

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

EEO PUBLIC FILE REPORT

October 1, 2011 - September 30, 2012¹

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 Solution Provider	1-2, 5, 7-8, 11, 13-14, 17, 22, 24-27	7
Integrated Media Solution Provider	1-2, 5, 7-8, 11, 13-14, 17, 22, 24-27	7
Research Director	1-3, 5, 7-8, 10-11, 14, 16-17, 22-25, 27	3
Host/Reporter	1-2, 5, 7-9, 11, 13-14, 16, 18, 22-27	7
Integrated Media Solutions Provider	1-2, 5, 7-9, 11, 13-14, 16, 18, 21-27	7
Integrated Media Solutions Provider	1-2, 5, 7-9, 11, 13-14, 16, 18, 21-27	26
Sales Assistant - WFLA/WDAE	1-2, 5, 7-8, 11-12, 14, 16, 18, 22-25, 27	12
Sales Assistant/Key Acct Coordinator	1-2, 5-7, 9, 11, 14, 16, 18, 22-25, 27	9
Sales Assistant/Key Acct Coordinator	1-2, 5-7, 9, 11, 14, 16, 18, 22-25, 27	5
Integrated Media Solution Provider	1-2, 5, 7, 11, 14, 16-18, 21-27	7
Integrated Media Solution Provider	1-2, 5, 7, 11, 14, 16-18, 21-27	17
Integrated Media Solution Provider	1-2, 5, 7, 11, 14, 16-18, 21-27	7
Integrated Media Solution Provider	1-2, 5, 7, 11, 14, 16-18, 21-27	7
Integrated Media Solution Provider	1-2, 5, 7, 11, 14, 16-18, 21-27	7
Reporter/Producer	1-2, 5, 7, 9, 11, 14, 16-18, 22-25, 27	1
WFLZ/Kane Morning Show Producer	1-2, 5, 7, 11, 14, 16, 18, 22-25, 27	7
WFLZ PM Drive On Air Talent	1-2, 5, 7, 11, 14, 16, 18, 22-25, 27	7
Key Account Coordinator	1-2, 5, 9, 11, 14, 16, 18, 22-25, 27	9
On-Air Host - Full Time	1-2, 5, 7, 9, 11, 14, 16-18, 20, 22-27	7
On-Air Host - Full Time	1-2, 5, 7, 9, 11, 14, 16-18, 20, 22-27	7
WFLA-AM Anchor/Reporter	1-2, 5, 7, 11, 14, 16, 18, 22-25, 27	7
Integrated Media Solutions Providers	1-3, 5, 7, 11, 14-16, 18, 22-25, 27	7
Integrated Media Solutions Providers	1-3, 5, 7, 11, 14-16, 18, 22-25, 27	7
Integrated Media Solutions Providers	1-3, 5, 7, 11, 14-16, 18, 22-25, 27	15
Integrated Media Solutions Providers	1-3, 5, 7, 11, 14-16, 18, 22-25, 27	7
Integrated Media Solutions Providers	1-3, 5, 7, 11, 14-16, 18, 22-25, 27	7
Key Account Coordinator	1-3, 5, 7, 9, 11, 14, 16, 18, 22-25, 27	7
WDAE Talk Show Producer	1-2, 5, 7, 11, 14, 16, 18, 22-25, 27	7
WDAE Talk Show Producer	1-2, 5, 7, 11, 14, 16, 18, 22-25, 27	7
Local Sales Manager - Clear Channel Tampa	1-2, 5, 7, 11, 14, 16, 18, 22-25, 27	7
Automotive Assistant	1-2, 5, 9, 11, 14, 18, 22-25, 27	27

¹This Report was revised in August 2013 to address reporting issues.

