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August 15, 2014

Elizabeth E. Goldin
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VIA HAND DELIVERY

EEO Staff
Policy Division
Media Bureau
Federal Communications Commission
445 12th Street SW
Washington, DC 20554

RECEIVED - FCC

AUG 15 2014

Federal Communications Commission
Bureau / Office

**Re: Response to Broadcast EEO Audit Letter
Clear Channel Broadcasting Licenses, Inc.
Station WHQC(FM), Shelby NC, Facility ID No. 74194, and
Capstar TX, LLC
Station WKKT(FM), Statesville, NC, Facility ID No. 68207**

EEO Staff:

On behalf of Clear Channel Broadcasting Licenses, Inc. and Capstar TX, LLC, licensees of the above referenced broadcast stations, and the commonly owned stations in the Charlotte, North Carolina station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of June 10, 2014 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. In accordance with your request, this submission consists of a sworn statement by Charlie Wilkinson, Market Manager, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully submitted,

Elizabeth E. Goldin

Counsel to Clear Channel Broadcasting Licenses, Inc. and Capstar TX, LLC

cc: Charlie Wilkinson

DECLARATION OF CHARLIE WILKINSON, MARKET MANAGER

I, Charlie Wilkinson, hereby declare as follows:

I am a Market Manager for Clear Channel Broadcasting Licenses Inc., the licensee of Station WHQC(FM), Shelby, North Carolina (FIN 74194) and Capstar TX LLC, the licensee of Station WKKT(FM), Statesville, North Carolina (FIN 68207), which are part of a station employment unit based in Charlotte, North Carolina and which includes WLKO(FM), Hickory, North Carolina (FIN 68211), WEND(FM), Salisbury, North Carolina (FIN 74074), WRFX(FM), Kannapolis, North Carolina (FIN 53970) (the "SEU" or "Unit"). The stations in this SEU are commonly owned through subsidiaries ultimately owned and controlled by Clear Channel Communications, Inc. (collectively, "Clear Channel"). This Statement and relevant attachments are being submitted in response to the June 10, 2014 letter of Lewis C. Pulley, Assistant Chief of the Policy Division of the Commission's Media Bureau, concerning a random audit of the SEU's EEO compliance (the "EEO Audit Letter").

1. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission ("FCC" or the "Commission"), 47 C.F.R. § 73.2080(e)(1).

2. In response to Question 3(a) of the EEO Audit Letter, copies of the SEU's two most recent EEO public file reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.

The web addresses of the stations in this SEU are as follows: 1065.com, channel961.com, 969thekat.com, 1029thelake.com, and wrfx.com. A copy of the current report is included on or linked to each of these websites.

The date of each full-time hire listed in the SEU's two most recent EEO public file reports, as required by 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B.

3. In response to Question 3(b) of the EEO Audit Letter, the licensee acknowledges that it is required to retain records to document its outreach to the recruitment sources used to fill its full-time positions, including those filled during the period covered by the above EEO public file reports. However, pursuant to the EEO Audit Letter, only one such notice per position is included at Attachment B.

4. In response to Question 3(c) of the EEO Audit Letter, the internal business records appended at Attachment B provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each particular full-time vacancy filled during the period covered by the above EEO public file reports.

5. In response to Question 3(d) of the EEO Audit Letter, documentation concerning the Unit's performance of four recruitment initiatives described in § 73.2080(c)(2) during this time period is appended at Attachment C. Station personnel involved in the recruitment initiatives are noted in the documentation. This SEU employs a total of 60 full-time employees and at least one

of our stations is located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four recruitment initiatives during a two-year period.

6. In response to Question 3(e) of the EEO Audit Letter, the licensees are aware of the following complaint alleging discrimination on the basis of race, color, religion, national origin, or sex, filed against one or more stations in this SEU:

A complaint alleging sex and disability discrimination was filed against the licensee by Elizabeth Mabe, an Account Executive, on October 7, 2003, at the U.S. Equal Employment Opportunity Commission. *See* EEOC Charge No. 140-2004-00115. This matter was settled between the parties on March 5, 2004, after a failed mediation through the EEOC.

7. In response to Question 3(f) of the EEO Audit Letter, the licensee affirms that Clear Channel has created and deployed an EEO compliance plan, with the assistance of outside communications counsel, known as the Clear Channel Broadcast Diversity Recruitment Plan (the "Recruitment Plan" or "Plan"). The Recruitment Plan was distributed to all regional managers and, through them, disseminated to each SEU in conjunction with the effective date of the current EEO regulations. The Plan contains directives as to how Clear Channel SEUs are to engage in broad recruitment for job vacancies and undertake recruitment initiatives, includes sample forms for collecting and maintaining the necessary recruitment data, and provides a quarterly self-assessment program designed to ensure that the SEU follows the Plan's directions and regularly updates corporate headquarters as to the employment unit's progress in the area.

