website (<i>one or more SEU stations</i>) | N | 3 |
| 16 | Word-of-Mouth Referral | N | 7 |
| 17 | Clear Channel Careers Website clearcareers.com clearchannel.silkroad.com | N | 3 |
| 18 | Long's Human Resource Services 19 Midtown Park West Mobile, AL (251) 476-4080 | N | 0 |
| 19 | Inside Radio 365 Union Street Littleton, NH 03561 (603) 444-5720 | N | 0 |
| 20 | Indeed.com (<i>not directly contacted by SEU</i>) | N | 3 |
| 21 | Job Fairs (<i>see Part III</i>) | N | 0 |
| TOTAL INTERVIEWEES OVER 12-MONTH PERIOD | | | 16 |

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM
EEO PUBLIC FILE REPORT
December 1, 2012 – November 30, 2013

III. RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|---|--|--|
| 1 | Internship Program – Spring 2013 | From January 14, 2013 to April 30, 2013, our SEU hosted an intern from University of South Alabama. This student learned about and experienced careers in broadcasting by developing and maintaining content on our station websites under the supervision of our Digital Content Coordinator. |
| 2 | Participate in Job Fair | On April 25, 2013, our SEU participated in the 15th Annual Business Expo/Job Fair at the Mobile Civic Center. Station participants included our Sales Manager, who spoke with attendees about job opportunities in broadcasting. |
| 3 | Participate in Job Fair | On April 29, 2013, our SEU participated in the “World of Possibilities” job fair hosted at Pensacola State College. Station participants included our Sales Manager, who spoke with attendees about career opportunities in broadcasting. |
| 4 | Internship Program – Summer 2013 | From May 8, 2013 to June 14, 2014, our SEU hosted an intern from Sacred Heart University in Fairfield, CT. This student learned about and experienced careers in broadcasting by developing and maintaining content on our station websites under the supervision of our Digital Content Coordinator. |
| 5 | Participate in Job Fair | From August 26-30, 2013, our SEU participated in a virtual job fair hosted by Alabama Broadcasters Association. Our station provided on-air announcements in advance of and during the job fair, directing listeners to the job fair website, where they could find information about careers with a number of Alabama broadcasters. Station participants included our Business Manager, who reviewed and responded to applications and other communications from job fair participants. |

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM
EEO PUBLIC FILE REPORT
December 1, 2012 – November 30, 2013

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|---|--|--|
| 6 | Participate in Job Fair | From November 18-23, 2013, our SEU participated in a virtual job fair hosted by Alabama Broadcasters Association. Our station provided on-air announcements in advance of and during the job fair, directing listeners to the job fair website, where they could find information about careers with a number of Alabama broadcasters. Station participants included our Business Manager, who reviewed and responded to applications and other communications from job fair participants. |

TAB B

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM
VACANCY DATA FORM

| | |
|---|--|
| Full-Time Job Title: Account Executive | Date Filled: 12/19/2011 |
| Recruitment Source ("RS") Referring Hiree: 15 - Station Website (<i>one or more SEU stations</i>) | Total Number of Interviewees: 3 |

| RS# | RS Information | Source Entitled to Vacancy Notification? | Number of Interviewees Referred by RS for the Full-Time Vacancy |
|------------|--|---|--|
| 3. | Alabama Broadcasters Association 2180 Pky Lake Dr Hoover, AL 35244 Attn: Sharon Tinsley | N | 0 |
| 4. | Alabama State University Placement Office P.O. Box 271 Montgomery, LA 36195 Attn: Katheryn Williams | N | 0 |
| 5. | Bishop State College 351 N Broad St Mobile, AL 36603 Attn: Julia Womack | N | 0 |
| 6. | Faulkner University 808 Western America Dr Mobile, AL 33609 Attn: Fred Hughes | N | 0 |
| 7. | Florida A&M University Division of Journalism 314 Tucker Hall Tallahassee, FL 32307 | N | 0 |
| 8. | Pensacola Christian College 250 Brent Lane Pensacola, FL 32503 Attn: Shirley Campbell | N | 0 |
| 9. | Pensacola Junior College 1000 College Blvd. Pensacola, FL 32504 Attn: Ken Shugart | N | 0 |
| 10. | Remington College 828 Downtowner Loop W Mobile, AL 36609 Attn: Priscilla Vincent | N | 0 |
| 11. | Springhill College 4000 Daupin St Mobile, AL 36608 Attn: Jim Kellen | N | 0 |
| 12. | University of Mobile P.O. Box 13220 Mobile, AL 36613 Attn: Gina Howard | N | 0 |

| | | | |
|---------------------------|--|---|----------|
| 13. | University of West Florida 11000 University Pky Career Services Bldg #19 Pensacola, FL 32514 | N | 0 |
| 15. | Station Website (<i>one or more SEU stations</i>) | N | 1 |
| 16. | Word-of-Mouth Referral | N | 2 |
| 17. | Clear Channel Careers Website clearcareers.com clearchannel.silkroad.com | N | 0 |
| 20. | Walk-In/Self Referral | N | 0 |
| 21. | Indeed.com (<i>not directly contacted by SEU</i>) | N | 0 |
| Total Interviewees | | | 3 |



MOBILE - PENSACOLA

November 14, 2011

Remington College
828 Downtowner Loop W
Mobile, AL 36609
Attn: Priscilla Vincent

Dear Ms. Vincent,

Clear Channel Radio of Mobile is seeking an experienced Advertising Account Executive. We are looking for someone with an out-going personality, self-starter, and well organized and is motivated by the desire to make a large income.

Duties to include: prospect, market, sell and service advertising airtime. Achieve revenue and share goals, develop new advertisers by soliciting are businesses and service clients to maintain a positive working relationship. A minimum of one-year media related sales or marketing degree preferred.

