### VACANCY DATA FORM

Job Title: Account Executive 9	Date Filled: 7/14/08
Recruitment Source ("RS") Referring Hiree: Job Fair	Total Number of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Account Executive 6 position filled on 6/24/08 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees, also apply to this position.

### VACANCY DATA FORM

Job Title: Account Executive 10	Date Filled: 8/4/08
Recruitment Source ("RS") Referring Hiree:	Total Number
Employee Referral	of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Account Executive 6 position filled on 6/24/08 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees, also apply to this position.

### VACANCY DATA FORM

Job Title: Market Manager	Date Filled: 11/3/08
Recruitment Source Referring Hiree: Employee Referral	Total Number of Interviewees: 2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
2	Augusta State University (ASU)	N	0
	Placement Office		
	2500 Walton Way		
	Augusta, GA 30904 (706) 737-1604		
	(706) 731-7004 (706) 731-7097 (fax)		
	Contact: Pat Hyatt		
	phyatt@aug.edu		
3	Georgia Association of Broadcasters (GAB)	N	0
	8010 Roswell Road, Suite 150		ŭ
	Atlanta, GA 30350		
	(770) 395-7200		
	(770) 395-7235 (fax)		
	Contact: Jere Pigue		•
	piguej@gab.org		W .
4	Georgia Department of Labor Placement Office	N	0
į.	601 Greene Street Augusta, GA 30901		8
	(706) 721-3131		
	(706) 721-7151 (706) 721-7680 (fax)		
	Contact: Robbie Ross		
	Robbie.Ross@dol.state.ga.us		

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period	
5	Goods Entertainment P.O. Box 1266 Weston, CT 06883 (203) 341-0111 (801) 460-3100 (fax) Contact: Adam Goodman	Y	0	
	adam@goodsentertainment.com			
6	Richmond/Burke County Job Training Authority 209 7th Street Augusta, GA 30901 (706) 722-3001 (706) 721-7395 (fax) Contact: Jackie Dunn dunnjt@bellsouth.net	Y	0	
7	University of South Carolina Aiken (USCA) 471 University Parkway Aiken, SC 29801 (803)641-3440 (803)641-3652 (fax) Contact: Leslie Cobb lesliec@usca.edu	N	0	
8	Clear Channel Clear Careers Website www.clearcareers.com 200 East Basse Road San Antonio, TX 78209 (210) 822-2828	N	0	
9	Employee Referral	N	2	
10	Non-Employee Referral	N	0	
11	Walk-In	N	0	
15	Paine College Office of Carcer Services 1235 15th Street Augusta, GA 30901 706-821-8391-Office 706-432-0708-Fax Contact: Ms. Willie Mae Allen allenw@mail.paine.edu	Y (as of 1/18/08)	0	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period	
16	Augusta Technical College 3200 Augusta Tech Drive Augusta, GA 30906 706-771-4044 Contact: John W. Arena Jr jarena@augustatech.edu	N	0	
19	Inside Radio  ads@insideradio.com  Fax: 877-270-3998  Contact: Gene McKay  Phone: 800-640-8852	N	0	
20	The Augusta Chronicle Classified Department 725 Broad St Augusta, GA 30901 (706) 262-2222	N	0	
21	Pro Resources Staffing Services apply@jobs4ga.com Phone: (706) 860-9600	N	0	
	TOTAL	INTERVIEWEES	2	

### Robinson, Cynthia

From:

Robinson, Cynthia

Sent:

Wednesday, October 01, 2008 18:24

To:

'ASU'; 'GA DEPT OF LABOR'; 'GAB'; 'GOODS ENT'; 'JOHN ARENA'; 'PAINE COLLEGE';

'PRO RESOURCES'; 'RICHMOND/BURKE COUNTY'; 'USCA'

Cc:

BRAGG, FAITH

Subject:

Job Vacancy

Attachments: VPMM 100108.doc

Good Morning, Ladies and Gentlemen:

Clear Channel Augusta is currently seeking to fill the following employment opening as shown on the attached notice for: VP Market Manager.

