

WEDX, WJMN-FM, WKOX-AM, WXKS-AM, WXKS-FM**EEO PUBLIC FILE REPORT****December 1, 2012 - November 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
Digital Producer	1, 3, 5, 7-9, 11-16, 18, 20, 22, 24, 26-30, 32-35, 37-41, 43-46, 48, 50-61, 64-69, 74, 77-78, 82-87, 89, 91-104, 106	48
Account Executive	1, 3, 5, 7-9, 11-12, 14-16, 18, 20, 22, 24-41, 43-47, 50-61, 64-69, 74-75, 77-78, 82-87, 89-105	75
Sales Manager	1, 3, 5, 7-9, 11-12, 14-16, 18, 20, 22, 24, 26-41, 43-46, 48, 50-61, 64-69, 74-75, 77-78, 82-87, 89-104, 106	48
"Ramiro's House" Co-Host	1-9, 11-12, 14-20, 22-35, 37-41, 43-46, 50-75, 77-87, 89-105	75
Account Executive for Evolution 101.7 / WEDX-FM	1-9, 11-12, 14-20, 22-41, 43-48, 50-75, 77-87, 89-104	75
Account Executive for Evolution 101.7 / WEDX-FM	1-9, 11-12, 14-20, 22-41, 43-48, 50-75, 77-87, 89-104	48
Account Executive for Evolution 101.7 / WEDX-FM	1-9, 11-12, 14-20, 22-41, 43-48, 50-75, 77-87, 89-104	36
Promotions Coordinator	1, 3, 5, 7-9, 11-12, 14-16, 18, 20, 22, 24-35, 37-41, 43-48, 50-61, 64-69, 74, 77-78, 82-87, 89-104, 106	48
Sales Assistant	1, 3, 5, 7-9, 11-12, 14-16, 18, 20, 22, 24-41, 43-47, 49-61, 64-69, 74, 77-78, 82-87, 89, 91-105	105
Receptionist	1, 3, 5, 7-9, 11-12, 14-16, 18, 20, 22, 24-35, 37-41, 43-48, 50-61, 64-69, 74, 77-78, 83-87, 89, 91-104	48
Account Executive	1, 3, 5, 7-9, 11-12, 14-16, 18, 20, 22, 24-35, 37-41, 43-46, 50-61, 64-69, 74, 77-78, 83-89, 91-105	105
Operational Finance Manager	1, 3, 5, 7-9, 11-12, 14-16, 18, 20, 22, 24, 26-35, 37-41, 43-46, 50-61, 64-69, 74, 77-78, 83-87, 89, 91-105	105
Account Executive	1, 3, 5, 7-9, 11-12, 14-16, 18, 22, 24-41, 43-46, 50-61, 64-69, 74-75, 77-78, 83-87, 89, 91-103, 105	75
Sales/Administrative Assistant	1, 3, 5, 7-9, 11-12, 14-16, 18, 22, 24-41, 43-46, 50-61, 64-69, 74-75, 77-78, 83-87, 89, 91-103	36

Recruitment Sources #20, #32, #61, #82 and #90 were not notified of certain vacancies due to changed contact information and/or email delivery failure. While these sources did not provide the SEU with updated information prior to the applicable job postings, the SEU has since clarified and/or corrected the contacts. Further, four sources from the SEU's prior reporting period (showing as #38, #39, #52 and #94 in the 2012 EEO Public File Report), were consolidated into Recruitment Source #58 during this reporting period.

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Kiss 108 Nights	1, 3, 5, 7-10, 12, 14, 16, 18, 20-21, 24, 26-27, 29-31, 33-38, 41-42, 46, 50-54, 56, 59-60, 64-67, 69, 74, 76-77, 83-87, 89-92, 94-98, 100, 102-103, 106	36