You are encouraged to refer qualified applicants to us for opening. A hiring decision on the job will be made on or about December 02, 2011. Therefore, applications should be sent to us by November 21, 2011.

It is our policy to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation, or any other characteristics provided by law, in all personnel actions. We specifically encourage referral of qualifies minority and female applicants.

Person interested in submitting an application for the position identified above should contact the following person.

Clear Channel Radio
Attn: Dianne Clark
555 Broadcast Dr. 3rd Floor
Mobile, AL 36606

Thank you for your assistance. If you know of any other organizations that may be of assistance in our equal employment opportunity effort, we would appreciate you forwarding that information to us.

Sincerely,

Dianne Clark

Clear Channel Media + Entertainment

555 Broadcast Drive, 3rd Floor - Mobile, AL 36606

T 251.450.0100 **F** 251.473.6662 www.clearchannel.com

WKSJ-FM - WMXC-FM - WRKH-FM - WNTM-AM - WTKX-FM - WYCL-FM

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM
VACANCY DATA FORM

| | |
|--|--|
| Full-Time Job Title: Account Executive | Date Filled: 07/16/2012 |
| Recruitment Source ("RS") Referring Hiree: 16 – Word-of-Mouth Referral | Total Number of Interviewees: 5 |

| RS# | RS Information | Source Entitled to Vacancy Notification? | Number of Interviewees Referred by RS for the Full-Time Vacancy |
|------------|--|---|--|
| 3. | Alabama Broadcasters Association 2180 Pky Lake Dr Hoover, AL 35244 Attn: Sharon Tinsley | N | 0 |
| 4. | Alabama State University Placement Office P.O. Box 271 Montgomery, LA 36195 Attn: Katheryn Williams | N | 0 |
| 5. | Bishop State College 351 N Broad St Mobile, AL 36603 Attn: Julia Womack | N | 0 |
| 6. | Faulkner University 808 Western America Dr Mobile, AL 33609 Attn: Fred Hughes | N | 0 |
| 7. | Florida A&M University Division of Journalism 314 Tucker Hall Tallahassee, FL 32307 | N | 0 |
| 8. | Pensacola Christian College 250 Brent Lane Pensacola, FL 32503 Attn: Shirley Campbell | N | 0 |
| 9. | Pensacola Junior College 1000 College Blvd. Pensacola, FL 32504 Attn: Ken Shugart | N | 0 |
| 10. | Remington College 828 Downtowner Loop W Mobile, AL 36609 Attn: Priscilla Vincent | N | 0 |
| 11. | Springhill College 4000 Daupin St Mobile, AL 36608 Attn: Jim Kellen | N | 0 |
| 12. | University of Mobile P.O. Box 13220 Mobile, AL 36613 Attn: Gina Howard | N | 0 |

| | | | |
|---------------------------|--|---|----------|
| 13. | University of West Florida 11000 University Pky Career Services Bldg #19 Pensacola, FL 32514 | N | 0 |
| 15. | Station Website (<i>one or more SEU stations</i>) | N | 1 |
| 16. | Word-of-Mouth Referral | N | 2 |
| 17. | Clear Channel Careers Website clearcareers.com clearchannel.silkroad.com | N | 0 |
| 20. | Walk-In/Self Referral | N | 0 |
| 21. | Indeed.com (<i>not directly contacted by SEU</i>) | N | 2 |
| Total Interviewees | | | 5 |



MOBILE - PENSACOLA

May 21, 2012

University of Mobile
P.O. Box 13220
Mobile, AL 36613
Attn: Gina Howard

Dear Ms. Howard,

Clear Channel Radio of Mobile is seeking an experienced Advertising Account Executive. We are looking for someone with an out-going personality, self-starter, and well organized and is motivated by the desire to make a large income.

Duties to include: prospect, market, sell and service advertising airtime. Achieve revenue and share goals, develop new advertisers by soliciting area businesses and service clients to maintain a positive working relationship. A minimum of one-year media related sales or marketing degree preferred.

You are encouraged to refer qualified applicants to us for opening. A hiring decision on the job will be made on or about June 29, 2012. Therefore, applications should be sent to us by June 12, 2012.

It is our policy to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation, or any other characteristics provided by law, in all personnel actions. We specifically encourage referral of qualified minority and female applicants.

Person interested in submitting an application for the position identified above should contact the following person.

Clear Channel Radio
Attn: Dianne Clark
555 Broadcast Dr. 3rd Floor
Mobile, AL 36606

Thank you for your assistance. If you know of any other organizations that may be of assistance in our equal employment opportunity effort, we would appreciate you forwarding that information to us.

Sincerely,

Dianne Clark

Clear Channel Media + Entertainment

555 Broadcast Drive, 3rd Floor - Mobile, AL 36606

T 251.450.0100 **F** 251.473.6662 www.clearchannel.com

WKSJ-FM - WMXC-FM - WRKH-FM - WNTM-AM - WTKX-FM - WYCL-FM

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM
VACANCY DATA FORM

| | |
|---|--|
| Full-Time Job Title: Administrative Assistant | Date Filled: 08/01/2012 |
| Recruitment Source ("RS") Referring Hiree: 21 – Indeed.com (<i>not directly contacted by SEU</i>) | Total Number of Interviewees: 4 |