At the corporate level, Clear Channel assists SEUs in understanding and following the Recruitment Plan, responding to SEU requests for assistance and/or calling upon outside counsel for additional guidance when warranted. Furthermore, Clear Channel has a team of internal public inspection file auditors that routinely assesses each SEU's FCC EEO compliance, based on the most recent EEO Public File Report, as part of a review of overall public file compliance. Finally, with the recent deployment of applicant tracking system software called OpenHire throughout the company, Clear Channel has been conducting training sessions with its SEUs on its hiring policies and procedures, including compliance with the FCC's EEO broad outreach rules.

At the local level, Bobbi Cantrell, my Executive Assistant, executes the daily recruitment and recordkeeping tasks called for by the SEU's EEO program and I supervise overall compliance efforts, including the reporting requirements. Our SEU maintains an extensive list of recruitment sources that reaches diverse community organizations and educational institutions throughout our local community. We also manage a robust internship program that exposes 20+ local students each year to careers in broadcasting. Further, our weekly sales meetings include a discussion of how managers have assisted the SEU's broad outreach efforts, whether networking with local organizations such as the chamber of commerce, discussing job opportunities when interacting with community members and local businesses and/or representing our stations at local job fairs and community events. The SEU's compliance efforts also include identifying Clear Channel's efforts to afford equal employment opportunities to employees through statements disseminated in job applications and posted in conspicuous areas within the workplace.

8. In response to Question 3(g) of the EEO Audit Letter, the licensee affirms that the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. The company's Recruitment Plan, through the quarterly self-assessment mechanism, provides SEUs with a regular opportunity to consult the corporate headquarters about these issues. To boost the effectiveness of outreach efforts on an ongoing basis, the SEU also posts language on our station websites encouraging qualified community organizations to contact the SEU to request its job notices and we encourage our employees to recommend local recruitment sources that are discovered in their day-to-day interactions with community members as part of their jobs, including the many initiatives that, for example, bring our managers into school settings at Carolina and Connecticut Schools of Broadcasting as well as Appalachian State University. While we have added to our master list of organizations from which we recruit over the years, it was recently revealed that the deployment of EEO compliance software in 2012 did not go as smoothly as we had originally understood. We mistook what was thought to be a successful transmission of emails and faxes to many of our sources on our master list. Fortunately however, our SEU's outreach efforts are manifold, including area job fairs, on-air job announcements as well as community activities. Of course, additional software training is planned so that our SEU can resume fully taking advantage of its list of local sources for upcoming job opportunities.

9. In response to Question 3(h) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the unit provides equal opportunity and does not discriminate against employees or applicants. This SEU's employment practices are my ultimate responsibility, working in conjunction with in-house counsel at Clear Channel corporate headquarters and, when applicable, outside employment and labor counsel.

Dated: August 15, 2014

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO
DECLARATION OF [Charlie Wilkinson]**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.

A handwritten signature in black ink, appearing to read 'Charlie Wilkinson', written over a horizontal line.

[Charlie Wilkinson]

TAB A

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)
EEO PUBLIC FILE REPORT
August 1, 2012 - July 31, 2013¹

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
Account Executive	16, 22, 26, 36, 48	16
Account Executive	16, 22, 26, 36, 48	36
Account Executive	16, 22, 26, 36, 48	36
Account Executive	16, 22, 26, 36, 48	16
Promotions Director	16, 48-49	49
Account Executive	16, 22, 26, 36, 39-40, 48	39
Account Executive	16, 22, 26, 36, 39-40, 48	48
Account Executive	16, 22, 26, 36, 39-40, 48	48
Account Executive	16, 22, 26, 36, 39-40, 48	16
Account Executive	16, 22, 26, 36, 39-40, 48	22
Account Executive	16, 22, 26, 36, 39-40, 48	36
Account Executive	5, 26, 36, 48	48

¹ This Report was revised in August 2014 to address reporting and formatting issues.