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	1-3, 5, 7, 9, 11, 14, 16, 18, 22-25, 27	3
Integrated Media Solutions Providers	1-3, 5, 7, 11, 14-16, 18-19, 21-27	15
Integrated Media Solutions Providers	1-3, 5, 7, 11, 14-16, 18-19, 21-27	15
Integrated Media Solutions Providers	1-3, 5, 7, 11, 14-16, 18-19, 21-27	15

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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	15
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) 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Fax : 1-800-891-8880 Career Services	N	6
4	Intentionally Omitted	N	0
5	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : http://www.clearcareers.com Career Services Manual Posting	N	36
6	EducationLinked.com (not directly contacted by SEU) www.educationlinked.com Pene, Indiana Phone : 813-832-1000 Miki Pa Manual Posting	N	1
7	Employee Referral 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	77

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Everest University Online 3319 W Hillsborough Ave Tampa, Florida 33614 Phone : 813-879-6000 Email : agillylan@cci.edu A Gillylan	N	0
9	Indeed.com www.indeed.com New York, New York Phone : 813-832-1000 Miki Parks Manual Posting	N	22
10	Inside Radio Texas Phone : 813-832-1000 Miki Parks Manual Posting	N	0
11	Internal Posting 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	6
12	Internal Transfer/Promotion 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	1
13	Jobing.com 5301 W. Cypress Street - Tampa, Florida 33607 Phone : 813-649-8411 Email : matt.lachoney@jobing.com Jerime OConnor	N	0
14	Keiser University 5225 Memorial Hwy Tampa, Florida 33634 Phone : None Ms. E. Tamayo 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
15	<p>LinkedIn (not directly contacted by SEU) 2029 Stierlin Court Mountain View, California 94043 Phone : 813-832-1000 Miki Parks Manual Posting</p>	N	16
16	<p>My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell</p>	N	0
17	<p>Non Employee Referral 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting</p>	N	5
18	<p>Pinellas County Urban League 333 31st St North St Petersburg, Florida 33713 Phone : 727-327-2081 Email : cmyrick@pcul.org Cyndi Myrick</p>	N	0
19	<p>Service Source 2735 Whitney Road Clearwater, Florida 33760 Phone : 727-5387370 Email : cher.street@servicesource.org Cher Street</p>	N	0
20	<p>Sportscasters Talent Agency of America (not directly contacted by SEU) 26101 Del Rey suite A Mission Viejo, California 92691 Phone : 813-832-1000 Miki Parks Manual Posting</p>	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
21	Tampa Radio Advertising (one or more SEU stations) 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	10
22	Tampa Radio Websites (one or more SEU stations) 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	13
23	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
24	University of South Florida 4202 E. Fowler Avenue SVC 2088 Tampa, Florida 33620 Phone : 813-974-3202 Kathi Roche Manual Posting	Y	1
25	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
26	Walk In/Self Referral 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	11

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	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	6
28	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:			228

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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	10/1/2011	Establishment of an intern program designed to assist members of the community	<p>This SEU regularly hosts interns from local high schools and colleges. 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 6 interns as follows:</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</p> <p>1 intern worked for the WFLZ Morning Show from August 2011 to December 2011 and was supervised by the Producer.</p> <p>Connecticut School of Broadcasting 2 interns worked for the WFLA Programming Department from September 2011 to March 2012 and were supervised by the Assistant Program Director.</p> <p>University of South Florida 1 intern worked for the WFLA Programming Department from August 2011 to December 2011 and was supervised by the Assistant Program Director.</p> <p>1 intern worked for the WFLZ Programming Department from September 2011 to December 2100 and was supervised by the Morning Drive Show Producer.</p>	1	See Description

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	1/1/2012	Establishment of an intern program designed to assist members of the community	<p>This SEU regularly hosts interns from local high schools and colleges. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern. During the Winter/Spring 2012 semester, this SEU hosted a total of 28 interns as follows:</p> <p>University of South Florida 2 interns worked for the WDAE Programming Department from January 2012 to May 2012 and were supervised by the Morning Show Executive Producer.</p> <p>6 interns worked for the Marketing and Promotions Department from January 2012 to May 2012 and were supervised by the Field Operations Coordinator.</p> <p>2 interns worked for the WFLZ Programming Department from January 2012 to May 2012 and were supervised by the Evening Show Producer.</p> <p>1 intern worked for the WFLZ Programming Department from January 2012 to April 2012 and was supervised by the Mid Day Show Host.</p> <p>1 intern worked for the WFLA Programming Department from January 2012 to May 2012 and was supervised by the Assistant Program Director.</p> <p>1 intern worked for the WFLZ Production Department from January 2012 to May 2012 and was supervised by the Production Director.</p>	1	See Description

