

WERZ-FM, WHEB-FM, WMYF-AM, WPKX-AM, WQSO-FM, WSKX-FM
EEO PUBLIC FILE REPORT
December 1, 2012 - November 30, 2013¹

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
Program Director	1-7, 10, 13-16, 18-20, 22, 24-32, 35-37, 39-41, 43, 45, 47-49, 51-53, 55	53
Account Executive	1-7, 10-11, 13-16, 18-19, 24-31, 33, 35-37, 39-41, 43, 45-49, 51-52, 54-55	43
Multi-Media Account Executive	1-7, 9-10, 13-16, 18-19, 21, 23-31, 33, 35-37, 39-41, 43-45, 47-49, 51-52, 54-55	23
Traffic Manager	1-7, 9-10, 12-16, 18-19, 21, 23-31, 33, 35-41, 45, 47-49, 51-53, 55	12
Entry Level Multi-Media Account Executive	1-7, 9-10, 13-16, 18-19, 21, 24-31, 33-37, 39-41, 44-45, 47-52, 54-55	50
Entry Level Multi-Media Account Executive	1-7, 9-10, 13-16, 18-19, 21, 24-31, 33-37, 39-41, 44-45, 47-52, 54-55	50
Promotions Coordinator/On Air	1-7, 9-10, 12-19, 21, 24-31, 33-42, 44-45, 47-49, 51-53, 55	12
On Air Personality	1-10, 13-15, 17-19, 21, 24-31, 33-37, 39-42, 44-45, 48-49, 51-53, 55	53

¹ This report provides recruitment data from November 29, 2012 through November 28, 2013.

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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	African American Media Incubator Pearl Murphy 2164 Wisconsin Ave., NW Washington, District of Columbia Url : http://www.vc4africa.com/group/africanorthamerica Email : sharris@radio-one.com S. Harris	N	0
2	Berlin Vocational Rehabilitation 3 12th St, Unit A Berlin, New Hampshire 03570 Url : http://www.gsil.org/vocational_rehabilitation.htm Email : lbelanger@ed.state.nh.us Career Services	N	0
3	Better Business Bureau 410 So Main St #3 Concord, New Hampshire 03301 Url : http://concord.bbb.org/ Email : info@bbbnh.org Career Services	N	0
4	Boston Women's Commission City Hall Plaza Room 716 Boston, Massachusetts 02201 Url : http://www.cityofboston.gov/women/ Email : bostonwomen@cityofboston.gov Career Services	N	0
5	Bureau of Indian Affairs 4149 Hightower Blvd Ste 380 Oklahoma City, Oklahoma 73108 Phone : 405-605-6051 Fax : 1-405-605-6057 Joy Martin	N	0
6	Chinese American Civic Assn. 33 Harrison Ave., 3rd Floor Boston, Massachusetts 02111 Url : https://aaca-boston.org/site/ Email : Richard@aaca-boston.org Career Services	N	0
7	Clear Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : www.clearcareers.com Career Services Manual Posting	N	12

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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	Clear Channel Portsmouth Internal Posting 815 Lafayette Road Portsmouth, New Hampshire 03801 Career Services Manual Posting	N	0
9	Colby Sawyer College Kathy Taylor 100 Main St. New London, New Hampshire 03257 Url : http://www.colby-sawyer.edu/ Email : colbyweb@colby-sawyer.edu Career Services	N	0
10	Concord Vocational Rehab Office 2 Industrial Pk Dr. Building 2 Concord, New Hampshire 03301 Url : http://www.gsil.org/vocational_rehabilitation.htm Email : grueggeberg@ed.state.nh.us Career Services	N	0
11	Craig's List P.O. Box 225159 San Francisco, California 94122 Url : www.craigsl.com Career Services	N	1
12	Current Employee/Internal Promotion	N	2
13	Dartmouth College Career & Employment Services 6208 Collis Ctr. Hanover, New Hampshire 03755 Url : http://jobs.dartmouth.edu/ Email : contact@dartmouth.edu Career Services	N	0
14	Employment Clearinghouse - NAB Broadcast Resources Program 1771 N Street NW Washington, District of Columbia 20036 Url : http://www.nab.org/ Email : nab@nab.org Career Services	N	0
15	Employment Security Linda Sheppard 2000 Lafayette Rd. Portsmouth, New Hampshire 03801 Url : http://www.nh.gov/nhes/locations/portsmouth.htm Email : lbreden@ed.state.nh.us Career Services	N	0