You are encouraged to refer qualified applicants to us for this opening.

It is our policy to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, or any other characteristic protected by law, in all personnel actions.

We specifically encourage referral of qualified minority and female applicants.

Thank you for your assistance. If you know of any other organization which may be of assistance in our equal employment opportunity effort, we would appreciate you forwarding that information to us.

CYNTHIA ROBINSON Administrative Assistant Phone: 706-396-6000 Ext 111 Office Fax: 706-396-6010









96.3/iss.







### **Employment Opportunity Notice**

DATE:

10/01/2008

TITLE:

**VP Market Manager** 

**DEPARTMENT:** 

Executive

### **JOB DUTIES & RESPONSIBILITIES:**

Clear Channel Augusta, GA. is a 7 station cluster looking for a dynamic large-market leader for our vacant Market Manager role. The ideal candidate will view obstacles as opportunities. You'll oversee all cluster operations including sales. This Market Manager must have a clear vision and documented success of what it takes to grow RATINGS, REVENUE, and CASH FLOW. We need someone that knows how to lead and maximize a team of great and committed broadcasters while successfully solving our customer's needs. We'll give you the best resources in radio to accomplish your goals! Ready to lead? Ready to step up? Let's talk. Please email your resume and qualifications to

FaithBragg@clearchannel.com.

MINIMUM REQUIREMENTS: At least three years Market Manager and or DOS experience.

EDUCATION REQUIRED: Bachelor's degree in Communications, Business, or Marketing & Sales preferred with a min. of 5 years related radio experience.

SKILLS REQUIRED: Strong working knowledge of the radio industry-formats, ratings, media buying and technology.

### CANDIDATES WHO MEET THE ABOVE REQUIREMENTS SHOULD SEND RESUME TO:

Clear Channel Radio "Market Manager Position" 2743 Perimeter Pkwy, Bldg. 100 Suite 300, Augusta GA 30909

Fax: 706-396-6011 E-Mail: FaithBragg@clearchannel.com

Women and minorities are encouraged to apply. NO PHONE CALLS PLEASE.

### CLEAR CHANNEL IS AN EQUAL OPPORTUNITY EMPLOYER

X

**Job Posting Editor** 

You are about to create the following job posting. Click the 'Finish' button to finish or 'Back' to make any necessary changes.

Job Title: Market Manager

Division: Radio

Job Category: Executive Management

Internal Post Date: 10/1/2008 External Post Date: 10/1/2008

Expiration Date: 11/1/2008 Alternate Contact: Bragg, Faith Country: United States

State: Georgia

City: Central/Augusta

Job Description: Clear Channel Augusta, GA. is a 7 station cluster looking for a dynamic large-market leader

for our vacant Market Manager role. The ideal candidate will view obstacles as opportunities. You'll oversee all cluster operations including sales. This Market Manager must have a clear vision and documented success of what it takes to grow RATINGS, REVENUE, and CASH FLOW. We need someone that knows how to lead and maximize a team of great and committed broadcasters while successfully solving our customer's needs. We'll give you the best resources in radio to accomplish your goals! Ready to lead? Ready to step up? Let's talk. Please email your resume and qualifications to FaithBragg@clearchannel.com.

Is Blind:

Num. Positions: 1

No

Job Requirements: At least three years Market Manager and or DOS experience. Strong working knowledge of the radio industry-formats, ratings, media buying and technology.

Edu. Requirements: Bachelor's degree in Communications, Business, or Marketing & Sales preferred with a min.

of 5 years related radio experience.

Benefits: Medical, Dental, Vision, Life, 401k, EAP, Paid Vacation and Sick Leave

Job Status: Full-Time

Career Level: Management (5 + years)

Salary:

Screening Questions:

Recruiters:

Back Finish

### VP/MARKET MANAGER - AUGUSTA, GA

Clear Channel Augusta, GA. is a 7 station cluster looking for a dynamic large-market leader for our vacant Market Manager role. The ideal candidate will view obstacles as opportunities. You'll oversee all cluster operations including sales. This Market Manager must have a clear vision and documented success of what it takes to grow RATINGS, REVENUE, and CASH FLOW. We need someone that knows how to lead and maximize a team of great and committed broadcasters while successfully solving our customer's needs. We'll give you the best resources in radio to accomplish your goals!

