

**WBTP(FM), WDAE(AM), WFLA(AM), WFLZ-FM, WFUS(FM), WHNZ(AM),
WMTX(FM), WXTB(FM)**

EEO PUBLIC FILE REPORT

October 1, 2013 - September 30, 2014

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Integrated Media Solutions Provider	1-5, 7, 9, 11-19	3
Online Contact Producer	1-2, 4-7, 9, 11, 13-14, 16-19	5
Integrated Media Solutions Provider	1-5, 7, 9-11, 13-19	4
Integrated Media Solutions Provider	1-5, 7, 9-11, 13-19	4
Local Sales Manager	1-2, 4-5, 7-9, 11, 13-14, 16-19	8
Integrated Media Solutions Provider	1-2, 4-5, 7, 9-19	4
On-Air Host / WFLZ Night Show	1-2, 5, 7, 9, 11-19	1
Integrated Media Solutions Provider	1-2, 4-7, 9, 11, 13-19	4

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	3
2	Brewster Tech Center 2222 North Tampa St Tampa, Florida 33602 Email : john.holmes@sdhc.k12.fl.us John Holmes	N	0
3	CareerBuilder.com (not directly contacted by SEU) 4002 West Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Jennifer Lawson Manual Posting	N	3
4	Employee Referral 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	14
5	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	7
6	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	4

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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	Internal Posting 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Jen Lawson Manual Posting	N	5
8	Internal Transfer/Promotion 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	1
9	Keiser University 5225 Memorial Hwy Tampa, Florida 33634 Phone : None Ms. E. Tamayo Manual Posting	N	0
10	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 813-832-1000 Miki Parks Manual Posting	N	2
11	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
12	Non Employee Referral 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Pinellas County Urban League 333 31st St North St Petersburg, Florida 33713 Phone : 727-327-2081x112 Email : mscott@pcul.org Marshae Scott	N	0
14	Service Source 2735 Whitney Road Clearwater, Florida 33760 Phone : 727-5387370 Email : cher.street@servicesource.org Cher Street	N	0
15	Tampa Radio Websites (one or more SEU stations) 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	2
16	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
17	University of South Florida 4202 E. Fowler Avenue SVC 2088 Tampa, Florida 33620 Phone : 813-974-3202 Kathi Roche Manual Posting	Y	0
18	University of Tampa 401 West Kennedy Blvd. Box K Tampa, Florida 33606 Phone : 813-253-6236 Email : shood@ut.edu Fax : 1-813-258-7271 Sheila Hood	Y	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
19	Workforce/Employ Florida.com 9215 N Florida Avenue Suite 101 Tampa, Florida 33612 Phone : 813-830-7508 Url : EmpoyFlorida.com Odie Clark Manual Posting	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			45

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**EEO PUBLIC FILE REPORT
OCTOBER 1, 2013-SEPTEMBER 30, 2014**

III. RECRUITMENT INITIATIVES

	Date	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	10/1/2013	Establishment of an intern program designed to assist members of the community	<p>This SEU regularly hosts interns from local colleges and universities. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.</p> <p>Connecticut School of Broadcasting 3 interns worked for the WDAE Programming Department from July 2013 to November/December 2013 and were supervised by the Assistant Program Director.</p> <p>3 interns worked for the WFLZ Programming Department from August 2013 to December 2013 and were supervised by the Morning Drive Show Producer.</p> <p>2 interns worked for the WFLZ Programming Department from August 2013 to December 2013 and were supervised by the Afternoon Drive Show Talent.</p> <p>University of South Florida 1 intern worked for the Online Content Department from August 2013 to December 2013 and was supervised by the Director.</p> <p>3 interns worked for the WFLZ Programming Department from August 2013 to December 2013 and were supervised by the Afternoon Drive Talent.</p> <p>2 interns worked for the WFLZ Programming Department from August 2013 to December 2013 and were supervised by the Morning Drive Show Talent.</p>

2	1/1/2014	Establishment of an intern program designed to assist members of the community	<p>This SEU regularly hosts interns from local colleges and universities. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.</p> <p>University of South Florida 1 intern worked for the WDAE Programming Department from January 2014 to April 2014 and was supervised by the Executive Producer.</p> <p>1 intern worked for the Online Content Department from January 2014 to April 2014 and was supervised by the Director.</p> <p>Connecticut School of Broadcasting 4 interns worked for the WDAE Programming Department, two from January 2014 to April 2014, one from February 2014 to May 2014, and one from March 2014 to May 2014 and were supervised by the Executive Producer.</p> <p>Hillsborough Community College 1 intern worked for the WDAE Online Content Department from January 2014 to April 2014 and was supervised by the Online Content Coordinator.</p>
3	3/11/2014	Provision of training to management	<p>The Sr. HRIS Analyst at Clear Channel corporate conducted an FCC EEO Compliance training session during which she discussed the FCC requirements, the Clear Channel EEO Program, and the procedures and systems to assure compliance. The Tampa Business Manager participated.</p>
4	5/1/2014	Establishment of an intern program designed to assist members of the community	<p>This SEU regularly hosts interns from local colleges and universities. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern</p> <p>Hillsborough Community College 3 interns worked for the Marketing and Promotions Department from May 2014 to August 2014 and were supervised by the Field Operations Coordinator.</p> <p>1 intern worked for the WFLZ Programming Department from May 2014 to August 2014 and was supervised by the Program Director.</p> <p>Connecticut School of Broadcasting</p>

		<p>2 interns worked for the WDAE Programming Department, one from April 2014 to June 2014 and the other from June May 2014 to July 2014 and were superviseded by the Assistant Program Director.</p> <p>University of South Florida</p> <p>1 intern worked for the Online Content Department from May 2014 to July 2014 and was supervised by the Director.</p> <p>1 intern worked for the Online Content Department from May 2014 to August 2014 and was supervised by the Director.</p> <p>2 interns worked for the WDAE Programming Department from May 2014 to July 2014 and were supervised by the Morning Show Producer.</p>
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