

**WERZ-FM, WHEB-FM, WMYF-AM, WPKX-AM, WQSO-FM, WSKX-FM****EEO PUBLIC FILE REPORT****December 1, 2013 – November 30, 2014<sup>1</sup>****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-46	17

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<sup>1</sup> This report provides recruitment data from November 29, 2013 through November 30, 2014.

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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	African American Media Incubator Pearl Murphy 2164 Wisconsin Ave., NW Washington, District of Columbia Url : <a href="http://www.vc4africa.com/group/africanorthamerica">http://www.vc4africa.com/group/africanorthamerica</a> Email : <a href="mailto:sharris@radio-one.com">sharris@radio-one.com</a> S. Harris	N	0
2	Berlin Vocational Rehabilitation 3 12th St, Unit A Berlin, New Hampshire 03570 Url : <a href="http://www.gsil.org/vocational_rehabilitation.htm">http://www.gsil.org/vocational_rehabilitation.htm</a> Email : <a href="mailto:lbelanger@ed.state.nh.us">lbelanger@ed.state.nh.us</a> Career Services	N	0
3	Better Business Bureau 410 So Main St #3 Concord, New Hampshire 03301 Url : <a href="http://concord.bbb.org/">http://concord.bbb.org/</a> Email : <a href="mailto:info@bbbnh.org">info@bbbnh.org</a> Career Services	N	0
4	Boston Women's Commission City Hall Plaza Room 716 Boston, Massachusetts 02201 Url : <a href="http://www.cityofboston.gov/women/">http://www.cityofboston.gov/women/</a> Email : <a href="mailto:bostonwomen@cityofboston.gov">bostonwomen@cityofboston.gov</a> 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	Careerbuilder.com 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Fax : 1-800-891-8880 Career Services	N	1
7	Chinese American Civic Assn. 33 Harrison Ave., 3rd Floor Boston, Massachusetts 02111 Url : <a href="https://aaca-boston.org/site/">https://aaca-boston.org/site/</a> Email : <a href="mailto:Richard@aaca-boston.org">Richard@aaca-boston.org</a> Career Services	N	0

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8	Colby Sawyer College Kathy Taylor 100 Main St. New London, New Hampshire 03257 Url : <a href="http://www.colby-sawyer.edu/">http://www.colby-sawyer.edu/</a> Email : <a href="mailto:colbyweb@colby-sawyer.edu">colbyweb@colby-sawyer.edu</a> Career Services	N	0
9	Concord Vocational Rehab Office 2 Industrial Pk Dr. Building 2 Concord, New Hampshire 03301 Url : <a href="http://www.gsil.org/vocational_rehabilitation.htm">http://www.gsil.org/vocational_rehabilitation.htm</a> Email : <a href="mailto:grueggeberg@ed.state.nh.us">grueggeberg@ed.state.nh.us</a> Career Services	N	0
10	Dartmouth College Career & Employment Services 6208 Collis Ctr. Hanover, New Hampshire 03755 Url : <a href="http://jobs.dartmouth.edu/">http://jobs.dartmouth.edu/</a> Email : <a href="mailto:contact@dartmouth.edu">contact@dartmouth.edu</a> Career Services	N	0
11	Employment Clearinghouse - NAB Broadcast Resources Program 1771 N Street NW Washington, District of Columbia 20036 Url : <a href="http://www.nab.org/">http://www.nab.org/</a> Email : <a href="mailto:nab@nab.org">nab@nab.org</a> Career Services	N	0
12	Employment Security Linda Sheppard 2000 Lafayette Rd. Portsmouth, New Hampshire 03801 Url : <a href="http://www.nh.gov/nhes/locations/portsmouth.htm">http://www.nh.gov/nhes/locations/portsmouth.htm</a> Email : <a href="mailto:lbreden@ed.state.nh.us">lbreden@ed.state.nh.us</a> Career Services	N	0
13	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-399-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> OpenHire Source Manual Posting	N	0
14	Granite State Independent Living Foundation Bernadette Harris PO Box 7268 Concord, New Hampshire 03301 Url : <a href="http://gsil.org/">http://gsil.org/</a> Email : <a href="mailto:info@gsil.com">info@gsil.com</a> Career Services	N	0