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16	Foundation for Minority Interests in Media Betty Elam 524 West 57th New York, New York Url : http://www.emmabowenfoundation.com/ Email : phylis.eagle-oldson@corporate.ge.com Career Services	N	0
17	Glassdoor Texas Url : www.glassdoor.com Career Services Manual Posting	N	0
18	Granite State Independent Living Foundation Bernadette Harris PO Box 7268 Concord, New Hampshire 03301 Url : http://gsil.org/ Email : info@gsil.com Career Services	N	0
19	Hesser College Career Planning Office 3 Sundial Ave. Manchester, New Hampshire 03101 Url : www.hessercollege.edu Email : privacy@khec.com Career Services	N	0
20	Hispanic American Chamber 25 Sigourney St. Jamaica Plain, Massachusetts 02130-2917 Url : http://hacc.com/ Email : info@hacc.com Career Services	N	0
21	Indeed.com Texas Url : www.indeed.com Career Services Manual Posting	N	3
22	Indeed.com Texas Career Services	N	1
23	Job Fair Portsmouth, New Hampshire n/a n/a Manual Posting	N	4

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24	Keene Vocational Rehab Office Michelle LaPlante 25 Roxbury St Manchester, New Hampshire 03104 Url : http://gsil.org/ Email : edurant@ed.state.nh.us Career Services	N	0
25	Lebanon College Donald Wenz 1 Court St, Suite 200 Lebanon, New Hampshire 03766 Url : http://www.lebanoncollege.edu/ Email : admissions@lebanoncollege.edu Career Services	N	0
26	Manchester Vocational Rehab Office Jean Hillier 361 Lincoln St. Manchester, New Hampshire 03101 Url : http://www.gsil.org/vocational_rehabilitation.htm Email : jhillier@ed.state.nh.us Career Services	N	0
27	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Email : art@mediarecruiter.com Art Scott	N	0
28	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Url : http://www.monster.com Fax : 1-402-472-8675 Brendan McCauley	N	0
29	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
30	NAACP Sheila Findlay PO Box 1261 Portsmouth, New Hampshire 03801 Email : employment@seacoastnaacp.com Career Services	N	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
31	National Assoc of Black Colleges Broadcasters PO Box 3191 Atlanta, Georgia Url : http://nabob.org/ Email : aucdigestmail@aol.com Career Services	N	0
32	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : www.najb.org Fax : 1-301-314-1714 Ryan Williams	N	0
33	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : www.najb.org Fax : 1-301-314-1714 Scott Berry	N	0
34	National Black Programmers Coalition Website Texas Url : www.nbpcinc.com Email : radiolady@bellsouth.net Career Services	N	0
35	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
36	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nlgja.org Fax : 1-202-588-1818 Career Services	N	0

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37	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : http://www.nativetelecom.org/ Email : native@unl.edu Frank Blythe	N	0
38	NH Assoc of Broadcasters 707 Chestnut St. Manchester, New Hampshire 03104 Phone : 603-627-9600 Url : www.NHAB.org Career Services Manual Posting	N	1
39	NH Vocational College 1 College Dr. Claremont, New Hampshire 03743 Url : http://www.nhti.edu/ Email : info@ccsnh.edu Career Services	N	0
40	Radio & Records 2049 Century Park East Los Angeles, California 90067 Phone : 310-553-4330 Url : www.radioandrecords.com Email : elsalopez@clearchannel.com Fax : 1-831-796-4181 Lisa Deary	N	0
41	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschler	N	0
42	Recruit.net Texas Url : www.recruit.net Career Services Manual Posting	N	0
43	Self Referral	N	4

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44	Simply Hired Texas Url : www.simplyhired.com Career Services Manual Posting	N	0
45	South Asian Journalists Assoc Columbia Grad School of Journalism 2950 Broadway Suite 201 New York, New York Url : http://saja.org/ Email : sajamember@gmail.com Career Services	N	0
46	Station Website	N	1
47	Station Websites na Portsmouth, New Hampshire na na Manual Posting	N	1
48	The Cosby Center for Mass Communications Central State University Wilberforce, Ohio Email : admissions@centralstate.edu Career Services	N	0
49	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
50	UNH Wildcat Careers UNH Durham, New Hampshire Career Services Manual Posting	N	5
51	University of New Hampshire 203 Huddleston Durham, New Hampshire 03824-3529 Url : http://www.unh.edu/ Email : admissions@unh.edu Career Services	N	0