| RS# | RS Information | Source Entitled to Vacancy Notification? | Number of Interviewees Referred by RS for the Full-Time Vacancy |
|-----|--|--|---|
| 3. | Alabama Broadcasters Association 2180 Pky Lake Dr Hoover, AL 35244 Attn: Sharon Tinsley | N | 0 |
| 4. | Alabama State University Placement Office P.O. Box 271 Montgomery, LA 36195 Attn: Katheryn Williams | N | 0 |
| 5. | Bishop State College 351 N Broad St Mobile, AL 36603 Attn: Julia Womack | N | 0 |
| 6. | Faulkner University 808 Western America Dr Mobile, AL 33609 Attn: Fred Hughes | N | 0 |
| 7. | Florida A&M University Division of Journalism 314 Tucker Hall Tallahassee, FL 32307 | N | 0 |
| 8. | Pensacola Christian College 250 Brent Lane Pensacola, FL 32503 Attn: Shirley Campbell | N | 0 |
| 9. | Pensacola Junior College 1000 College Blvd. Pensacola, FL 32504 Attn: Ken Shugart | N | 0 |
| 10. | Remington College 828 Downtowner Loop W Mobile, AL 36609 Attn: Priscilla Vincent | N | 0 |
| 11. | Springhill College 4000 Daupin St Mobile, AL 36608 Attn: Jim Kellen | N | 0 |
| 12. | University of Mobile P.O. Box 13220 Mobile, AL 36613 Attn: Gina Howard | N | 0 |

| | | | |
|---------------------------|--|---|---|
| 13. | University of West Florida 11000 University Pky Career Services Bldg #19 Pensacola, FL 32514 | N | 0 |
| 15. | Station Website (<i>one or more SEU stations</i>) | N | 0 |
| 16. | Word-of-Mouth Referral | N | 2 |
| 17. | Clear Channel Careers Website clearcareers.com clearchannel.silkroad.com | N | 0 |
| 20. | Walk-In/Self Referral | N | 0 |
| 21. | Indeed.com (<i>not directly contacted by SEU</i>) | N | 2 |
| Total Interviewees | | | 4 |



MOBILE - PENSACOLA

July 02, 2012

University of West Florida
11000 University Pky.
Career Services Bldg #19
Pensacola, FL 32514

To Whom It May Concern:

Clear Channel Radio of Mobile is seeking an experienced Administrative Assistance. We are looking for someone with an out-going personality, self-starter, and well organized and is motivated by the desire to grow with the company.

Duties to include: assist business manager, general manager, and sales department in daily proposals, revenue trackings, switchboard operator, and other duties as needed. Individuals need to be a multi-tasker with a great attitude.

You are encouraged to refer qualified applicants to us for opening. A hiring decision on the job will be made on or about July 30, 2012. Therefore, applications should be sent to us by July 23, 2012.

It is our policy to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation, or any other characteristics provided by law, in all personnel actions. We specifically encourage referral of qualified minority and female applicants.

Person interested in submitting an application for the position identified above should contact the following person.

Clear Channel Radio
Attn: Dianne Clark
555 Broadcast Dr. 3rd Floor
Mobile, AL 36606

Thank you for your assistance. If you know of any other organizations that may be of assistance in our equal employment opportunity effort, we would appreciate you forwarding that information to us.

Sincerely,

Dianne Clark

Clear Channel Media + Entertainment

555 Broadcast Drive, 3rd Floor - Mobile, AL 36606

T 251.450.0100 **F** 251.473.6662 www.clearchannel.com

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM

VACANCY DATA FORM

| | |
|---|--|
| Full-Time Job Title: Digital Content Creator | Date Filled: 10/01/2012 |
| Recruitment Source ("RS") Referring Hiree: 21 – Indeed.com (<i>not directly contacted by SEU</i>) | Total Number of Interviewees: 4 |

| RS# | RS Information | Source Entitled to Vacancy Notification? | Number of Interviewees Referred by RS for the Full-Time Vacancy |
|-----|--|--|---|
| 3. | Alabama Broadcasters Association 2180 Pky Lake Dr Hoover, AL 35244 Attn: Sharon Tinsley | N | 0 |
| 4. | Alabama State University Placement Office P.O. Box 271 Montgomery, LA 36195 Attn: Katheryn Williams | N | 0 |
| 5. | Bishop State College 351 N Broad St Mobile, AL 36603 Attn: Julia Womack | N | 0 |
| 6. | Faulkner University 808 Western America Dr Mobile, AL 33609 Attn: Fred Hughes | N | 0 |
| 7. | Florida A&M University Division of Journalism 314 Tucker Hall Tallahassee, FL 32307 | N | 0 |
| 8. | Pensacola Christian College 250 Brent Lane Pensacola, FL 32503 Attn: Shirley Campbell | N | 0 |
| 9. | Pensacola Junior College 1000 College Blvd. Pensacola, FL 32504 Attn: Ken Shugart | N | 0 |
| 10. | Remington College 828 Downtowner Loop W Mobile, AL 36609 Attn: Priscilla Vincent | N | 0 |
| 11. | Springhill College 4000 Daupin St Mobile, AL 36608 Attn: Jim Kellen | N | 0 |
| 12. | University of Mobile P.O. Box 13220 Mobile, AL 36613 Attn: Gina Howard | N | 0 |

| | | | |
|---------------------------|--|---|----------|
| 13. | University of West Florida 11000 University Pky Career Services Bldg #19 Pensacola, FL 32514 | N | 0 |
| 15. | Station Website (<i>one or more SEU stations</i>) | N | 1 |
| 16. | Word-of-Mouth Referral | N | 2 |
| 17. | Clear Channel Careers Website clearcareers.com clearchannel.silkroad.com | N | 0 |
| 20. | Walk-In/Self Referral | N | 0 |
| 21. | Indeed.com (<i>not directly contacted by SEU</i>) | N | 1 |
| Total Interviewees | | | 4 |



MOBILE - PENSACOLA

August 20, 2012

Alabama Broadcasters Association
www.al-ba.com
2180 Pky. Lake Dr.
Hoover, AL 35244
Attn: Sharon Tinsley

Dear Ms. Tinsley,

Clear Channel Radio of Mobile is seeking an experienced Online Content Director to oversee the clusters digital department. You must be able to create and manage content that drives traffic across our digital and social media platforms.