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15	Hesser College Career Planning Office 3 Sundial Ave. Manchester, New Hampshire 03101 Url : <a href="http://www.hessercollege.edu">www.hessercollege.edu</a> Email : <a href="mailto:privacy@khec.com">privacy@khec.com</a> Career Services	N	0
16	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
17	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> OpenHire Source Manual Posting	N	1
18	Indeed.com	N	1
19	Job Fair Portsmouth, New Hampshire n/a n/a Manual Posting	N	0
20	Keene Vocational Rehab Office Michelle LaPlante 25 Roxbury St Manchester, New Hampshire 03104 Url : <a href="http://gsil.org/">http://gsil.org/</a> Email : <a href="mailto:edurant@ed.state.nh.us">edurant@ed.state.nh.us</a> Career Services	N	0
21	Lebanon College Donald Wenz 1 Court St, Suite 200 Lebanon, New Hampshire 03766 Url : <a href="http://www.lebanoncollege.edu/">http://www.lebanoncollege.edu/</a> Email : <a href="mailto:admissions@lebanoncollege.edu">admissions@lebanoncollege.edu</a> Career Services	N	0
22	Linked In	N	1

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23	Manchester Vocational Rehab Office Traci Biron 361 Lincoln St. Manchester, New Hampshire 03101 Url : <a href="http://www.gsil.org/vocational_rehabilitation.htm">http://www.gsil.org/vocational_rehabilitation.htm</a> Email : <a href="mailto:traci.biron@doe.nh.gov">traci.biron@doe.nh.gov</a> Career Services	N	0
24	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : <a href="http://www.mediarecruiter.com">http://www.mediarecruiter.com</a> Email : <a href="mailto:art@mediarecruiter.com">art@mediarecruiter.com</a> Art Scott	N	0
25	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Url : <a href="http://www.monster.com">http://www.monster.com</a> Fax : 1-402-472-8675 Brendan McCauley	N	0
26	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : <a href="mailto:registration@myaircheck.com">registration@myaircheck.com</a> Scott Russell	N	0
27	NAACP Sheila Findlay PO Box 1261 Portsmouth, New Hampshire 03801 Email : <a href="mailto:employment@seacoastnaacp.com">employment@seacoastnaacp.com</a> Career Services	N	0
28	National Assoc of Black Colleges Broadcasters PO Box 3191 Atlanta, Georgia Url : <a href="http://nabob.org/">http://nabob.org/</a> Email : <a href="mailto:aucdigestmail@aol.com">aucdigestmail@aol.com</a> Career Services	N	0
29	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : <a href="http://www.najb.org">www.najb.org</a> Fax : 1-301-314-1714 Scott Berry	N	0

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30	National Black Programmers Coalition Website Texas Url : <a href="http://www.nbpcinc.com">www.nbpcinc.com</a> Email : <a href="mailto:radiolady@bellsouth.net">radiolady@bellsouth.net</a> Career Services	N	0
31	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Alex Nogales	N	0
32	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : <a href="mailto:info@nljja.org">info@nljja.org</a> Fax : 1-202-588-1818 Career Services	N	0
33	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : <a href="http://www.nativetelecom.org/">http://www.nativetelecom.org/</a> Email : <a href="mailto:native@unl.edu">native@unl.edu</a> Frank Blythe	N	0
34	On Air Recruitment Campaign Portsmouth, New Hampshire n/a n/a Manual Posting	N	0
35	Radio & Records 2049 Century Park East Los Angeles, California 90067 Phone : 310-553-4330 Url : <a href="http://www.radioandrecords.com">www.radioandrecords.com</a> Email : <a href="mailto:elsalopez@clearchannel.com">elsalopez@clearchannel.com</a> Fax : 1-831-796-4181 Lisa Deary	N	0
36	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : <a href="mailto:director@radio1school.com">director@radio1school.com</a> Joe Deschler	N	0