Ready to lead? Ready to step up? Let's talk. E-mail your resume and qualifications to: FaithBragg@clearchannel.com EOE



This is a 2 coLumn x 2.25 inch ad for a total of 4.5 column inches. Ad may appear vertical or horizontal depending on space availablilty. Inside Radio will make every effort to meet requested dates but will not be held responsible if dates are changed. Advance payment required.

(Option	#1)	Single	e Insertion -	- \$575	(includes	no	Web or	amail
					(		AACD OL (	zillall.

(Option #2)(2) 3 or 4 Insertions - \$450 each (circle # of insertions) (includes same x in email & two weeks on the Inside Radio website)

(Option #3) EMPLOYMENT AD GUARANTEE:

Purchase 5 ads, and if you still don't have the candidate you want, Inside Radio will run your ad a minimum of 2x per week until you do. No changes can be made to the orignal ad once approved. Includes 30 days on web, plus 5x in our daily email to over 35,000 radio professionals. Total Investment - \$1,800

Name FOUTH BOOGG Signature
Company Clear Channel
Address 2743 Perinceta Parkuray Biros 300
City State (OC) Zin 2 ST C
Phone TCLe-35ile-lecco. Fax 35ile-Locali
Credit Cardexpires
Requested Insertion dates 10-12-08 £10-7-08

Please sign and return via fax to 877-270-3998. THANK YOU!

Professional

VP Market Manager
Clear Channel Augusta, GA. is looking for dynamic large-market leader for our vacant Market Manager role. The ideal candidate will oversee all cluster operations including sales. Must have 3 yrs Market Manager and or DOS exp. Bachelor's degree in communications, business, or mareting & sales preferred with a min. of 5 yrs related radio exp. Must have knowledge of the radio industry-formats, ratings, media buying and technology. industry-formats, ratings, media buying and technology.

Candidates who meet the above requirements should send resume to:

Clear Channel Radio "Market Manager Position" 2743 Perimeter Pkwy, Bldg. 100 Suite 300, Augusta, GA. 30909 Fax 706-396-6011 email FaithBragg@clearchannel.com No Phone Calls Please EOE



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>>> October 6, 2008

Market Manager - Georgia



Clear Channel Augusta, GA. is a 7 station cluster looking for a dynamic large-market leader for our vacant Market Manager role. The ideal candidate will view obstacles as opportunities. You'll oversee all cluster operations including sales. This Market Manager must have a clear vision and documented success of what it takes to grow RATINGS, REVENUE, and CASH FLOW. We need someone that knows how to lead and maximize a team of great and committed broadcasters while successfully solving our customer's needs. We'll give you the best resources in radio to accomplish your goals!

Ready to lead? Ready to step up? Let's talk.

E-mail your resume and qualifications to: FaithBragg@clearchannel.com

EOE

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VP/DOS

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Your ad Here! 800-640-8852

# Receipt of Payment The Augusta Chronicle

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### RECRUITMENT INITIATIVES FORM