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Action for Boston Community Development, Inc. 178 Tremont Street Boston, Massachusetts 02111 Phone : 617-348-6387 Email : hr@bostonabcd.org HR Recruitment	Y	0
2	African American Media Incubator Pearl Murphy 2164 Wisconsin Ave., NW Washington, District of Columbia Url : http://www.vc4africa.com/group/africanorthamerica Career Services Manual Posting	N	0
3	All Access 28955 Pacific Coast Highway Suite 210 Malibu, California Phone : 310-457-6616 Url : www.allaccess.com Career Services Manual Posting	N	4
4	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	0
5	Amherst College Career Center Box 2210 Amherst, Massachusetts 01002 Email : Careers@amherst.edu Pat Brown	N	0
6	Association for Women in Communications 780 Ritchie Highway S28 Severna Park, Maryland 21146 Career Services Manual Posting	N	0
7	AWRT/Boston New England Chapter 55 Morrissey Boulevard Boston, Massachusetts 02125 Email : awrtboston@gmail.com Melissa Gaudette	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
8	Bentley University 175 Forest Street Waltham, Massachusetts 02452 Phone : 781-891-2375 Email : gmccue@bentley.edu Gayle McCue	Y	0
9	Berklee College of Music 1140 Boylston Street Boston, Massachusetts 02215 Phone : 617-747-2246 Email : cdc@berklee.edu Julie Bingham	Y	0
10	Bilingual Veterans Outreach Centers of Mass 719 Tremont Street Boston, Massachusetts 02118 Phone : 617-778-1310 Email : BVOCofMass@yahoo.com Career Services	N	0
11	Boston Career Link 1010 Harrison Avenue Boston, Massachusetts 02119 Email : BostonCareerLink@detma.org Career Services	N	0
12	Boston College 38 Commonwealth Avenue Southwell Hall Chestnut Hill, Massachusetts 02467 Email : carctr@bc.edu Career Center	N	0
13	Boston University 25 Buick Street Fl 1 Boston, Massachusetts 02215 Phone : 617-353-2000 Fax : 617-353-7111 Executive Director	N	0
14	Boston University 19 Deerfield Street 3rd Floor Boston, Massachusetts 02215 Email : future@bu.edu Alison Adams	N	0

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15	Boston's Women's Commission City Hall Plaza Room 716 Boston, Massachusetts 02201 Pat Nickerson Manual Posting	N	0
16	Bridgewater State College 131 Summer Street Bridgewater, Massachusetts 02325 Email : careersrv@bridgew.edu Christine Tetreault	N	0
17	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Fax : 1-760-754-2115 Mark Holloway Manual Posting	N	0
18	Bunker Hill Community College 250 New Rutherford Avenue Boston, Massachusetts 02120 Email : CareerCenter@bhcc.mass.edu Delores Gately	N	0
19	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
20	Cambridge College 1000 Mass Ave. Cambridge, Massachusetts 02138 Phone : 617-873-0470 Email : careerservices@cambridgecollege.edu Leslie Conder	Y	0
21	Cambridge NAACP P.O. Box 831 Cambridge, Massachusetts 02139 Email : cambridgenaACP@gmail.com Kathy Reddick	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
22	Career Development and Marketing Association 195 East Squantum Street Quincy, Massachusetts 02171 Charles Colby Manual Posting	N	0
23	Career Page Website Texas Url : www.careerpage.org Career Services Manual Posting	N	0
24	Clark University 950 Main Street Worcester, Massachusetts 01610 Phone : 508-793-7258 Email : careers@clarku.edu Alexis Bazoukas	Y	0
25	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : www.clearcareers.com Career Services Manual Posting	N	20
26	Colby Sawyer College 541 Main Street New London, New Hampshire 03281 Phone : 603-526-3766 Email : Ktaylor@colby-sawyer.edu Career Services	Y	0
27	College of the Holy Cross One College Street Worcester, Massachusetts 01610 Email : CAREERS@holycross.edu Career Services	N	0
28	Colleges of Worcester Consortium 484 Main Street Suite 500 Worcester, Massachusetts 01608 Career Services Manual Posting	N	0

