

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

EEO PUBLIC FILE REPORT

October 1, 2012 - September 30, 2013

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
Sales Assistant	1, 3, 5-6, 8, 10, 12, 14-15, 17, 19, 23-26, 28	5
FT Promotions & Remote Engineering Tech	1, 3, 6, 12-14, 17, 19-20, 23-26, 28	13
Finance Operations Senior Analyst - Tampa Market	1, 3, 6, 8, 10, 12, 14, 17, 19-20, 24-26, 28	8
Integrated Media Solutions Providers	1, 3, 5-6, 8, 10, 12, 14, 17, 19-20, 24-26, 28, 30	10
Integrated Media Solutions Providers	1, 3, 5-6, 8, 10, 12, 14, 17, 19-20, 24-26, 28, 30	10
Integrated Media Solutions Providers	1, 3, 5-6, 8, 10, 12, 14, 17, 19-20, 24-26, 28, 30	8
Integrated Media Solutions Providers	1, 3, 5-6, 8, 10, 12, 14, 17, 19-20, 24-26, 28, 30	8
Integrated Media Solutions Providers	1, 3, 5-6, 8, 10, 12, 14, 17, 19-20, 24-26, 28, 30	8
Integrated Media Solutions Providers	1, 3, 5-6, 8, 10, 12, 14, 17, 19-20, 24-26, 28, 30	8
Online Contest Coordinator	1, 3, 6, 8, 12, 14, 17, 19-20, 23-26, 28, 30	8
Sales Assistant	1, 3, 5-6, 8, 10, 12, 14, 16-20, 24-26, 28	10
Sales Assistant	1, 3, 5-6, 8, 10, 12, 14, 16-20, 24-26, 28	10
Sales Assistant	1, 3, 5-6, 8, 10, 12, 14, 16-20, 24-26, 28	8
Sales Assistant	1, 3, 5-6, 8, 10, 12, 14, 16-20, 24-26, 28	8
Sales Assistant	1, 3, 5-6, 8, 10, 12, 14, 16-20, 24-26, 28	8
Anchor	9	9
Anchor	1, 3, 6, 8, 12, 14, 17, 19-20, 24-26, 28	8
Integrated Media Solutions Provider	1, 3-4, 6, 8, 10, 12, 14, 16-20, 24-26, 28	4
Integrated Media Solutions Provider	1, 3-4, 6, 8, 10, 12, 14, 16-20, 24-26, 28	10
Integrated Media Solutions Provider	1, 3-4, 6, 8, 10, 12, 14, 16-20, 24-26, 28	8
Integrated Media Solutions Provider	1, 3-4, 6, 8, 10, 12, 14, 16-20, 24-26, 28	6
Integrated Media Solutions Provider	1, 3-4, 6, 8, 10, 12, 14, 16-20, 24-26, 28	8
Integrated Media Solutions Provider	1, 3-4, 6, 8, 10, 12, 14, 16-20, 24-26, 28	4
Integrated Media Solutions Provider	1, 3-4, 6, 8, 10, 12, 14, 16-20, 24-26, 28	18
Integrated Media Solutions Provider	1, 3-4, 6, 8, 10, 12, 14, 16-20, 24-26, 28	8
Integrated Media Solutions Provider	1, 3-4, 6, 8, 10, 12, 14, 16-20, 24-26, 28	18

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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
Anchor	1-4, 6-8, 10-15, 17-30	13
Integrated Media Solutions Provider	1, 3, 6, 8, 12, 14, 17, 19-20, 23-26, 28	8

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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	0
2	All Access.com 2 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Phone : 3104576616 Url : www.allaccess.com Joel Denver Manual Posting	N	0
3	Brewster Tech Center 2222 North Tampa St Tampa, Florida 33602 Email : john.holmes@sdhc.k12.fl.us John Holmes	N	0
4	CareerBuilder.com 200 N La Salle St Suite 1100 Chicago, Illinois 60601 Phone : 813-832-1000 Miki Parks Manual Posting	N	5
5	CareerBuilder.com Not contacted by SEU 4002 West Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Jennifer Lawson Manual Posting	N	5
6	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : http://www.clearcareers.com Career Services Manual Posting	N	19