December 1, 2006 to November 30, 2007

	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation
1.	Participate in Job Fair	2/16/2007	On February 16, 2007, our SEU participated in the Augusta State University Job Fair held in Augusta, GA. Station participants included our Community Relations Manager, who spoke to over 200 students about the radio industry and broadcasting career opportunities.
2.	Participate in Job Fair	5/23/07	On May 23, 2007, our SEU participated in the Georgia Association of Broadcasters Job Fair held at the National Guard Armory in Augusta, GA. Station participants included our Community Relations Manager, who discussed job opportunities at the stations with individuals interested in broadcasting careers.
3.	Participate in Job Fair	6/28/07	On June 28, 2007, our SEU participated in a job fair hosted by the Georgia Department of Labor held at Augusta State University in Augusta, GA. Station participants included our Community Relations Manager, who discussed job opportunities at the stations with individuals interested in broadcasting careers, and collected resumes.
4.	Establish Training Program to Enable Station Personnel to Acquire Skills for Higher Level Positions	October 2007	In October 2007, our Market Manager and Director of Sales conducted a five-week daily training program for Account Executives who had been employed with the stations for six months. Training included completion of the Clear Channel "On Board" online skills training program. Additionally, classroom training consisted of role playing, producing account proposals, writing copy and critiquing work of co-participants. Various station employees, including our Operations Manager, Program Directors, Promotions Director, Business Manager, and Traffic Managers, conducted training sessions on station programming and competition, operational procedures and writing orders.
5.	Establish Training Program to Enable Station Personnel to Acquire Skills for Higher Level Positions (3)	December 2006; January 2007; September 2007	In December 2006, January 2007 and September 2007, our Program Director and Operations Manager provided training in the use of Selector Music Programming software to three station announcers who were promoted to the position of Assistant Programming Director. The three-month training program provided the requisite skills for the employees to assume responsibility for scheduling music on the stations.

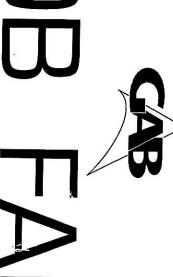
### Statement Concerning Incomplete Documentation of Recruitment Initiatives

Although the Clear Channel station employment unit ("SEU") located in Augusta, Georgia did not retain fully detailed documentation to support the data reported on its EEO Public File Report for the period of December 1, 2006 to November 30, 2007, the undersigned affirms that the SEU engaged in the following activities on the dates indicated.

Date	<b>Brief Description of Activity</b>	Personnel Involved	
February 16, 2007	Participated in the Augusta State University job fair held in Augusta, GA.	Community Relations Manager	
June 28, 2007	Participated in a job fair hosted by the Georgia Department of Labor held at Augusta State University in Augusta, GA.	Community Relations Manager	

Jared Stehney, Market Manager

Date: 9/15/09



THE GEORGIA ASSOCIATION OF BROADCASTERS CERTIFIES THAT

WBBQ-FM, WIBL-FM, WKSP-FM, WPRW-FM, WEKL-FM, WYNF-AM, WSGF-AM

OF AUGUSTA, GEORGIA

SPONSORED A BROADCASTERS' JOB FAIR T THE GEORGIA ARMY NATIONAL GUARD ARMORY IN AUGUSTA, GEORGIA ON MAY 23, 2007

Jens L. Pigus, Fresident, GAB

5/23/07



September 10, 2009

To Whom It May Concern:

In October 2007, I was Market Manager for the Clear Channel Augusta stations. As such, I directed a special training program for new account executives that met daily for 5 weeks. Also, participating in the training were all the Department Heads at the stations including the Director of Sales, Operations Manager, Program Directors, Market Controller, Promotion Directors, and Traffic Directors at various times.

All aspects of the operation of radio stations were covered in the training.

Mark Bass

Market Manager

Clear Channel Chattanooga



ROCKIOE

CLASSIC COUNTRY 98.1 THE LEGEND





September 8, 2009

To Whom It May Concern:

In December 2006, I was Program Director of WKSP and WPRW at the Clear Channel Augusta stations. As such, I directed a training program for an Assistant Program Director in the use of the Selector Music Scheduling Program daily for 3 months and then weekly as needed.

Program Director

WKSP/WPRW





September 14, 2009

To Whom It May Concern:

In January 2007, I was Operations Manager for the Clear Channel Augusta stations. As such, I directed a training program for the Assistant Program Director in the use of the Selector Music Scheduling Program daily for 3 months.

In September 2007, while Operations Manager for the Clear Channel Augusta stations, I directed another 3 month training program in the use of the Selector Music Scheduling Program for an announcer so he would be qualified to assume the assistant program director responsibilities with respect to music scheduling.

