

CLEAR CHANNEL - TOLEDO
WCWA(AM), WIOT(FM), WRVF(FM), WSPD(AM), WVKS(FM), WCKY-FM
EEO PUBLIC FILE REPORT
June 1, 2012 – May 31, 2013

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-37	1
Account Executive	1-37	37
WSPD Program Director	1-38	38
Account Executive	1-37	37
Business Manager	1-37	30

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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 12-month period
1	Internal Posting	N	1
2	WFAL, Bowling Green University 31 West Hall Bowling Green, OH 43403	Y	0
3	WXUT, University of Toledo 2801 W. Bancroft St. Toledo, OH 43606	Y	0
4	National Organization for Women 5261 Carling Fort Dr. Toledo, OH 43623	Y	0
5	Center for Women, University of Toledo 2801 W. Bancroft St. Mail Stop 502 Toledo, OH 43606	Y	0
6	Career Center, Owens Community College 30335 Oregon Rd. Perrysburg, OH 43551	Y	0
7	Minority Affairs Office, University of Toledo 2801 W. Bancroft St. Toledo, OH 43606	Y	0
8	Bowling Green State University Teresa McLove, Equity Officer & Coordinator 304 McFall Center Bowling Green, OH 43403	Y	0
9	Counseling & Career Development, Bowling Green State University 318 C Math/Sciences Building Bowling Green, OH 43403	Y	0
10	Owens Community College P.O. Box 10,000 Toledo, OH 43699-1947	Y	0
11	Stautzenberger College 1796 Indian Wood Circle Maumee, OH 43537	Y	0
12	Davis College 4747 Monroe St Toledo, OH 43613	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
13	Career Development Agency Attn: Jennifer Butler 3000 Elida Road, Suite 3 Lima, OH 45805	Y	0
14	City of Toledo – Department of Human Resources One Government Center Suite 1920 Toledo, OH 43604	Y	0
15	Job Training Center 3210 Monroe St. P.O. Box 1007 Toledo, OH 43699-0007	Y	0
16	Ohio Center for Broadcasting – Columbus Campus 5330 E. Main Street, Suite 200 Columbus, OH 43213 email: twilson@beonair.com	Y	0
17	Com Tech – UT Placement Service 2801 W. Bancroft St. Mail Stop 103 Toledo, OH 43606	Y	0
18	Ohio Bureau Employment Services P.O. Box 889 Bowling Green, OH 43402	Y	0
19	NAACP - Toledo Branch Unit #3204 PO Box 9388 Toledo, OH 43697	Y	0
20	University of Toledo Beth Nicholson, Director – Career Services 2801 W. Bancroft St. Mail Stop 112 Toledo, OH 43606	Y	1
21	Human Resources Department - City of Toledo 640 Jackson St., One Government Center Toledo, OH 43604	Y	0
22	Catholic Diocese of Toledo – Spanish Speaking 1933 Speilbush Ave. Toledo, OH 43624	Y	0
23	Specs Howard School - Placement Office 19900 West Nine Mile Rd Southfield, MI 48075	Y	0
24	Lourdes College – Placement Office 6832 Convent Blvd Sylvania, OH 43560	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
25	Multicultural Student Center, University of Toledo 2801 W.Bancroft St. 2500 Student Union Toledo, OH 43606	Y	0
26	The Ohio & Illinois Centers for Broadcasting Terry Wilson – Placement Coordinator Columbus Campus 5330 East Main, Suite 200 Columbus, OH 43213	Y	0
27	Illinois Center for Broadcasting Don Clark – Placement Director 530 south State Chicago, IL 60605	Y	0
28	Ohio Center for Broadcasting Gary James – National Placement Director 9885 Rockside Road, Suite 160 Valley View, OH 44125	Y	0
29	The Source of Northwest Ohio 1301 Monroe St. Toledo, OH 43604	Y	0
30	Clear Careers – Clear Channel Resource Center Website	N	1
31	WCWA Radio – website www.wcwa.com 125 S. Superior St., Toledo, OH 43604	N	
32	WIOT Radio – website www.wiot.com 125 S. Superior St., Toledo, OH 43604	N	1
33	WRVF Radio – website www.105theriver.com 125 S. Superior St., Toledo, OH 43604	N	2
34	WSPD Radio – website www.wspd.com 125 S. Superior St., Toledo, OH 43604	N	
35	WVKS Radio – website www.925kissfm.com 125 S. Superior St., Toledo, OH 43604	N	1
36	WCWA Radio – website www.1037wcky.com 125 S. Superior St., Toledo, OH 43604	N	
37	Current Employee Referral	N	3
38	www.allaccess.com (Attn: Joel Denver)	N	2
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			12

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	On October 10, 2012, Clear Channel Toledo participated in the Bowling Green State University Fall 2012 Expo Job & Internship Fair in Bowling Green, OH. The SEU's Director of Sales disseminated information on job opportunities, accepted resumes, and spoke with attendees about careers in broadcasting.
2	Participate in Job Fair	On February 6, 2013, Clear Channel Toledo participated in the Bowling Green State University 2013 Spring Expo Job & Internship Fair in Bowling Green, OH. The SEU's Local Operations Manager & Promotions Director disseminated information on job opportunities, accepted resumes, and spoke with attendees about careers in broadcasting.
3	Participate in Job Fair	On March 13, 2012, Clear Channel Toledo participated in the Bowling Green State University 2013 Summer Job Fair in Bowling Green, OH. The SEU's Local Sales Manager and Program Director disseminated information on job opportunities, accepted resumes, and spoke with attendees about careers in broadcasting.
4	Internship Program – ongoing	From June 2012 through May 2013, our SEU hosted 6 interns. The interns experienced and learned about career opportunities in broadcasting by working with our Promotions Department under the supervision of our Promotions Manager.
5	Management-level training regarding hiring the right people.	On March 26, 2013, Clear Channel Toledo Program Manager from WVKS completed online HR training for "How to Hire the Right People"
6	Management-level training regarding hiring the right people	On March 26, 2013, Clear Channel Toledo WSPD Program Manager completed online HR training for "Valuing Diversity"