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37	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852-2525-0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> OpenHire Source Manual Posting	N	0
38	River Valley Community College 1 College Dr. Claremont, New Hampshire 03743 Phone : 603-542-7744 Url : <a href="http://www.nhti.edu/">http://www.nhti.edu/</a> Email : <a href="mailto:thardy@ccsnh.edu">thardy@ccsnh.edu</a> Tiffany Hardy	N	0
39	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> OpenHire Source Manual Posting	N	0
40	South Asian Journalists Assoc Columbia Grad School of Journalism 2950 Broadway Suite 201 New York, New York Url : <a href="http://saja.org/">http://saja.org/</a> Email : <a href="mailto:sajamember@gmail.com">sajamember@gmail.com</a> Career Services	N	0
41	Station Websites na Portsmouth, New Hampshire na na Manual Posting	N	0
42	The Cosby Center for Mass Communications Central State University Wilberforce, Ohio Email : <a href="mailto:admissions@centralstate.edu">admissions@centralstate.edu</a> Career Services	N	0

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43	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
44	University of New Hampshire 203 Huddleston Durham, New Hampshire 03824-3529 Url : <a href="http://www.unh.edu/">http://www.unh.edu/</a> Email : admissions @unh.edu Career Services	N	0
45	Women in Communications PO Box 203 Tyngsboro, Massachusetts 01879 Url : <a href="http://www.womcom.org/careers/overview.asp">http://www.womcom.org/careers/overview.asp</a> Email : info@womcom.org Career Services	N	0
46	YMCA Nancy Campbell PO Box 3433 Nashua, New Hampshire 03061 Url : <a href="http://nmymca.org/">http://nmymca.org/</a> Email : tjoslin@nmymca.org Career Services	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>4</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	1/10/2014	Establishment of an intern program designed to assist members of the community	During the Spring semester, two students (from the University of New Hampshire) interned at the Portsmouth SEU. During the Summer semester, four students (three from the University of New Hampshire, one from Simmons College) interned at 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).	4	Promotions Director Public Service Director Operations Manager Production Director	1.00
2	4/2/2014	Participation in Job Fairs	On April 2, 2014, Clear Channel Portsmouth participated in the New Hampshire College & University Council's 40 Annual Job and Internship Fair held in Manchester, NH. SEU participants included our General Sales Manager, who met with attendees and collected resumes. She collected 5 resumes for the Sales position and 16 resumes for Internship positions.	1	General Sales Manager	0.25
3	4/22/2014	Participation in Job Fairs	On April 22, 2014, Clear Channel Portsmouth participated in the New Hampshire Association of Broadcasters Job Fair held in Manchester, NH. SEU participants included our General Sales Manager, Program Director, Business Manager, and Assistant Business Manager who met with attendees and collected resumes for the Account Executive, Part-Time Programming, and Internship positions.	4	General Sales Manager Program Director Business Manager Assistant Business Manager	0.25

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
4	9/23/2014	Hosting of Job Fair	On September 23, 2014, iHeartMedia Portsmouth hosted a Career and Education Fair at Best Western Plus Wynwood Hotel in Portsmouth, NH. iHeartMedia Portsmouth collected resumes for sales and assistant business manager positions as well as for internship opportunities. iHeartMedia Portsmouth took an active role in planning the event, including promoting the Fair with on-air advertising. 18 employers participated in the Fair. Participants from this SEU included the Director of Sales, the Sales Operations Administrator, and the Business Manager. iHeartMedia Portsmouth's participants collected resumes at the Fair and answered questions from prospective job candidates about broadcast careers.	3	Director of Sales Business Manager Sales Operations Administrator	1.00
5	10/7/2014	Provision of training to management	The Portsmouth SEU participated in Pillsbury Law's webinar on Recruiting, Hiring, and Papering: The FCC's EEO Rule for Broadcasters on October 7, 2014.	1	Business Manager	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>3.50</b>