Duties to include: oversee the digital department, including the operations of websites, social media platforms, and emerging digital technologies. You will work closely with the Stations Programming, Marketing, Promotions, and Sales departments to ensure that our online presence reflects station priorities; at the same time, you will also create and program other brand-appropriate content.

You are encouraged to refer qualified applicants to us for opening. A hiring decision on the job will be made on or about September 10, 2012. Therefore, applications should be sent to us by August 30, 2012.

It is our policy to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation, or any other characteristics provided by law, in all personnel actions. We specifically encourage referral of qualified minority and female applicants.

Person interested in submitting an application for the position identified above should contact the following person.

Clear Channel Radio
Attn: Dianne Clark
555 Broadcast Dr. 3rd Floor
Mobile, AL 36606

Thank you for your assistance. If you know of any other organizations that may be of assistance in our equal employment opportunity effort, we would appreciate you forwarding that information to us.

Sincerely,

Dianne Clark

Clear Channel Media + Entertainment

555 Broadcast Drive, 3rd Floor - Mobile, AL 36606

T 251.450.0100 **F** 251.473.6662 www.clearchannel.com

WKSJ-FM - WMXC-FM - WRKH-FM - WNTM-AM - WTKX-FM - WYCL-FM

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM
VACANCY DATA FORM

| | |
|--|--|
| Full-Time Job Title: Account Executive | Date Filled: 01/28/2013 |
| Recruitment Source ("RS") Referring Hiree: 16 – Word-of-Mouth Referral | Total Number of Interviewees: 5 |

| RS# | RS Information | Source Entitled to Vacancy Notification? | Number of Interviewees Referred by RS for the Full-Time Vacancy |
|------------|--|---|--|
| 3. | Alabama Broadcasters Association 2180 Pky Lake Dr Hoover, AL 35244 Attn: Sharon Tinsley | N | 0 |
| 4. | Alabama State University Placement Office P.O. Box 271 Montgomery, LA 36195 Attn: Katheryn Williams | N | 0 |
| 5. | Bishop State College 351 N Broad St Mobile, AL 36603 Attn: Julia Womack | N | 0 |
| 6. | Faulkner University 808 Western America Dr Mobile, AL 33609 Attn: Fred Hughes | N | 0 |
| 7. | Florida A&M University Division of Journalism 314 Tucker Hall Tallahassee, FL 32307 | N | 0 |
| 8. | Pensacola Christian College 250 Brent Lane Pensacola, FL 32503 Attn: Shirley Campbell | N | 0 |
| 9. | Pensacola Junior College 1000 College Blvd. Pensacola, FL 32504 Attn: Ken Shugart | N | 0 |
| 10. | Remington College 828 Downtowner Loop W Mobile, AL 36609 Attn: Priscilla Vincent | N | 0 |
| 11. | Springhill College 4000 Daupin St Mobile, AL 36608 Attn: Jim Kellen | N | 0 |
| 12. | University of Mobile P.O. Box 13220 Mobile, AL 36613 Attn: Gina Howard | N | 0 |

| | | | |
|---------------------------|--|---|----------|
| 13. | University of West Florida 11000 University Pky Career Services Bldg #19 Pensacola, FL 32514 | N | 0 |
| 15. | Station Website (<i>one or more SEU stations</i>) | N | 1 |
| 16. | Word-of-Mouth Referral | N | 2 |
| 17. | Clear Channel Careers Website clearcareers.com clearchannel.silkroad.com | N | 0 |
| 20. | Indeed.com (<i>not directly contacted by SEU</i>) | N | 2 |
| Total Interviewees | | | 5 |



MOBILE - PENSACOLA

December 10, 2012

Pensacola Christian College
250 Brent Lane
Pensacola Blvd. 32503
Attn: Shirley Campbell

Dear Ms. Campbell,

Clear Channel Radio of Mobile is seeking an experienced Advertising Account Executive. We are looking for someone with an out-going personality, self-starter, and well organized and is motivated by the desire to make a large income.

Duties to include: prospect, market, sell and service advertising airtime. Achieve revenue and share goals, develop new advertisers by soliciting area businesses and service clients to maintain a positive working relationship. A minimum of one-year media related sales or marketing degree preferred.

You are encouraged to refer qualified applicants to us for opening. A hiring decision on the job will be made on or about January 04, 2013. Therefore, applications should be sent to us by December 21, 2012.

It is our policy to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation, or any other characteristics provided by law, in all personnel actions. We specifically encourage referral of qualified minority and female applicants.

Person interested in submitting an application for the position identified above should contact the following person.

Clear Channel Radio
Attn: Dianne Clark
555 Broadcast Dr. 3rd Floor
Mobile, AL 36606

Thank you for your assistance. If you know of any other organizations that may be of assistance in our equal employment opportunity effort, we would appreciate you forwarding that information to us.