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)
EEO PUBLIC FILE REPORT
August 1, 2012 - July 31, 2013

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 : http://www.vc4africa.com/group/ Career Services Manual Posting	N	0
2	All About Country Texas Url : www.allaboutcountry.com Career Services Manual Posting	N	0
3	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	0
4	Association for Women in Communications 780 Ritchie Highway S28 Severna Park, Maryland 21146 Career Services Manual Posting	N	0
5	Unknown (source not adequately identified upon inquiry)	N	2
6	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177	N	0
7	Brookstone College 10125 Berkeley Place Drive Charlotte, North Carolina 28262 Phone : 704-547-8600 Career Services Manual Posting	N	0
8	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Career Page Website Texas Url : www.careerpage.org Career Services Manual Posting	N	0
10	Careerbuilder.com 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Fax : 1-800-891-8880 Career Services	N	0
11	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina 28214 Phone : 704-395-9272 Career Services Manual Posting	N	0
12	Central Piedmont Community College POB 35009 Career Center Charlotte, North Carolina 28202 Phone : 704-330-6551 Fax : 1-704-330-6036 Chad Genful Manual Posting	N	0
13	Charlotte Mecklenburg NAACP PO Box 560786 Charlotte, North Carolina 28256 Phone : 704-372-7193 Career Services Manual Posting	N	0
14	Charlotte Observer 600 South Tryon Street Charlotte, North Carolina 28217 Phone : 704-358-5000 Yauna Williams Manual Posting	N	0
15	City of Charlotte Employment 600 East Trade Street Charlotte, North Carolina 28202 Career Services Manual Posting	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : www.clearcareers.com Career Services Manual Posting	N	11
17	Craig's List P.O. Box 225159 San Francisco, California 94122 Url : www.craigslist.com Career Services Manual Posting	N	0
18	Davidson College 705 Griffith Street Davidson, North Carolina 28026 Phone : 704-894-2800 Fax : 1-704-894-2803 David Johnson Manual Posting	N	0
19	Employment Security Commision 7140 Forest Point Blvd, Suite A Charlotte, North Carolina 28217 Phone : 704-565-6865 Career Services Manual Posting	N	0
20	Entertainment Careers Website New York Phone : 310 441-9963 Url: http://entertainmentcareers.net/employers Fax : 1-310-475-8985	N	0
21	Goodwill Industries International 2122 Freedom Drive Charlotte, North Carolina 28208 Phone : 704-332-0358 Career Services Manual Posting	N	0
22	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Industry Plug 2310 Central Avenue Baldwin, New York 11510 Email :joblistings@industryplug.com Erica Valcourt	N	0
24	Inside Radio Texas Phone : 800-640-8852 Fax : 1-404-965-4131 Gene McKay	N	0
25	Institute of Audio Research 64 University Place New York, New York 10003 Phone : 646-274-8530 Email : contact@audioschool.com Gillian Gandy	N	0
26	Job Fair (See Section III)	N	0
27	Johnson C Smith University 100 Beatties Ford Road Charlotte, North Carolina 28202 Phone : 704-378-1010 Fax : 1-704-378-2020 Barbara Wilks Manual Posting	N	0
28	Kings College 322 Lamar Avenue Career Center Charlotte, North Carolina 28201 Phone : 704-372-0266 Fax : 1-704-348-2029 Ashely Branham Manual Posting	N	0
29	Media Bistro 475 Park Avenue South New York, New York 10016 Fax : 1-866-880-1429 Career Services	N	0
30	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Email : art@mediarecruiter.com Art Scott	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Uri : http://www.monster.com Fax : 1-402-472-8675 Brendan McCauley	N	0
32	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
33	National Association of Minorities Texas Career Services Manual Posting	N	0
34	NC Central University 1801 Fayetteville Street Career Center Durham, North Carolina 27707 Phone : 919-560-6100 Fax : 1-919-530-6305 Donna Helmbrick Manual Posting	N	0
35	Ne Division of Vocational Rehab 5501 Executive Center Drive Suite 10 Charlotte, North Carolina 28212 Career Services Manual Posting	N	0
36	On Air Recruitment Ad	N	5
37	Queens College 1900 Selwyn Avenue Charlotte, North Carolina 28274 Phone : 704-337-2237 Fax : 1-704-337-2241 Bill Means Manual Posting	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Radio Advertising Bureau 1320 Greenway Drive Suite 500 Irving, Texas 75038 Phone : 800-232-3131 Url : www.rab.com Career Services Manual Posting	N	0
39	Wilson Human Capital Group 400 N. Ashley Drive Ste. 3000 Tampa, FL 33602 Phone: 813-600-4303	N	5
40	Station Website Posting (one or more SEU stations)	N	2
41	The Charlotte Observer/Classified Department Charlotte, Louisiana Phone : 704-358-5340 Fax : 704-358-5340 Kim	N	0
42	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
43	TVandRadioJobs.com Texas Career Services Manual Posting	N	0
44	UNC Charlotte Center for Student Job Location Charlotte, North Carolina 28223 Phone : 704-547-2000 Fax : 1-704-547-2903 Angela Price Manual Posting	N	0
45	Urban League of Central Carolina 740 West 5th. Street Charlotte, North Carolina 28202 Phone : 704-373-2256 Career Services Manual Posting	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	Winston Salem State University 601 S. Martin Luther King Jr. Drive Winston-Salem, North Carolina 27110 Phone : 336-750-2000 Career Services Manual Posting	N	0
47	Women's Commission 700 North Tryon Street Charlotte, North Carolina 28202 Phone : 704-336-3210 Career Services Manual Posting	N	0
48	Word-of-Mouth Referral	N	8
49	SEU Internship Program	N	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			37

