

Federal Communications Commission

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Federal Communications Commission Washington, D.C. 20554	Approved by OMB 3060-0113 (March 2003)	FOR FCC USE ONLY
FCC 396		
BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application)		FOR COMMISSION USE ONLY FILE NO. - 20110527AGT
Read INSTRUCTIONS Before Filling Out Form		

Section I

Legal Name of the Licensee CAPSTAR TX LIMITED PARTNERSHIP		
Mailing Address 2625 S. MEMORIAL DRIVE SUITE A		
City TULSA	State or Country (if foreign address) OK	Zip Code 74129 -
Telephone Number (include area code) 9186644581	E-Mail Address (if available)	
	Facility ID Number 74282	Call Sign WYYD
TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV

Application Purpose

- ☒ New Program Report
- ☐ Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)

WYYD	74282	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	AMHERST, VA	<input type="radio"/> Yes <input checked="" type="radio"/> No
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Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WJJX	36094	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	APPOMATTOX, VA	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WROV-FM	37747	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	MARTINSVILLE, VA	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WJJS	64082	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	ROANOKE, VA	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WSNV	73956	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	SALEM, VA	<input type="radio"/> Yes <input checked="" type="radio"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name ELIZABETH GOLDIN		Street Address 1776 K STREET, N.W.	
City WASHINGTON	State DC	Zip Code 20006-	Telephone Number 2027193199

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during ☐ Yes ☒ No this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? ☐ Yes ☒ No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent ROBERT H. WALLS, JR.
Title EXECUTIVE VICE PRESIDENT	Telephone No. (include area code) 9186644581
Date 5/27/2011	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: DAVE CARWILE	Title: MARKET MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive	[Exhibit 3]

outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 2

Description: EEO PUBLIC FILE REPORTS

Attachment 2

Description
EEO Public File Reports

Exhibit 3

Description: NARRATIVE STATEMENT

Attachment 3

Description
Narrative Statement

WYYD(FM), WROV-FM, WSNV(FM), WJJS(FM), WJJX(FM)¹

**EEO Public File Report
June 1, 2009 – May 31, 2010²**

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
Promotions Director	4, 5, 20	5
Program Director/On-Air Host – WROV/WJJS	4, 5, 16, 20, 22*	5
Account Executive/New Business Specialist	4, 5, 13-14, 20	5
On-Air Host – WYYD	4, 16, 19*	19

* *Exigent Circumstances*

¹ On July 30, 2008, the assignment of WSNZ(FM), Lynchburg, VA (Facility ID No. 70331) and WSFF(FM), Vinton, VA (Facility ID No. 41635) (the “Stations”) from Capstar TX LLC to the Aloha Station Trust, LLC, as Trustee, was consummated (BTCH-20061212APU & BALH-20070619ADN). Pursuant to the underlying trust agreement, the Stations continue to share employees with Capstar TX LLC’s Roanoke-Lynchburg, VA station employment unit.

² This Report was revised in May 2011 to address reporting issues.

WYYD(FM), WROV-FM, WSNV(FM), WJJS(FM), WJJX(FM)
EEO Public File Report
June 1, 2009 – May 31, 2010

