

WEND-FM, WHQC-FM, WKKT-FM, WLYT-FM, WRFX-FM
EEO PUBLIC FILE REPORT
August 1, 2011 - July 31, 2012

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
Online Content Coordinator	2-3, 8-13, 16-17, 19-21, 25-31	26
On Air Personality	2-3, 9-13, 16-17, 19-21, 25, 27-31	12
Program Director/On-Air Personality	2-3, 8-11, 13, 16-17, 19-21, 25-31	2
On-Air Personality	2-3, 8-13, 16-17, 19-21, 25-31	2
Account Executive	3-4, 8-11, 13, 16-17, 19-21, 24-25, 27-31	4
Account Executive	3-4, 8-11, 13, 16-17, 19-21, 24-25, 27-31	4
Account Executive	3, 6-13, 16-17, 19-21, 25-31	7
Account Executive	3, 6-13, 16-17, 19-21, 25-31	26
Director of Sales	3, 8-13, 15-21, 25, 27-31	15
Account Executive	3, 8-11, 13, 15-17, 19-21, 25, 27-31	15
Local Sales Manager	3, 5, 8-17, 19-20, 22-23, 25, 28-31	15
Assistant Program Director/Music Director/On-Air	1, 3, 5, 8-11, 13-17, 19-20, 22-23, 25, 28-31	1
Account Executive - Radio	3, 5, 8-12, 14-17, 19-20, 22-23, 25-26, 28-31	12
Account Executive - Radio	3, 5, 8-12, 14-17, 19-20, 22-23, 25-26, 28-31	15
Account Executive - Radio	3, 5, 8-12, 14-17, 19-20, 22-23, 25-26, 28-31	12

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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 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : Url : http://www.allaccess.com Email : Fax : Manual posting Career Services	N	0
2	AllAccess.com	N	13
3	Brookstone College 10125 Berkeley Place Drive Charlotte, North Carolina 28262 Phone : 704-547-8600 Email : Fax : Manual posting Career Services	N	0
4	Careerbuilder	N	4
5	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina 28214 Phone : 704-395-9272 Email : Fax : Manual posting Career Services	N	0
6	CC Client	N	1
7	CC Raleigh	N	1
8	Central Piedmont Community College POB 35009 Career Center Charlotte, North Carolina 28202 Phone : 704-330-6551 Email : Fax : Manual posting Chad Genful	N	0
9	Charlotte Mecklenburg NAACP PO Box 560786 Charlotte, North Carolina 28256 Phone : 704-372-7193 Email : Fax : Manual posting 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
10	Charlotte Observer 600 South Tryon Street Charlotte, North Carolina 28217 Phone : 704-358-5000 Email : Fax : Manual posting Yauna Williams	N	0
11	City of Charlotte Employment 600 East Trade Street Charlotte, North Carolina 28202 Phone : Email : Fax : Manual posting Career Services	N	0
12	Clear Careers	N	20
13	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Phone : Url : www.clearcareers.com Email : Fax : Manual posting Career Services	N	0
14	Davidson College 705 Griffith Street Davidson, North Carolina 28026 Phone : 704-894-2800 Email : Fax : Manual posting David Johnson	N	0
15	Employee Referral	N	13
16	Employment Security Commission 7140 Forest Point Blvd,Suite A Charlotte, North Carolina 28217 Phone : 704-565-6865 Email : Fax : Manual posting 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
17	Goodwill Industries International 2122 Freedom Drive Charlotte, North Carolina 28208 Phone : 704-332-0358 Email : Fax : Manual posting Career Services	N	0
18	Inside Radio	N	3
19	Johnson C Smith University 100 Beatties Ford Road Charlotte, North Carolina 28202 Phone : 704-378-1010 Email : Fax : Manual posting Barbara Wilks	N	0
20	Kings College 322 Lamar Avenue Career Center Charlotte, North Carolina 28201 Phone : 704-372-0266 Email : Fax : Manual posting Ashely Branham	N	0
21	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Fax : 1--- Scott Russell	N	0
22	NC Central University 1801 Fayetteville Street Career Center Durham, North Carolina 27707 Phone : 919-560-6100 Email : Fax : Manual posting Donna Helmbrick	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
23	Nc Division of Vocational Rehab 5501 Executive Center Drive Suite 10 Charlotte, North Carolina 28212 Phone : Email : Fax : Manual posting Career Services	N	0
24	Prior Co-Worker	N	2
25	Queens College 1900 Selwyn Avenue Charlotte, North Carolina 28274 Phone : 704-337-2237 Email : Fax : Manual posting Bill Means	N	0
26	Station Website	N	10
27	The Charlotte Observer/Classified Department Charlotte, Louisiana Phone : 704-358-5340 Email : Fax : 704-358-5340 Kim	N	0
28	UNC Charlotte Center for Student Job Location Charlotte, North Carolina 28223 Phone : 704-547-2000 Email : Fax : Manual posting Angela Price	N	0
29	Urban League of Central Carolina 740 West 5th. Street Charlotte, North Carolina 28202 Phone : 704-373-2256 Email : Fax : Manual posting 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
30	Winston Salem State University 601 S. Martin Luther King Jr. Drive Winston-Salem, North Carolina 27110 Phone : 336-750-2000 Email : Fax : Manual posting Career Services	N	0
31	Women's Commission 700 North Tryon Street Charlotte, North Carolina 28202 Phone : 704-336-3210 Email : Fax : Manual posting Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			67

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	9/1/2011	Establishment of an intern program designed to assist members of the community	We conduct an on-going Internship Program that offers the opportunity to experience and learn all about the mechanics of the radio industry. We offer a well-rounded internship experience with participation in Promotions, Programming, Sales, Accounting and Production. The internship covers one semester and all students applying must be eligible for college credit. We had 15 students participate in our internship program between 8/1/11 and 7/31/12.	7		1.00
2	3/1/2012	Co Sponsoring Job Fair	On Thursday March 1, 2012 Clear Channel Charlotte Co-Sponsored the annual CIAA Career Expo hosted by Central Intercollegiate Athletic Association. Clear Channel Charlotte co-sponsors this event each year, and it continues to grow tremendously from year to year. Hundreds of people looking for employment filled the enormous room at the Charlotte Convention Center to talk with the close to 100 companies that participated. Clear Channel had 6 Hiring Managers as well as 1 employee there to talk with interested parties	6		1.00
3	7/10/2012	Provision of training to management	On July 10, 2011 a Management Training course was held in Charlotte, NC by our corporate office. 16 of the Charlotte market's top level Managers attended the 8 hour course which included training on EEO Policies and Procedures. Its purpose was to educate new managers and to reinforce correct compliance for experienced managers.	16		1.00
TOTAL POINTS OVER REPORTING PERIOD:						3.00