Sincerely,

Dianne Clark

Clear Channel Media + Entertainment

555 Broadcast Drive, 3rd Floor - Mobile, AL 36606

T 251.450.0100 **F** 251.473.6662 www.clearchannel.com

WKSJ-FM - WMXC-FM - WRKH-FM - WNTM-AM - WTKX-FM - WYCL-FM

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM
VACANCY DATA FORM

| | |
|--|--|
| Full-Time Job Title: Account Executive | Date Filled: 02/04/2013 |
| Recruitment Source ("RS") Referring Hiree: 16 – Word-of-Mouth Referral | Total Number of Interviewees: 3 |

| RS# | RS Information | Source Entitled to Vacancy Notification? | Number of Interviewees Referred by RS for the Full-Time Vacancy |
|------------|--|---|--|
| 3. | Alabama Broadcasters Association 2180 Pky Lake Dr Hoover, AL 35244 Attn: Sharon Tinsley | N | 0 |
| 4. | Alabama State University Placement Office P.O. Box 271 Montgomery, LA 36195 Attn: Katheryn Williams | N | 0 |
| 5. | Bishop State College 351 N Broad St Mobile, AL 36603 Attn: Julia Womack | N | 0 |
| 6. | Faulkner University 808 Western America Dr Mobile, AL 33609 Attn: Fred Hughes | N | 0 |
| 7. | Florida A&M University Division of Journalism 314 Tucker Hall Tallahassee, FL 32307 | N | 0 |
| 8. | Pensacola Christian College 250 Brent Lane Pensacola, FL 32503 Attn: Shirley Campbell | N | 0 |
| 9. | Pensacola Junior College 1000 College Blvd. Pensacola, FL 32504 Attn: Ken Shugart | N | 0 |
| 10. | Remington College 828 Downtowner Loop W Mobile, AL 36609 Attn: Priscilla Vincent | N | 0 |
| 11. | Springhill College 4000 Daupin St Mobile, AL 36608 Attn: Jim Kellen | N | 0 |
| 12. | University of Mobile P.O. Box 13220 Mobile, AL 36613 Attn: Gina Howard | N | 0 |

| | | | |
|---------------------------|--|---|----------|
| 13. | University of West Florida 11000 University Pky Career Services Bldg #19 Pensacola, FL 32514 | N | 0 |
| 15. | Station Website (<i>one or more SEU stations</i>) | N | 0 |
| 16. | Word-of-Mouth Referral | N | 2 |
| 17. | Clear Channel Careers Website clearcareers.com clearchannel.silkroad.com | N | 0 |
| 20. | Indeed.com (<i>not directly contacted by SEU</i>) | N | 1 |
| Total Interviewees | | | 3 |



MOBILE - PENSACOLA

January 03, 2013

Springhill College
4000 Dauphin St.
Mobile, AL 36608
Attn: Jim Kellen

Dear Mr. Kellen,

Clear Channel Radio of Mobile is seeking an experienced Advertising Account Executive. We are looking for someone with an out-going personality, self-starter, and well organized and is motivated by the desire to make a large income.

Duties to include: prospect, market, sell and service advertising airtime. Achieve revenue and share goals, develop new advertisers by soliciting area businesses and service clients to maintain a positive working relationship. A minimum of one-year media related sales or marketing degree preferred.

You are encouraged to refer qualified applicants to us for opening. A hiring decision on the job will be made on or about January 25, 2013. Therefore, applications should be sent to us by January 18, 2013.

It is our policy to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation, or any other characteristics provided by law, in all personnel actions. We specifically encourage referral of qualifies minority and female applicants.

Person interested in submitting an application for the position identified above should contact the following person.

Clear Channel Radio
Attn: Dianne Clark
555 Broadcast Dr. 3rd Floor
Mobile, AL 36606

Thank you for your assistance. If you know of any other organizations that may be of assistance in our equal employment opportunity effort, we would appreciate you forwarding that information to us.

Sincerely,

Dianne Clark

Clear Channel Media + Entertainment

555 Broadcast Drive, 3rd Floor - Mobile, AL 36606

T 251.450.0100 **F** 251.473.6662 www.clearchannel.com

WKSJ-FM - WMXC-FM - WRKH-FM - WNTM-AM - WTKX-FM - WYCL-FM

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM

VACANCY DATA FORM

| | |
|--|--|
| Full-Time Job Title: Account Executive | Date Filled: 10/21/2013 |
| Recruitment Source ("RS") Referring Hiree: 16 – Word-of-Mouth Referral | Total Number of Interviewees: 4 |

| RS# | RS Information | Source Entitled to Vacancy Notification? | Number of Interviewees Referred by RS for the Full-Time Vacancy |
|-----|--|--|---|
| 3. | Alabama Broadcasters Association 2180 Pky Lake Dr Hoover, AL 35244 Attn: Sharon Tinsley | N | 0 |
| 4. | Alabama State University Placement Office P.O. Box 271 Montgomery, LA 36195 Attn: Katheryn Williams | N | 0 |
| 5. | Bishop State College 351 N Broad St Mobile, AL 36603 Attn: Julia Womack | N | 0 |
| 6. | Faulkner University 808 Western America Dr Mobile, AL 33609 Attn: Fred Hughes | N | 0 |
| 7. | Florida A&M University Division of Journalism 314 Tucker Hall Tallahassee, FL 32307 | N | 0 |
| 8. | Pensacola Christian College 250 Brent Lane Pensacola, FL 32503 Attn: Shirley Campbell | N | 0 |
| 9. | Pensacola Junior College 1000 College Blvd. Pensacola, FL 32504 Attn: Ken Shugart | N | 0 |
| 10. | Remington College 828 Downtowner Loop W Mobile, AL 36609 Attn: Priscilla Vincent | N | 0 |
| 11. | Springhill College 4000 Daupin St Mobile, AL 36608 Attn: Jim Kellen | N | 0 |
| 12. | University of Mobile P.O. Box 13220 Mobile, AL 36613 Attn: Gina Howard | N | 0 |

| | | | |
|---------------------------|--|---|---|
| 13. | University of West Florida 11000 University Pky Career Services Bldg #19 Pensacola, FL 32514 | N | 0 |
| 15. | Station Website (<i>one or more SEU stations</i>) | N | 2 |
| 16. | Word-of-Mouth Referral | N | 2 |
| 17. | Clear Channel Careers Website clearcareers.com clearchannel.silkroad.com | N | 0 |
| 20. | Indeed.com (<i>not directly contacted by SEU</i>) | N | 0 |
| 21. | Job Fair | N | 0 |
| Total Interviewees | | | 4 |



MOBILE - PENSACOLA

September 09, 2013

Alabama State University
Placement Office
P.O. Box 271
Montgomery, AL 36195
Attn: Katheryn Williams

Dear Ms. Williams,

Clear Channel Radio of Mobile is seeking an experienced Advertising Account Executive. We are looking for someone with an out-going personality, self-starter, and well organized and is motivated by the desire to make a large income.