Steve Burke

Operations Manager

Clear Channel Charleston, SC

### RECRUITMENT INITIATIVES FORM

December 1, 2007 to November 30, 2008

	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation
1.	Establish Training Program to Enable Station Personnel to Acquire Skills for Higher Level Positions	July 2008	In July 2008, our Market Manager and Director of Sales conducted five-week daily training program for 5 new account executives. Training included completion of the Clear Channel "On Board" online skills training program. Additionally, classroom training consisted of role playing, producing account proposals, writing copy and critiquing work of co-participants. Various station employees, including our Operations Manager, Program Directors, Promotions Director, Business Manager, and Traffic Managers, conducted training sessions on station programming and competition, operational procedures and writing orders.
2.	Internship Program	Summer 2008	In Summer 2008, our SEU hosted four interns from Paine College as follows:  - One Promotions Intern from June 11, 2008 to July 18, 2008.  - Three Programming interns: one from June 13, 2008 to July 25, 2008; and two from June 11, 2008 to July 18, 2008.



#### Palm Beaches/Treasure Coast

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WOLL 105.5 fm 1055online.com

WLDI 95.5 fm wild955.com

WRLX 92.1 fm mia921.com

WZZR 94.3 fm wzzr.com

WJNO 1290 am wjno.com

WBZT 1230 am wbzt.com

WAVW 92.7 fm wavw.com

WSYR 94.7 fm star947.com

WCZR 101.7 fm wzzr.com

WQOL 103.7 fm wqolfm.com

WZTA 1370 am

3071 Continental Drive West Palm Beach, FL 33407 Phone: 561-616-6600 Fax: 561-616-6620 September 8, 2009

To Whom It May Concern:

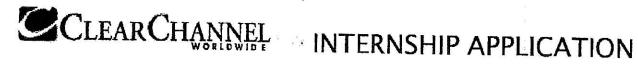
In July 2008, I was Market Manager for the Clear Channel Augusta stations. As such, I directed a training program for new account executives that met daily for 5 weeks. Also participating in the training were all the Department Heads at the stations including the Director of Sales, Operations Manager, Program Directors, Market Controller, Promotion Directors, and Traffic Directors at various times. All aspects of the operation of radio stations were covered in the training.

Aaron Wilborn

Director of Sales

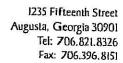
an Cal

Clear Channel West Palm Beach



Please complete this application and fax to 803-279-8389 or mail to WPRW/WKSP Promotions Director: 2743 Perimeter Pkwy; BI 100; suite 300, Augusta Ga.

DATE: 6/12/06
STUDENT'S NAME:
PERMANENT ADDRESS:
CURRENT ADDRESS:
CURRENT ADDRESS:
E-MAIL ADDRESS:
i 1. Com
SCHOOL NAME: Paine College
NAME OF INTERNSHIP COUNSELOR/ ADVISOR:
COURSE OF STUDY/MAJOR: Public Relations MINOR:
SELECT ONE:SophomoreJuniorSeniorGraduate
TERM APPLIED FOR: Summer 2008
BEGINNING AND END DATES: June 11 - July 18
WILL YOU RECEIVE CREDIT FOR INTERNSHIP: YES V NO
DAYS/HOURS AVAILABLE FOR INTERNSHIP:





June 13, 2008

Ms. Cher Best
Director of Marketing/Promotions
WPRW/WKSP Clear Channel Radio

Dear Ms. Best,

Thank you for considering for your Internship position at Clear Channel Radio. is a student at Paine College, and she is registered for the Summer Semester 2008. She is enrolled in the following course: MAC 491 (Mass Communications Internship). ill receive six (6) credit hours for her course work. Again, thanks

Sincerely,

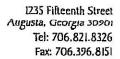
Assistant Professor of Mass Communications Paine College

# **CLEARCHANNEL**

### INTERNSHIP APPLICATION

Please complete this application and fax to 803-279-8389 or mail to WPRW/WKSP Promotions Director: 2743 Perimeter Pkwy; Bl 100; suite 300, Augusta Ga.