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29	Columbia School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Email : postjobs@jrn.columbia.edu Melissa McLaney	Y	0
30	Concilio Hispano 105 Windsor Street Cambridge, Massachusetts 02139 Email : info@centrolatino.org Sylvia Saavedra-Keber	N	0
31	Craig's List P.O. Box 225159 San Francisco, California 94122 Url : www.craigslist.com Career Services Manual Posting	N	2
32	Curry College 1071 Blue Hill Avenue Milton, Massachusetts 02186 Phone : 617-333-2195 Email : CareerServices@Curry.edu Kristin Menconi	Y	0
33	Dartmouth College 6001 Hb Hanover, New Hampshire 03755 Email : career.services@dartmouth.edu Career Services	N	0
34	Emerson College 120 Boylston Street Boston, Massachusetts 02116 Email : careers@emerson.edu Career Services	Y	0
35	Emmanuel College 400 The Fenway Boston, Massachusetts 02115 Phone : 617-735-9930 Email : careerdevelopment@emmanuel.edu Nancy Harrod	Y	0
36	Employee Referral	N	17

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37	Enable, Inc. 603 Neponset Street Canton, Massachusetts 02021 Phone : 781-821-1386 Email : Jbrown@enableinc.org J Brown	Y	0
38	Endicott College Career Center 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-232-2101 Email : careers@endicott.edu Dale McLennan	Y	0
39	Federal Verteran's Center 73 Huttleston Ave Fairhaven, Massachusetts 02719 Bob Buchanan Manual Posting	N	0
40	FOR Community Services 75 Litwin Lane Chicopee, Massachusetts 01020 Angela Dorval Manual Posting	N	0
41	Franklin Pierce University 40 University Drive Rindge, New Hampshire 03461 Email : NicholRM@franklinpierce.edu Rosemary Nichols	Y	0
42	Freedom House, Inc. 14 Crawford Street Dorchester, Massachusetts 02121 Email : info@freedomhouse.com Tanika Stephens	N	0
43	Harvard University 54 Dunster Street Cambridge, Massachusetts 02138 Email : ocsjobs@fas.harvard.edu Career Services	N	0
44	Hispanic American Chamber of Commerce 406 Huntington Ave. Boston, Massachusetts 02130 Email : info@hacc.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
45	Hispanic Office of Planning and Evaluation 165 Brookside Ave. Jamaica Plain, Massachusetts 02130 Jose Duran Manual Posting	N	0
46	Holyoke Community College 303 Homestead Ave Holyoke, Massachusetts 01040 Phone : 413-552-2597 Email : rpowers@hcc.mass.edu Career Services	Y	0
47	Internal Posting	N	10
48	Internal Transfer/Promotion	N	5
49	Job Fair	N	1
50	Keene State College 229 Main Street Keene, New Hampshire 03435 Email : aca@keene.edu Career Services	N	0
51	Lasell College 1844 Commonwealth Ave. Newton, Massachusetts 02466 Email : careerservices@lasell.edu Career Services	N	0
52	Lesley University 29 Everett Street Cambridge, Massachusetts 02138 Email : crcjobs@lesley.edu Career Services	Y	0
53	M.I.T. 77 Mass Avenue Building 12-170 Cambridge, Massachusetts 02139 Email : gecd@mit.edu Career Services	N	0
54	MA College of Liberal Arts 375 Church St. North Adams, Massachusetts 01247 Email : career@mcla.edu 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
55	Martin Luther King Center P.O. Box 91026-HS Springfield, Massachusetts 01139 Carla James Manual Posting	N	0
56	Mass Bay Community College 50 Oakland Street Wellesley, Massachusetts 02481 Phone : 781-239-3142 Email : jkomack@massbay.edu Julie Komack	Y	0
57	Mass Career Development Institute 140 Wilbraham Ave. Springfield, Massachusetts 11099 Dino Innarelli Manual Posting	N	0
58	Mass Commonwealth of Unemployment 446 North Main St. Fall River, Massachusetts 02722 Email : dnadeau@detma.org Diane Nadeau	Y	0
59	Mass Rehab Commission 1 Parker Street Lawrence, Massachusetts 01843 Email : Paula.Santagati@state.ma.us Paula Santagati	Y	0
60	Massachusetts Broadcasters Association P.O. Box 401 43 Riverside Avenue Medford, Massachusetts 02155 Career Services Manual Posting	N	0
61	Massasoit Community College One Massasoit Boulevard Brockton, Massachusetts 02302 Phone : 508-588-9100 X1406 Email : pdaniels@massasoit.mass.edu Kathy Pryles	Y	0
62	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Email : art@mediarecruiter.com Art Scott	N	0