Duties to include: prospect, market, sell and service advertising airtime. Achieve revenue and share goals, develop new advertisers by soliciting area businesses and service clients to maintain a positive working relationship. A minimum of one-year media related sales or marketing degree preferred.

You are encouraged to refer qualified applicants to us for opening. A hiring decision on the job will be made on or about October 03, 2013. Therefore, applications should be sent to us by September 27, 2013.

It is our policy to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation, or any other characteristics provided by law, in all personnel actions. We specifically encourage referral of qualified minority and female applicants.

Person interested in submitting an application for the position identified above should contact the following person.

Clear Channel Radio
Attn: Dianne Clark
555 Broadcast Dr. 3rd Floor
Mobile, AL 36606

Thank you for your assistance. If you know of any other organizations that may be of assistance in our equal employment opportunity effort, we would appreciate you forwarding that information to us.

Sincerely,

Dianne Clark

Clear Channel Media + Entertainment

555 Broadcast Drive, 3rd Floor - Mobile, AL 36606

T 251.450.0100 **F** 251.473.6662 www.clearchannel.com

WKSJ-FM - WMXC-FM - WRKH-FM - WNTM-AM - WTKX-FM - WYCL-FM

**WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM
VACANCY DATA FORM**

| | |
|---|--|
| Full-Time Job Title: Sales Manager | Date Filled: 03/04/2013 |
| Recruitment Source ("RS") Referring Hiree: 17 – Clear Channel Careers Website | Total Number of Interviewees: 4 |

| RS# | RS Information | Source Entitled to Vacancy Notification? | Number of Interviewees Referred by RS for the Full-Time Vacancy |
|------------|--|---|--|
| 3. | Alabama Broadcasters Association www.al-ba.com 2180 Pky Lake Dr Hoover, AL 35244 Attn: Sharon Tinsley | N | 0 |
| 4. | Alabama State University Placement Office P.O. Box 271 Montgomery, LA 36195 Attn: Katheryn Williams | N | 0 |
| 5. | Bishop State College 351 N Broad St Mobile, AL 36603 Attn: Julia Womack | N | 0 |
| 6. | Faulkner University 808 Western America Dr Mobile, AL 33609 Attn: Fred Hughes | N | 0 |
| 7. | Florida A&M University Division of Journalism 314 Tucker Hall Tallahassee, FL 32307 | N | 0 |
| 8. | Pensacola Christian College 250 Brent Lane Pensacola, FL 32503 Attn: Shirley Campbell | N | 0 |
| 9. | Pensacola Junior College 1000 College Blvd. Pensacola, FL 32504 Attn: Ken Shugart | N | 0 |
| 10. | Remington College 828 Downtowner Loop W Mobile, AL 36609 Attn: Priscilla Vincent | N | 0 |
| 11. | Springhill College 4000 Daupin St Mobile, AL 36608 Attn: Jim Kellen | N | 0 |
| 12. | University of Mobile P.O. Box 13220 Mobile, AL 36613 Attn: Gina Howard | N | 0 |

| | | | |
|---------------------------|--|---|---|
| 13. | University of West Florida 11000 University Pky Career Services Bldg #19 Pensacola, FL 32514 | N | 0 |
| 15. | Station Website (<i>one or more SEU stations</i>) | N | 0 |
| 16. | Word-of-Mouth Referral | N | 1 |
| 17. | Clear Channel Careers Website clearcareers.com clearchannel.silkroad.com | N | 3 |
| 20. | Indeed.com (<i>not directly contacted by SEU</i>) | N | 0 |
| Total Interviewees | | | 4 |



MOBILE - PENSACOLA

January 21, 2012

University of West Florida
11000 University Pky.
Career Services Bldg #19
Pensacola, FL 32514

To Whom It May Concern:

Clear Channel Radio of Mobile is seeking an experienced Sales Manager. We are looking for someone with an out-going personality, self-starter, and well organized and is motivated by the desire to grow with the company.

The Sales Manager is a **leadership** and **sales** role responsible for managing Radio station sales and an extended team of Account Executives. Primary responsibilities include generating station sales revenue and achieving sales goals; identifying, developing, and managing a group of Account Executives; growing and deepening customer relationships that translate into sales; and, general management activities that support sales (eg, reporting, incentive plan creation, performance management, ongoing routines, etc.), and achieving sales & revenue targets with ever more sophisticated clients in a dynamic & highly competitive marketplace. The Sales Manager will create revenue by having a deep understanding of their clients' needs and the local marketplace, and through coaching & guiding their team of Account Executives. The Sales Manager position reports to a Director or VP of Sales.

You are encouraged to refer qualified applicants to us for opening. A hiring decision on the job will be made on or about February 15, 2013. Therefore, applications should be sent to us by February 06, 2013.

It is our policy to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation, or any other characteristics provided by law, in all personnel actions. We specifically encourage referral of qualifies minority and female applicants.

Person interested in submitting an application for the position identified above should contact the following person.

Clear Channel Radio
Attn: Dianne Clark
555 Broadcast Dr. 3rd Floor
Mobile, AL 36606

Thank you for your assistance. If you know of any other organizations that may be of assistance in our equal employment opportunity effort, we would appreciate you forwarding that information to us.