100, Juice 500, Augusta Ga.
DATE: June 12, 2008
STUDENT'S NAME:
PERMANENT ADDRESS:
CURRENT ADDRESS:
PHONE NUMBER:
E-MAIL ADDRESS:
school NAME: Downe College
NAME OF INTERNSHIP COUNSELOR/ ADVISOR:
course of study/Major: Broad casturg MINOR:
SELECT ONE:SophomoreJuniorXSeniorGraduate
TERM APPLIED FOR:
BEGINNING AND END DATES:
WILL YOU RECEIVE CREDIT FOR INTERNSHIP: YES NO
DAYS/HOURS AVAILABLE FOR INTERNSHIP:  M9:15-12  N9:15-12  R9:15-12





June 13, 2008

Mr. Leroi T. Durant Assistant Program Director, of WPRW/WKSP Clear Channel Radio

Dear Mr. Durant,

Thank you for considering for your Internship position at Clear Channel Radio. is a student at Paine College, and she is registered for the Summer Semester 2008. She is enrolled in the following course: MAC 491 (Mass Communications Internship). will receive six (6) credit hours for her course work. Again, thanks

Sincerely,

Assistant Professor of Mass Communications Paine College

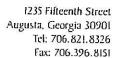




## INTERNSHIP APPLICATION

Please complete this application and fax to 803-279-8389 or mail to WPRW/WKSP Promotions Director: 2743 Perimeter Pkwy; Bl 100; suite 300, Augusta Ga.

· · · · · · · · · · · · · · · · · · ·
DATE: 6/12/08
STUDENT'S NAME:
PERMANENT ADDRESS:
CURRENT ADDRESS:
PHONE NUMBER:
E-MAIL ADDRESS:
SCHOOL NAME:
NAME OF INTERNSHIP COUNSELOR/ ADVISOR:
COURSE OF STUDY/MAJOR: JOUNNALISM MINOR:
SELECT ONE:SophomoreJunior/SeniorGraduate
TERM APPLIED FOR: Summer/08
BEGINNING AND END DATES: 6/11/68 -
WILL YOU RECEIVE CREDIT FOR INTERNSHIP: YES NO
DAYS/HOURS AVAILABLE FOR INTERNSHIP: 160 hours





June 13, 2008

Mr. Leroi T. Durant Assistant Program Director, of WPRW/WKSP Clear Channel Radio

Dear Mr. Durant,

Thank you for considering or your Internship position at Clear Channel Radio. a student at Paine College, and she is registered for the Summer Semester 2008. She is enrolled in the following course: MAC 491 (Mass Communications Internship). s will receive six (6) credit hours for her course work. Again, thanks

Sincerely,

e, M.A.

Assistant Professor of Mass Communications Paine College



## INTERNSHIP APPLICATION

Please complete this application and fax to 803-279-8389 or mail to WPRW/WKSP Promotions Director: 2743 Perimeter Pkwy; Bl 100; suite 300, Augusta Ga.

DATE: June 12, 2008
STUDENT'S NAME:
PERMANENT ADDRESS:
CURRENT ADDRESS:
PHONE NUMBER:
E-MAIL ADDRESS:
SCHOOL NAME: PANY ( )//192
NAME OF INTERNSHIP COUNSELOR/ ADVISOR:
COURSE OF STUDY/MAJOR: Brondbast Mass MINOR:
SELECT ONE:SophomoreJuniorSeniorGraduate
TERM APPLIED FOR: JUHNER 2008
BEGINNING AND END DATES: Junt 2008 - July 2008
WILL YOU RECEIVE CREDIT FOR INTERNSHIP: YES NO
DAYS/HOURS AVAILABLE FOR INTERNSHIP:





June 13, 2008

Mr. Leroi T. Durant Assistant Program Director, of WPRW/WKSP Clear Channel Radio

Dear Mr. Durant,

Thank you for considering for your Internship position at Clear Channel Radio. is a student at Paine College, and she is registered for the Summer Semester 2008. She is enrolled in the following course: MAC 491 (Mass Communications Internship). ... will receive six (6) credit hours for her course work. Again, thanks

Sincerely,

Assistant Professor of Mass Communications Paine College