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63	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
64	Mount Ida College 777 Dedham Street Newton, Massachusetts 02459 Phone : 617-928-4602 Email : rbrooks@mountida.edu Rob Brooks	Y	0
65	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
66	NAACP 330 Martin Luther King Blvd Mall of Roxbury Boston, Massachusetts 02119 Email : info@bostonnaacp.org Career Services	N	0
67	NAACP - Massachusetts Chapter P.O. Box 90163 Mason Square Station Springfield, Massachusetts 01139 Email : info@naacpspringfield.org Career Services	N	0
68	NAACP - National Office 4805 Mt. Hope Drive Baltimore, Maryland Career Services Manual Posting	N	0
69	NAB Career Center 1771 N. Street NW Washington, District of Columbia Email : hr@nab.org Career Center	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
70	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
71	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
72	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljga.org Fax : 1-202-588-1818 Career Services	N	0
73	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : http://www.nativetelecom.org/ Email : native@unl.edu Frank Blythe	N	0
74	New Hampshire Association of Broadcasters 707 Chestnut Street Manchester, New Hampshire 03104 Phone : 603.627-9600 Url : www.nhab.org Email : info@nhab.org Career Services	N	0
75	Non-Employee Referral	N	12
76	Northeastern University 360 Huntington Avenue Boston, Massachusetts 02115 Phone : 617-373-8105 Email : careerservices@neu.edu 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
77	Progresso Latino, Inc. 626 Broad Street Central Falls, Rhode Island 02863 Email : info@progresolatino.org Mario Bueno	Y	0
78	Quincy Career Center 152 Parkingway Quincy, Massachusetts 02169 Email : kmadden@detma.org Kevin Madden	N	0
79	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
80	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
81	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Career Services Manual Posting	N	0
82	Regional Employment Board of Hampden County 1441 Main Street 1st Floor Springfield, Massachusetts 01103 Phone : 413-755-1359 Email : Kirby@rebhc.org Kathryn Kirby	Y	0
83	RI Indian Council 807 Broad Street Providence, Rhode Island 02903 Email : dwaldron@rhodeislandindiancouncil.org Career Services	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
84	Roxbury Community College 1234 Columbus Avenue Roxbury, Massachusetts 02120 Email : careerservices@rcc.mass.edu Career Services	N	0
85	Salem State College 352 Lafayette St. ECC 105 Salem, Massachusetts 01970 Phone : 978-542-6406 Email : Lisa.Morency@salemstate.edu Lisa Morency	Y	0
86	Smith College 84 Elm Street Northampton, Massachusetts 01063 Phone : 413-585-4328 Email : eaccess@smith.edu Brenda Jameson	Y	0
87	Society of Broadcast Engineers (SBE) Inc. 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Email : kjones@sbe.org Career Services	N	0
88	Station Website	N	1
89	Suffolk University 8 Ashburton Place Boston, Massachusetts 02108 Phone : 617-573-8480 Email : twells@suffolk.edu Terry Wells	Y	0
90	The Career Institute of American International College 10 State Street Woburn, Massachusetts 01801 Phone : 781-939-0607 Email : careerservices@aic.edu Career Services	Y	0
91	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
92	The New England Institute of Art 10 Brookline Place West Brookline, Massachusetts 02245 Email : khuyghue@aii.edu Karen Huyghue	N	0
93	The Work Place 29 Winter Street Boston, Massachusetts 02108 Email : feedback@theworkplace.org Career Services	N	0
94	Triangle, Inc. 420 Pearl Street Malden, Massachusetts 02148 Phone : 781-388-4320 Email : Dmuldoon@triangle-inc.org Debbie Muldoon	Y	0
95	U-Mass Dartmouth Student Employment Office 285 Old Westport Road Rm 106 North Dartmouth, Massachusetts 02747 Email : cdcinfo@umassd.edu Gail Berman	N	0
96	UMASS 100 Morrisey Boulevard Boston, Massachusetts 02125 Email : careers@umb.edu Career Services	N	0
97	University of Hartford School of Communications West Hartford, Connecticut 06117 Email : landolina@hartford.edu Sue Landolina	N	0
98	University of Maine Dept. of Communications and Journalism Orono, Maine 04469 Email : umainecareercenter@umit.maine.edu Career Services	N	0
99	University of New Hampshire 105 Main Street Durham, New Hampshire 03824 Email : career.advice@unh.edu 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
100	University of NH at Manchester 400 Commercial St Manchester, New Hampshire 03101 Email : unhm.career@unh.edu Career Services	N	0
101	Urban League of RI 246 Prairie Avenue Providence, Rhode Island 02905 Dina Brown Manual Posting	N	0
102	Wentworth Institute of Technology 550 Huntington Avenue Boston, Massachusetts 02115 Email : denong@wit.edu Greg Denon	N	0
103	Westfield State College 577 Western Avenue Westfield, Massachusetts 01086 Phone : 413-572-5206 Email : careers@westfield.ma.edu Career Services	Y	0
104	WJMN FM Station Website Massachusetts Email : JustinEmery@ClearChannel.com Career Services	N	0
105	Word of Mouth Referral	N	11
106	WXKS-FM Station Website 10 Cabot Road Suite 302 Medford, Massachusetts 02155 Email : JustinEmery@ClearChannel.com Career Services	N	5
TOTAL INTERVIEWS OVER REPORTING PERIOD:			88