Sincerely,

Dianne Clark

Clear Channel Media + Entertainment
555 Broadcast Drive, 3rd Floor - Mobile, AL 36606
T 251.450.0100 **F** 251.473.6662 www.clearchannel.com

WKSJ-FM - WMXC-FM - WRKH-FM - WNTM-AM - WTKX-FM - WYCL-FM

TAB C

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM

RECRUITMENT INITIATIVES FORM

December 1, 2011 – November 30, 2012

| | Type of Recruitment Initiative (Menu Selection) | Date | Brief Description of Activity & Scope of Broadcaster's Participation <i>(where applicable, include job title(s) of station staff involved in the activity)</i> |
|----|--|-------------------------------|---|
| 1. | Participate in Job Fair | April 19, 2012 | On April 19, 2012, our SEU participated in the 14th Annual Business Expo/Job Fair at the Mobile Civic Center. Station participants included our Operations Manager, who spoke with attendees about career opportunities in broadcasting. |
| 2. | Internship Program – Summer 2012 | May 15, 2012 to July 21, 2012 | From May 15, 2012 to July 21, 2012, our SEU hosted a student intern from University of South Alabama. This student learned about and experienced careers in broadcasting by developing and maintaining content on our station websites under the supervision of our Digital Content Coordinator. |
| 3. | Participate in Job Fair | June 13, 2012 | On June 13, 2012 our SEU participated in a job fair at Pensacola Junior College hosted by Workforce Escarosa. Station participants included our Market Manager, who spoke with attendees about career opportunities in broadcasting. |
| 4. | Host Event/Program Sponsored By or On Behalf Of an Educational Institution Relating to Broadcast Careers | October 23, 2012 | On October 23, 2012, our SEU hosted a group of college students from the University of South Alabama for a station tour. Participants included our Digital Content Coordinator, who provided the twenty students with a tour of our facilities, spoke to the students about career opportunities in broadcasting, and responded to their questions. |



South Alabama Regional Planning Commission
Post Office Box 1665
Mobile, AL 36633
Phone: (251) 652-0585 Fax: (251) 433-0148

April 27, 2012

Dear Vendor:

On behalf of the South Alabama Regional Planning Commission, I want to sincerely thank you for your company's participation in our 14th Annual Business Expo/Jobs Fair. Your continued participation and support helps us to bring this important service to our community, and for that we are truly grateful.

Please take a moment to complete the attached evaluation. It is important that we evaluate the success of our program and receive input from you on how we can improve. If you have already completed the evaluation form, thank you for your feedback.

Again thank you for your participation and we look forward to working with you again next year.

Sincerely,

Jennifer J. White
Director, Employment/Economic Development Services

Coppock, David

From: Callahan, Brittany [BCallahan@escarosa.org]
Sent: Wednesday, April 11, 2012 10:06
To: Callahan, Brittany
Cc: Joyner, Mary G.; Flora, Eric; Lindsey, Madeline; Miller, Drew W.; Karshna Katherine
Subject: Successful Spring Career Fair
Attachments: Applicant Hire Information.pdf

Greetings,

We appreciate your recent participation in our 2012 Spring Career Fair, and hope you found the event to be beneficial for your company and recruitment efforts. A total of 497 job seekers attended the event and provided positive feedback on the variety of employers and positions available.

Our Business Services Department is currently planning our Santa Rosa Summer Career Fair. We hope you will join us again on June 13th at the Pensacola State College Milton Campus. You should receive employer recruitment information in the next two weeks.

As a non-profit community provider, our ability to host no-cost career fairs is contingent on your cooperation. We would greatly appreciate any information regarding hires resulting from your attendance at our Spring Career Fair held on April 6, 2012. Please complete the attached *Applicant Hire Information* form and return via fax to 850-607-8850 at your earliest convenience. Thank you in advance for your cooperation. We look forward to seeing you on June 13th!

Sincerely,

Brittany B. Callahan
Outreach Representative

Workforce Escarosa, Inc.
3670 North L Street
Pensacola, FL 32505
Office: 850-607-8797
Fax: 850-607-8850
Email: bcallahan@escarosa.org
www.workforceescarosa.com



Connecting businesses and resources.

UNIVERSITY OF SOUTH ALABAMA

DEPARTMENT OF
COMMUNICATION



TELEPHONE: (251) 380-2800
UCOM 1000 • MOBILE, ALABAMA 36688-0002
FAX: (251) 380-2850

Jennifer Holt
Regional Digital Content Coordinator
555 Broadcast Drive
Mobile, AL 36606

05/21/2012

Dear Jennifer,

This letter is to confirm Deborah will receive academic credit (3 hours) for Professional Studies: Internship. Upon successful completion of the class, she will receive college credit from the University of South Alabama for interning 40 hours per week (total of 320) at Clear Channel Media + Entertainment during the summer semester.

Should you need anything else, please contact me via e-mail at mspark@usouthal.edu or call me at 251-380-2807 (office) or 251-463-3337 (cell).

Sincerely,

A handwritten signature in cursive script that reads "Megan S. Sparks".