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2 (cont.)			<p>Connecticut School of Broadcasting 2 interns worked for the WFLA Programming Department from March 2012 to July 2012 and were supervised by the Assistant Program Director.</p> <p>1 intern worked for the WFLA Programming Department from June 2011 to January 2012 and was supervised by the Assistant Program Director.</p> <p>University of Central Florida 1 intern worked for the WFLZ Morning Show from January 2012 to April 2012 and was supervised by the Producer.</p> <p>St Petersburg College 1 intern worked for the Marketing and Promotions Department from January 2012 to April 2012 and was supervised by the Field Operations Coordinator.</p> <p>The University of Tampa 1 intern worked for the WDAE Programming Department from January 2012 to March 2012 and was supervised by the Assistant Program Director.</p> <p>2 interns worked for the Marketing and Promotions Department from January 2012 to May 2012 and were supervised by the Field Operations Coordinator</p> <p>1 intern worked for the Online Content Department from January 2012 to May 2012 and was supervised by the Director</p> <p>Full Sail University 1 intern worked for the Marketing and Promotions Department from January 2012 to May 2012 and was supervised by the Field Operations Coordinator.</p>		

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2 (cont.)			<p>Hillsborough Community College 1 intern worked for the Marketing & Promotions Department from January 2012 to May 2012 and was supervised by the Field Operations Coordinator.</p> <p>2 interns worked for the WFLZ Programming Department from January 2012 to May 2012 and were supervised by the Evening Show Producer.</p> <p>1 intern worked for the WXTB Programming Department from January 2012 to May 2012 and was supervised by the Afternoon Drive Show Host</p> <p>International Academy of Design & Technology 1 intern worked for the Sales Department from January 2012 to May 2012 and was supervised by the Sales Manager.</p>	1	

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	5/1/2012	Establishment of an intern program designed to assist members of the community	<p>This SEU regularly hosts interns from local high schools and colleges. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern. During the Summer 2012 semester, this SEU hosted a total of 13 interns as follows:</p> <p>Florida Gulf Coast University 1 intern worked for the WFLZ Programming Department from June 2012 to August 2012 and was supervised by the Evening Show Producer.</p> <p>University of Florida 1 intern worked for the WDAE Programming Department from May 2012 to July 2012 and was supervised by the Morning Show Producer.</p> <p>International Academy of Design & Technology 1 intern worked for the Production Department from May 2012 to August 2012 and was supervised by the Production Director.</p> <p>State College of Florida Sarasota 1 intern worked for the WFLZ Programming Department from May 2012 to August 2012 and was supervised by the Mid Day Show Host.</p> <p>Pasco-Hernando Community College 1 intern worked for the WFLZ Programming Department from May 2012 to August 2012 and was supervised by the Mid Day Show Host.</p>	1	

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3 (cont.)			<p>Hillsborough Community College 1 intern worked for the WFLZ Programming Department from May 2012 to August 2012 and was supervised by the Mid Day Show Host.</p> <p>University of South Florida 2 interns worked for the WFLZ Programming Department from May 2012 to August 2012 and were supervised by the Evening Show Producer.</p> <p>3 interns worked for the Marketing & Promotions Department from May 2012 to August 2012 and were supervised by the Field Operations Coordinator.</p> <p>1 intern worked for the Online Content Department from May 2012 to August 2012 and was supervised by the Director.</p> <p>1 intern worked for the WDAE Programming Department from May 2012 to August 2012 and was supervised by the Morning Show Producer.</p>		See Description