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)
EEO PUBLIC FILE REPORT
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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participation in events or programs sponsored by educational institutions	On several occasions in November 2012, our SEU's Production Director participated in a lecture series at the Connecticut School of Broadcasting's Charlotte campus. Our SEU's Production Director served as a broadcasting ambassador, teaching students how to succeed as up-and-coming radio broadcasters. In particular, our Production Director's lectures to students focused on teaching students how to work with broadcasting equipment, create effective commercials, and produce creative content for the airwaves.
2	Participation in events or programs sponsored by educational institutions	On several occasions in March 2013, our SEU's Production Director participated in part of a lecture series at the Carolina School of Broadcasting. Our SEU's Production Director served as a broadcasting ambassador, teaching students how to succeed as up-and-coming radio broadcasters. In particular, our Production Director's lectures to students focused on teaching students how to work with broadcasting equipment, create effective commercials, and produce creative content for the airwaves. Our Production Director also provided instruction on how to build relationships with advertising clients.
3	Participation in Job Fairs	On April 5, 2013, our SEU participated in the Spring Expo Career Fair at UNC Charlotte's Barnhardt Student Activity Center. Station participants included our SEU's Promotions Director, Promotions Manager, and Field Operations Director. Our SEU collected resumes from attendees and discussed career opportunities in broadcasting.
4	Participation in events or programs sponsored by educational institutions	On several occasions in April 2013, our SEU's Production Director participated in part of a lecture series at the Connecticut School of Broadcasting's Charlotte campus. Our SEU's Production Director served as a broadcasting ambassador, teaching students how to succeed as up-and-coming radio broadcasters. In particular, our Production Director's lectures to students focused on teaching students how to work with broadcasting equipment, create effective commercials, and produce creative content for the airwaves.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Participation in events or programs sponsored by educational institutions	In July 2013, our SEU's Program Director, Production Director, Digital Program Director, and On-Air Host served as guest speakers for a ten-day training program at the Kellar Radio Institute at Appalachian State University. Our SEU's participants gave lectures to students at the Institute about the skills needed to succeed in a career in broadcasting. The ten-day training program focused on helping train students to secure their first job in the broadcasting industry.
6	Hosting of Job Fair	On July 11, 2013, our SEU hosted a "Show Your Stripes" Hire Smart, Hire Vets job fair. SEU personnel organized all aspects of the job fair, including planning, recruitment of exhibitors, and promoting the event on-air and online. Station participants included our Local Sales Manager and our Regional Operations Manager. Our SEU also participated in the job fair, collecting resumes from attendees and discussing career opportunities in broadcasting.
7	Establishment of an intern program designed to assist members of the community	Our SEU hosts an on-going internship program for college students in the local community. During this reporting period, our SEU hosted 21 students as part of our internship program. Students learned about careers in broadcasting and received training in promotions, programming, sales, accounting, and production. All of our SEU's interns received college credit for their participation in our program.

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I. VACANCY LIST

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Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Financial Analyst	22, 29, 43, 47-48	43
Key Account Coordinator	14, 16, 24, 29, 47-48, 53	16
Digital Sales Manager	7, 14, 21, 25-30, 39-40, 44-45, 48, 53	53
Program Director	16, 22, 29, 47-48	16

¹ This Report was revised in August 2014 to address reporting and formatting issues.