Megan S. Sparks
Internship Coordinator
Department of Communication
University of South Alabama

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM

RECRUITMENT INITIATIVES FORM

December 1, 2012 – November 30, 2013

| | Type of Recruitment Initiative (Menu Selection) | Date | Brief Description of Activity & Scope of Broadcaster's Participation <i>(where applicable, include job title(s) of station staff involved in the activity)</i> |
|----|--|-----------------------------------|--|
| 1. | Internship Program – Spring 2013 | January 14, 2013 - April 30, 2013 | From January 14, 2013 to April 30, 2013, our SEU hosted an intern from University of South Alabama. This student learned about and experienced careers in broadcasting by developing and maintaining content on our station websites under the supervision of our Digital Content Coordinator. |
| 2. | Participate in Job Fair | April 25, 2013 | On April 25, 2013, our SEU participated in the 15th Annual Business Expo/Job Fair at the Mobile Civic Center. Station participants included our Sales Manager, who spoke with attendees about job opportunities in broadcasting. |
| 3. | Participate in Job Fair | April 29, 2013 | On April 29, 2013, our SEU participated in the "World of Possibilities" job fair hosted at Pensacola State College. Station participants included our Sales Manager, who spoke with attendees about career opportunities in broadcasting. |
| 4. | Internship Program – Summer 2013 | May 8, 2013 - June 14, 2014 | From May 8, 2013 to June 14, 2014, our SEU hosted an intern from Sacred Heart University in Fairfield, CT. This student learned about and experienced careers in broadcasting by developing and maintaining content on our station websites under the supervision of our Digital Content Coordinator. |
| 5. | Participate in Job Fair | August 26-30, 2013 | From August 26-30, 2013, our SEU participated in a virtual job fair hosted by Alabama Broadcasters Association. Our station provided on-air announcements in advance of and during the job fair, directing listeners to the job fair website, where they could find information about careers with a number of Alabama broadcasters. Station participants included our Business Manager, who reviewed and responded to applications and other communications from job fair participants. |
| 6. | Participate in Job Fair | November 18-23, 2013 | From November 18-23, 2013, our SEU participated in a virtual job fair hosted by Alabama Broadcasters Association. Our station provided on-air announcements in advance of and during the job fair, directing listeners to the job fair website, where they could find information about careers with a number of Alabama broadcasters. Station participants included our Business Manager, who reviewed and responded to applications and other communications from job fair participants. |

UNIVERSITY OF SOUTH ALABAMA

DEPARTMENT OF MUSIC



LIDLAW PERFORMING ARTS CENTER
5751 USA DRIVE S., RM. 1072
MOBILE, ALABAMA 36688-0002
TELEPHONE: (251) 460-6136
www.southalabama.edu/music

June 20, 2014

Jennifer Holt
Clear Channel Radio
555 Broadcast Drive, #3
Mobile, AL 36606

Dear Ms. Holt:

Thank you so much for sponsoring two music business interns from the University of South Alabama, Robert [redacted] (Spring 2013) and Cameron [redacted] (Summer 2013). Both gained outstanding experience working with you and the staff at Clear Channel during their internships. I appreciate your willingness to host them.

Currently, I have another student who is interested in working with you in an internship for the Fall of 2014. His name is Davis [redacted] and if you have room for him and are willing to consider him for an internship, I will have him forward his resume to you for your approval.

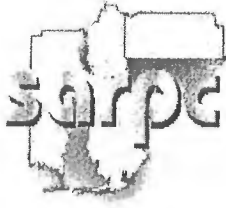
Again, thank you for your assistance in the past. I look forward to a continued relationship between the University of South Alabama and Clear Channel Radio in the future. Please let me know if I can assist you in any way.

Sincerely,

A handwritten signature in black ink, appearing to read 'Greg L. Gruner'.

Greg L. Gruner, D.A.
Chair, Department of Music
Professor of Music





South Alabama Regional Planning Commission
Post Office Box 1665
Mobile, AL 36633
Phone: (251) 652-0585 Fax: (251) 433-0148

May 2, 2013

Dear Vendor:

On behalf of the South Alabama Regional Planning Commission, I want to sincerely thank you for your company's participation in our 15th Annual Business Expo/Jobs Fair. Your continued participation and support helps us to bring this important service to our community, and for that we are truly grateful.

Please take a moment to complete the attached evaluation. It is important that we evaluate the success of our program and receive input from you on how we can improve. If you have already completed the evaluation form, thank you for your feedback.

Again, thank you for your participation. We look forward to working with you again next year.

Sincerely,

Jennifer J. White

Jennifer J. White
Director, Employment/Economic Development Services



SACRED HEART UNIVERSITY

5151 Park Avenue
Fairfield, CT 06825

March 21, 2013

Dear Internship Supervisor:

Ms. Erin will be eligible for 3 graduate credits upon the successful completion of an internship in the Spring 2013 Semester. The MA in Communication Program in the Communication and Media Studies Department at Sacred Heart University offers a sequence of courses entitled "CM696: Internship I, CM697: Internship II, CM698: Mentorship I, and CM699: Mentorship II," and requires all of these courses as part of the graduate degree in communication. Students normally earn 3 credits for completing at least 100 hours on the internship site or working on creative projects, and after the approval of the learning experience for academic credit through the University's internship application and post- internship evaluation process. Feel free to contact me if you need further information.

Best regards,

James Castonguay

James Castonguay, Ph.D.
Associate Professor and Faculty Internship Advisor
Director of CMS Graduate Programs
Department of Communication and Media Studies
Sacred Heart University – <http://macomm.sacredheart.edu>
Academic Officer, American Council of Learned Societies – acls.org
Email: CastonguayJ@SacredHeart.edu
Ph: (203) 371-7710 - Fax: 203-396-8393



Amanda Orr

Mobile, AL

RE: Job Fair Participation, Aug 26, 2013 - Aug 30, 2013

Sep 02, 2013

Dear Amanda Orr,

Thank you for participating in the AL's Broadcasters Virtual Job Fair the week of Aug 26, 2013 - Aug 30, 2013. Your hiring agent of record was Amanda Orr and the stations that participated were: WMXC | WNTM | WRGV | WRKH | WTKX | WKSJ.

This job fair included the position of **Outside Account Executive** posted on 2013-08-23.

Please keep this letter for your records.

Thank you again for participating in the Broadcasters Virtual Job Fair.

Best Regards,

Niki Thomas
Manager of Membership and PEP Development
Alabama Broadcasters Association
2180 Parkway Lake Drive
Hoover, AL 35244