II. MASTER RECRUITMENT SOURCE LIST (“MRS”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Roanoke Times 540-981-3108 Cameron.Cunningham@Roanoke.com	N	0
2	Lynchburg News & Advance 434-385-5500 Tabbitt@newsadvance.com	N	0
3	Roanoke Tribune 540-343-0326 stan7137@ntelos.net	N	0
4	Clear Channel Careers Website (http://careers.clearchannel.com)	N	3
5	Word-of-Mouth Referral	N	8
6	Virginia Employment Commission – (www.vec.state.va.us and posted at local employment offices around the state) 540-561-7525	N	0
7	Hollins College CDC@Hollins.edu	N	0
8	National Business College Agodzwa@EDUCorp.EDU	N	0
9	Virginia Tech Placement Office 540-231-8685 Donna.Oderwald@VE.EDU	N	0
10	Virginia Western Community College 540-857-7298 CareerCenter@VW.VCCS.EDU	N	0
11	Lynchburg College Vaughan_M@mail.Lynchburg.EDU	N	0
12	Mary Baldwin College 540-343-7206 Jfrankli@MBC.EDU	N	0
13	On-Air Announcements (<i>one or more SEU stations</i>)	N	6
14	Walk-In/Self-Referral	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
15	Radio Ink Ed Ryan, Editor 2090 Palm Beach Lakes Blvd Suite 300 West Palm Beach, FL 33409 561-655-8778 edryan@radioink.com	N	0
16	All Access (www.allaccess.com) 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 310-457-6616	N	7
17	Radio & Records Jeffrey Serrette, Senior Account Manager 646-654-4697 (Direct) jserrette@billboard.com	N	0
18	SEU Job Fairs (see Section III)	N	0
19	All About Country (www.allaboutcountry.com) Mark Nash, New Business Development mark@allaboutcountry.com	N	2
20	BlueRidgeHelpWanted.com Shelby Marion, Media Affiliates Administrator 6465 S Greenwood Plaza Blvd. Suite 400 Centennial, CO 80111 800-365-8630 ext. 0271	N	2
21	Inside Radio Gene McKay Publisher/GM 770-551-9414 P.O. Box 567925 Atlanta, GA 31156	N	0
22	Virginia Association of Broadcasters (www.VABOnline.com) Peter Easter, General Manager 600 Peter Jefferson Parkway Suite 300 Charlottesville, VA 22911 434-977-3716	N	0
23	Gigmasters.com Kevin Kinyon, Co-owner 9 Brookside Place Redding, CT 06896 866-342-9794	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			30

WYYD(FM), WROV-FM, WSNV(FM), WJJS(FM), WJJX(FM)
EEO Public File Report
June 1, 2009 – May 31, 2010

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY & COMPANY REPRESENTATIVE ATTENDING
1	Internship Program (Summer 2009)	<p>From June 2009 to July 2009, the SEU hosted a student intern from James Madison University. This student learned about the business of broadcasting by working closely with an SEU sales assistant.</p> <p>In June 2009, the SEU hosted a student intern from Va. Western Community College. This student learned about the business of broadcasting by working closely with an SEU sales manager.</p> <p>In June 2009, the SEU hosted a student intern from Va. Western Community College. This student learned about the broadcast production by working closely with an SEU production manager.</p> <p>From June 2009 to July 2009, the SEU hosted a student intern from James Madison University. This student learned about broadcast programming by working closely with an SEU program director.</p> <p>In August 2009, the SEU hosted a student intern from Old Dominion University. This student learned about broadcast programming and promotions by working closely with an SEU programmer and promotions director.</p> <p>In August 2009, the SEU hosted a student intern from Jefferson Forest High School. This student learned about broadcast programming by working closely with an SEU program director.</p>
2	Internship Program (Fall 2009)	<p>In November, 2009, the SEU hosted a student intern from Radford University. This student learned about the business of broadcasting by working closely with an SEU senior account executive.</p>
3	Internship Program (Spring 2010)	<p>In March 2010, the SEU hosted a student intern from Roanoke College. This student learned about broadcast promotions by working closely with an SEU promotions director.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY & COMPANY REPRESENTATIVE ATTENDING
4	Host Event/Program Sponsored by or on Behalf of a Community Organization Regarding Careers in Broadcasting	On March 23, 2010, one of the SEU's on-air disc jockeys provided a station tour for a Cub Scout Troop, exposing the children to various careers in broadcasting.
5	Training Programs Designed to Enable Station Personnel to Acquire Skills That Could Qualify Them for Higher Level Positions	On August 25-26, 2009, the SEU sent its general sales manager to the "Rising through the Ranks, Women in Radio Management & Leadership Training Program" sponsored by Radio Advertising Bureau, BMI and Mentoring and Inspiring Women in Radio Group. The two-day course emphasized the specific needs of women in management roles, including enhancing their overall management knowledge and skills.
6	Host Open Houses	On April 8, 2010, the SEU hosted two open houses at our studios. Participants from the station included the Director of Sales and Market Manager, who interviewed attendees and conducted station tours to educate participants about careers in broadcasting. The SEU promoted the open houses through on-air announcements on one or more SEU stations.
7	Participate in an Event or Program Sponsored By or on Behalf of An Educational Institution Relating to Career Opportunities in Broadcasting	On October 21, 2009, the SEU's General Sales Manager spoke to a media class at Roanoke College about opportunities and challenges in the radio and broadcast industry.