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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	EducationLinked.com Not contacted by SEU www.educationlinked.com Pene, Indiana Phone : 813-832-1000 Miki Pa Manual Posting	N	0
8	Employee Referral 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	30
9	Exigent Circumstances	N	1
10	Indeed.com Not contacted by SEU www.indeed.com New York, New York Phone : 813-832-1000 Miki Parks Manual Posting	N	14
11	Inside Radio Texas Phone : 813-832-1000 Miki Parks Manual Posting	N	0
12	Internal Posting 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	2
13	Internal Transfer/Promotion 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Keiser University 5225 Memorial Hwy Tampa, Florida 33634 Phone : None Ms. E. Tamayo Manual Posting	N	0
15	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 813-832-1000 Miki Parks Manual Posting	N	11
16	LinkedIn.com Not contacted by SEU 4002 West Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Jennifer Lawson Manual Posting	N	4
17	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
18	Non Employee Referral 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	4
19	Pinellas County Urban League 333 31st St North St Petersburg, Florida 33713 Phone : 727-327-2081 Email : cmyrick@pcul.org Cyndi Myrick	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Service Source 2735 Whitney Road Clearwater, Florida 33760 Phone : 727-5387370 Email : cher.street@servicesource.org Cher Street	N	0
21	Sportscasters Talent Agency of America-not contacted by SEU 26101 Del Rey suite A Mission Viejo, California 92691 Phone : 813-832-1000 Miki Parks Manual Posting	N	0
22	Tampa Radio Advertising (one or more SEU stations) 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	3
23	Tampa Radio Websites (one or more SEU stations) 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	1
24	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Scott McWilliams	N	0
25	University of South Florida 4202 E. Fowler Avenue SVC 2088 Tampa, Florida 33620 Phone : 813-974-3202 Kathi Roche Manual Posting	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
26	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
27	Walk In/Self Referral 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	1
28	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	2
29	www.craigslist.org Not contacted by SEU P.O. Box 225159 San Francisco, California 94122 Url : http://www.craigslist.com Career Services Manual Posting	N	0
30	www.MyDamnChannel.com/RAMP 25379 Wayne Mills Place #382 Valencia, California 91355 Phone : 661-294-9408 Kevin Carter Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			104

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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	10/1/2012	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. During the Fall 2011 semester, this SEU hosted a total of 17 interns as follows: Fall 2012</p> <p>Hillsborough Community College 1 intern worked for the Marketing and Promotions Department from August 2011 to December 2011 and was supervised by the Field Operations Coordinator 1 intern worked for the WDAE Programming from September 2012 to November 2012 and was supervised by the Asst Program Director.</p> <p>Connecticut School of Broadcasting 3 interns worked for the WFLZ Programming Department from August 2012 to December 2012 and were supervised by the Air Talent.</p> <p>University of South Florida 2 interns worked for the WFLA Programming Department from August 2012 to December 2012 and were supervised by the Assistant Program Director 1 intern worked for the WFLZ Programming Department from September 2011 to December 2100 and was supervised by the Morning Drive Show Producer.</p> <p>2 interns worked for the Marketing and Promotions Department from September 2012 to December 2012 and were supervised by the Field Operations Coordinator 1 intern worked for the WDAE Programming Department from</p>	1	

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
			September 2012 to November 2012 and was supervised by the Executive Producer.		
2	10/1/2012	Establishment of an intern program designed to assist members of the community	<p>St Leo University 1 intern worked for the Online Content Department from September 2012 to December 2012 and was supervised by the Director</p> <p>Pasco-Hernando Community College 1 intern worked for the Online Content Department from September 2012 to December 2012 and was supervised by the Director</p> <p>St Petersburg Catholic High School 1 interns worked for the WFLZ Programming Department from October 2012 to December 2012 and was supervised by the Program Director.</p> <p>International Academy of Design & Technology 1 intern worked for the WFLZ Programming Department from August 2012 to December 2012 and was supervised by the Air Talent.</p> <p>University of Tampa 1 intern worked for the WFLZ Programming Department from August 2012 to December 2012 and was supervised by the Program Director. 1 interns worked for the Marketing and Promotions Department from September 2012 to December 2012 and was supervised by the Field Operations Coordinator</p>	1	

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3	6/26/2013	Participation in events sponsored by community groups	Brothers and Sisters Doing the Right Thing Summer Camp Teen Tour Greg Wolf hosted teen campers on a Career Exploration Tour of the Clear Channel Radio facilities. The group watched live on air broadcasts, production of spots, heard presentations about careers in radio and what is involved in all aspects of radio and what education and experience are required, and met a country artist and his band coming to the stations to do a promotional appearance	5	
4	9/6/2013	Participation in events or programs sponsored by educational institutions	Solid Rock Community School Media & Journalism Club Promotion Director Greg Wolf hosted 17 students at the Clear Channel facilities. They toured the Performance Theater, production studios, several on air studios while on the air, the news rooms and studios, and technical rack rooms where all the engineering equipment and STL radios are located. At each stop, the talent explained the process and work, how social media is used, and what is involved in the day to day radio work experience	5	