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52	Women in Communications PO Box 203 Tyngsboro, Massachusetts 01879 Url : http://www.womcom.org/careers/overview.asp Email : info@womcom.org Career Services	N	0
53	Word of Mouth Referral	N	11
54	www.craigslist.com New Hampshire Url : www.craigslist.com Career Services Manual Posting	N	0
55	YMCA Nancy Campbell PO Box 3433 Nashua, New Hampshire 03061 Url : http://nmymca.org/ Email : tjoslin@nmymca.org Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			46

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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	1/2/2013	Establishment of an intern program designed to assist members of the community	<p>During the Spring semester, one student (from Endicott College) interned at the Portsmouth SEU. The intern received training in promotions, commercial production, and stage imaging. The intern also received instruction and hands-on experience on air (both in the studio and on location).</p> <p>During the Summer semester, six students (one from Saint Michael's College, one from Hofstra University, one from Plymouth State University, one from University of Maine, one from University of New Hampshire, and one from Ithaca College) interned with the Portsmouth SEU. The interns received training in promotions, commercial production, and stage imaging. The interns also received instruction and hands-on experience on air (both in the studio and on location).</p> <p>During the Fall semester, two students (from the University of New Hampshire) interned with the Portsmouth SEU. The interns received training in promotions, commercial production, and stage imaging. The interns also received instruction and hands-on experience on air (both in the studio and on location).</p>	4	Promotions Director Public Service Director Operations Manager Production Director
2	2/28/2013	Participation in Job Fairs	On February 28, 2013, Clear Channel Portsmouth participated in Southern New Hampshire University's Internship and Employer Fair sponsored by the Career Development Center at SNHU. At the Fair, Clear Channel Portsmouth employees met with undergraduate and graduate student attendees and collected resumes to find the right candidates for internship positions.	1	Promotions Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	4/9/2013	Hosting of Job Fair	On April 9, 2013, Clear Channel Portsmouth hosted a Career and Education Fair at Fox Run Mall in Newington, NH. Clear Channel Portsmouth collected resumes for sales and traffic positions as well as for internship opportunities. Clear Channel Portsmouth took an active role in planning the event, including promoting the Fair with on-air advertising. Over 18 employers participated in the Fair. Participants from this SEU included the Director of Sales, the Sales Operations Administrator, the Business Manager, and the Promotions Director. Clear Channel Portsmouth's participants collected resumes at the Fair and answered questions from prospective job candidates about broadcast careers.	4	Director of Sales Sales Operations Business Manager Promotions Director
4	4/20/2013	Participation in Job Fairs	On April 20, 2013, Clear Channel Portsmouth participated in a Sales Club Competition at the University of New Hampshire. The Competition included an employee recruitment session. Clear Channel Portsmouth's Director of Sales participated in the Fair, meeting with attendees and collecting resumes for several positions.	1	DOS
5	5/30/2013	Provision of training to management	On May 30, 2013, Clear Channel Portsmouth's Business Manager, in charge of the SEU's EEO compliance, attended the 2013 EEO Webinar, "Making It Work: A Broadcaster's Guide to the FCC's EEO Rule," presented by Scott Flick and Paul Cicelski of Pillsbury Winthrop Shaw Pittman, LLP. The Webinar was sponsored by the New Hampshire Association of Broadcasters and provided instruction on methods to ensure equal employment opportunities.	1	Business Manager

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6	10/29/2013	Participation in Job Fairs	On October 29, 2013, Clear Channel Portsmouth participated in the New Hampshire Association of Broadcasters job fair held at Manchester Community College in Manchester, NH. Clear Channel Portsmouth sent several participants to the Fair, including the Business Manager, Program Director, Market Manager, and General Sales Manager. At the Fair, Clear Channel Portsmouth met with attendees and collected resumes for several positions, including the Account Executive position and Interns.	4	VP/Market Manager General Sales Manager Program Director Business Manager