WYYD(FM), WROV-FM, WSNV(FM), WJJS(FM), WJJX(FM)¹
EEO PUBLIC FILE REPORT
June 1, 2010 – May 31, 2011²

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
On-Air Host – WJJS	5, 16*	16
On-Air Co-Host – WJJS	5, 16*	16
Account Executive/New Business Specialist	1, 5, 13, 18, 20, 22	5
Account Executive/New Business Specialist	5, 13, 18, 20, 22	13
Account Executive/New Business Specialist	5, 13, 18, 20, 22	13
Account Executive/New Business Specialist	5, 13, 18, 20, 22	5
Account Executive/New Business Specialist	5, 13, 18, 20, 22	5
Account Executive/New Business Specialist	2, 5, 13, 18, 20, 22	2
Account Executive/New Business Specialist	5, 13, 18, 20, 22	5
Business Manager	Internal Promotion Temporary to Full-Time	Internal Promotion Temporary to Full-Time

* *Exigent Circumstances*

¹ On July 30, 2008, the assignment of WSNZ(FM), Lynchburg, VA (Facility ID No. 70331) and WSFF(FM), Vinton, VA (Facility ID No. 41635) (the “Stations”) from Capstar TX LLC to the Aloha Station Trust, LLC, as Trustee, was consummated (BTCH-20061212APU & BALH-20070619ADN). Pursuant to the underlying trust agreement, the Stations continue to share employees with Capstar TX LLC’s Roanoke-Lynchburg station employment unit.

² This Report provides recruitment data collected from June 1, 2010 through May 21, 2011.