WEDX, WJMN-FM, WKOX-AM, WXKS-AM, WXKS-FM**EEO PUBLIC FILE REPORT****December 1, 2012 - November 30, 2013****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/1/2012	Establishment of an intern program designed to assist members of the community	Hosted 17 college students in our winter internship program from the following schools - Bentley College, Boston College, Curry College, Emanuel College, Endicott College, Framingham State College, Merrimack College, Newbury College, Simmons College, Suffolk University, UCLA Extension School, UMass Boston, UMass Lowell, University of Central Florida, and University of NH. Interns are required to earn class credit for their work, which includes shadowing individuals from the marketing, promotions, programming, sales, and web departments within the cluster to learn about radio operations.	4	WXKS Promotions Manager Sales Assistant WXKS Morning Show Producer WJMn Morning Show Producer
2	3/27/2013	Participation in Job Fairs	Participated in the Premium Job Fairs Boston recruiting event providing both on-air and digital advertising promotion for the event.	2	Local Sales Manager Executive Assistant
3	5/3/2013	Participation in scholarship programs	Clear Channel Boston participated in the Massachusetts Broadcasters Association Student Broadcaster Scholarship program. During this reporting period, our SEU donated money to the MBA Student Broadcaster Scholarship Program, broadcast on-air announcements to promote the scholarship from February 14 - March 29, 2013, disseminated and collected completed scholarship program applications, and participated in the evaluation process.	1	Market President

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	6/1/2013	Establishment of an intern program designed to assist members of the community	Hosted 22 college students in our summer internship program from the following schools - Belmont University, Boston University, Emerson College, High Point University, Lasell College, New England College, Quinnipiac University, Suffolk University, Syracuse University, Union College, UMass Amherst, and University of NH. Interns are required to earn class credit for their work, which includes shadowing individuals from the marketing, promotions, programming, sales, and web departments within the cluster to learn about radio operations.	5	WXKS Promotions Manager WXKS Morning Show Producer WJMN Morning Show producer WJMN Promotions Manager
5	9/1/2013	Establishment of an intern program designed to assist members of the community	Hosted 15 college students in our fall internship program from the following schools - Boston College, Boston University, Bryant University, Emerson College, Emmanuel College, Endicott College, Lasell College, Lesley University, Merrimack College, NE School of Communications, Saint Anselm College, Salem State University, and Suffolk University. Interns are required to earn class credit for their work, which includes shadowing individuals from the marketing, promotions, programming, sales, and web departments within the cluster to learn about radio operations.	17	Promotions Manager Morning Show Producer Morning Show Producer VP Sales
6	9/24/2013	Provision of training to management	Hosted a 6 hour EEO training session, presented by Clear Channel's Director of Employee Relations, which included the following topics: Discrimination/Harassment, Performance Management, Leave of Absence, and Recruitment/Interviewing.	11	Market President VP Sales VP Operations VP Finance