WYYD(FM), WROV-FM, WSNV(FM), WJJS(FM), WJJX(FM)
EEO PUBLIC FILE REPORT
June 1, 2010 – May 31, 2011

II. MASTER RECRUITMENT SOURCE LIST (“MRS”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Roanoke Times Liz Mitchell, Recruitment Advertising Consultant 201 Campbell Ave. Roanoke, VA 24011 540-981-3108 employment@roanoke.com	N	1
2	Lynchburg News & Advance Kathleen Ingerson, Account Executive 101 Wyndale Dr. Lynchburg, VA 24501 434-385-5500	N	3
3	<i>[intentionally omitted]</i>	N	0
4	Clear Channel Careers Website (http://careers.clearchannel.com) Mary Rudy, Ar. HR Programs Coordinator 200 East Basse Road San Antonio, TX 78209 210-832-3417	N	0
5	Word-of-Mouth Referral	N	7
6	Virginia Employment Commission- (www.vec.state.va.us and posted at local employment offices around the state) 584 Blue Ridge Ave. Bedford, VA 24523 540-586-7837	N	0
7	Hollins College Carolyn Burnette, Administrative Assistant 7916 Williamson Road Roanoke, VA 24019 540-362-6364 CDC@hollins.edu	N	0
8	National Business College Cathy Fortune, Administrative Assistant 3361 Melrose Ave. Roanoke, VA 2401 540-444-4188 cfortune@national-college.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
9	Virginia Tech Placement Office (hokies-4-hire.com) Donna Weikel Employer Relations Coordinator 459 Tech Center Dr. Blacksburg, VA 24060 540-231-8089	N	0
10	Virginia Western Community College Renee Rice Employer Relations 3054 Colonial Ave. Roanoke, VA 24015 540-857-7298 rrice@virginiawestern.edu	N	0
11	Lynchburg College Jennifer Hunter, HR Assistant 1501 Lakeside Drive Lynchburg, VA 24501 434-544-8126 reid.bc@lynchburg.edu	N	0
12	<i>[intentionally omitted]</i>	N	0
13	On-Air Announcements (<i>one or more SEU stations</i>)	N	2
14	Walk-In/Self-Referral	N	0
15	Radio Ink Ed Ryan, Editor 2090 Palm Beach Lakes Blvd Suite 300 West Palm Beach, FL 33409 561-655-8778 edryan@radioink.com	N	0
16	All Access (www.allaccess.com) 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 310-457-6616	N	13
17	<i>[intentionally omitted]</i>		
18	Job Fairs (see Section III)	N	4
19	All About Country (www.allaboutcountry.com) Mark Nash, New Business Development mark@allaboutcountry.com	N	0
20	BlueRidgeHelpWanted.com Shelby Marion, Media Affiliates Administrator 6465 S Greenwood Plaza Blvd. Suite 400 Centennial, CO 80111 800-365-8630 ext. 0271	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
21	Inside Radio Gene McKay, Publisher/GM P O Box 567925 Atlanta, GA 31156 770-551-9414	N	0
22	Virginia Association of Broadcasters (www.vabonline.com) Peter Easter, General Manager 600 Peter Jefferson Parkway Suite 300 Charlottesville, VA 22911 434-977-3716	N	0
24	Express Personnel Jamie L Anderson, Staffing Consultant Salem, VA 24153 540-389-8979	N	0
25	Bright Services Kelly Stimart, Account Executive 5121 Starkey Rd. Roanoke, VA 24018 540-776-0937	N	0
26	Liberty University Career Center Clint Meton, Assistant Director of Employer Relations 1971 University Blvd. Lynchburg, VA 24502 434-592-4109	N	0
27	Adecco Judy Goins, Client Program Manager 2741 Penn Forest Blvd. Roanoke, VA 24018-4342 540-989-1672	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			31

WYYD(FM), WROV-FM, WSNV(FM), WJJS(FM), WJJX(FM)
EEO PUBLIC FILE REPORT
June 1, 2010 – May 31, 2011

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	On August 16, 2010, the stations participated in a job fair held at the Salem Civic Center hosted by The Roanoke Times/Media General. Participants from the stations included the Director of Sales and the General Manager.
2	Participate in Event/Program Sponsored by or on Behalf of a Community Organization Regarding Careers in Broadcasting	On September 14, 2010, the stations participated in a career fair held at Liberty University hosted by The Liberty University Career Center. Participants from the stations included the Director of Sales.
3	Host Event/Program Sponsored by or on Behalf of Community Organization Regarding Careers in Broadcasting	On February 17, 2011, our stations hosted clients of Family Services of Roanoke Valley, an employment assistance organization, to educate them about career opportunities in broadcasting. The program included a tour of station facilities as well as discussions with various department heads about their functions.
4	Host Event/Program Sponsored by or on Behalf of Community Organization Regarding Careers in Broadcasting	On March 22, 2011, our stations hosted the Boy Scouts for a tour of station facilities as well as discussions with various department heads about their functions.
5	Host Open Houses	On December 2, 2010, the SEU hosted two open houses at our studios. Participants from the station included the Director of Sales and Market Manager, who interviewed attendees and conducted station tours to educate participants about careers in broadcasting. The SEU promoted the open houses through on-air announcements on one or more SEU stations.

Outreach Efforts

Clear Channel stations strive for broad and inclusive outreach. Examples of the efforts made by stations in this employment unit include hosting college and high school students as interns in various departments to expose them to careers in broadcasting and conducting open houses to interview members of our communities and educate them about broadcast employment opportunities. Further, we post information on our station websites encouraging qualified community organizations to contact the SEU to request its job notices.

For additional information concerning the outreach efforts undertaken by stations in this employment unit, see the attached EEO Public File Reports.

After analyzing our past recruitment efforts, this SEU has renewed its commitment to reviewing our master recruitment source list to utilize an appropriately broad collection of recruitment sources for each full-time vacancy.