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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 : http://www.vc4africa.com/group/ Career Services Manual Posting	N	0
2	All About Country Texas Url : www.allaboutcountry.com Career Services Manual Posting	N	0
3	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	0
4	Association for Women in Communications 780 Ritchie Highway S28 Severna Park, Maryland 21146 Career Services Manual Posting	N	0
5	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177	N	0
6	Brookstone College 10125 Berkeley Place Drive Charlotte, North Carolina 28262 Phone : 704-547-8600 Career Services Manual Posting	N	0
7	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Career Page Website Texas Url : www.careerpage.org Career Services Manual Posting	N	0
9	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina 28214 Phone : 704-395-9272 Career Services Manual Posting	N	0
10	Central Piedmont Community College POB 35009 Career Center Charlotte, North Carolina 28202 Phone : 704-330-6551 Fax : 1-704-330-6036 Chad Genful Manual Posting	N	0
11	Charlotte Mecklenburg NAACP PO Box 560786 Charlotte, North Carolina 28256 Phone : 704-372-7193 Career Services Manual Posting	N	0
12	Charlotte Observer 600 South Tryon Street Charlotte, North Carolina 28217 Phone : 704-358-5000 Yauna Williams Manual Posting	N	0
13	City of Charlotte Employment 600 East Trade Street Charlotte, North Carolina 28202 Career Services Manual Posting	N	0
14	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : www.clearcareers.com Career Services Manual Posting	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Craig's List P.O. Box 225159 San Francisco, California 94122 Url : www.craigslist.com Career Services Manual Posting	N	0
16	Internal Transfer/Promotion	N	2
17	Davidson College 705 Griffith Street Davidson, North Carolina 28026 Phone : 704-894-2800 Fax : 1-704-894-2803 David Johnson Manual Posting	N	0
18	Employment Security Commission 7140 Forest Point Blvd, Suite A Charlotte, North Carolina 28217 Phone : 704-565-6865 Career Services Manual Posting	N	0
19	Entertainment Careers Website New York Phone : 310 441-9963 Url: http://entertainmentcareers.net/employers Fax : 1-310-475-8985	N	0
20	Goodwill Industries International 2122 Freedom Drive Charlotte, North Carolina 28208 Phone : 704-332-0358 Career Services Manual Posting	N	0
21	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	4
22	Job Fair (See Section III)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Johnson C Smith University 100 Beatties Ford Road Charlotte, North Carolina 28202 Phone : 704-378-1010 Fax : 1-704-378-2020 Barbara Wilks Manual Posting	N	0
24	Kings College 322 Lamar Avenue Career Center Charlotte, North Carolina 28201 Phone : 704-372-0266 Fax : 1-704-348-2029 Ashely Branham Manual Posting	N	0
25	Linked In (source not directly contacted by SEU)	N	1
26	Media Bistro 475 Park Avenue South New York, New York 10016 Fax : 1-866-880-1429 Career Services	N	0
27	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Email : art@mediarecruiter.com Art Scott	N	0
28	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Uri : http://www.monster.com Fax : 1-402-472-8675 Brendan McCauley	N	0
29	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	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
31	National Association of Minorities Texas Career Services Manual Posting	N	0
32	National Black MBA Association 180 N Michigan Ave Suite 1400 Chicago, Illinois 60601 Phone : 312-236-2622 Url : http://www.nbmbaa.org Email : mail@nbmbaa.org Fax : 1-312-236-0390 Career Services	N	0
33	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
34	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nlgja.org Fax : 1-202-588-1818 Career Services	N	0
35	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : http://www.nativetelecom.org/ Email : native@unl.edu Frank Blythe	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	NC Central University 1801 Fayetteville Street Career Center Durham, North Carolina 27707 Phone : 919-560-6100 Fax : 1-919-530-6305 Donna Helmbrick Manual Posting	N	0
37	Ne Division of Vocational Rehab 5501 Executive Center Drive Suite 10 Charlotte, North Carolina 28212 Career Services Manual Posting	N	0
38	Queens College 1900 Selwyn Avenue Charlotte, North Carolina 28274 Phone : 704-337-2237 Fax : 1-704-337-2241 Bill Means Manual Posting	N	0
39	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
40	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
41	Radio Advertising Bureau 1320 Greenway Drive Suite 500 Irving, Texas 75038 Phone : 800-232-3131 Url : www.rab.com Career Services Manual Posting	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Career Services Manual Posting	N	0
43	Wilson Human Capital Group 400 N. Ashley Drive Ste. 3000 Tampa, FL 33602 Phone: 813-600-4303	N	2
44	The Charlotte Observer/Classified Department Charlotte, Louisiana Phone : 704-358-5340 Fax : 704-358-5340 Kim	N	0
45	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
46	TVandRadioJobs.com Texas Career Services Manual Posting	N	0
47	UNC Charlotte Center for Student Job Location Charlotte, North Carolina 28223 Phone : 704-547-2000 Fax : 1-704-547-2903 Angela Price Manual Posting	N	0
48	Unknown (Source not adequately identified upon inquiry)	N	1
49	Urban Insite Website Texas Url : http://urbaninsite.com Email : webmaster@urbaninsite.com Career Services	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	Urban League of Central Carolina 740 West 5th. Street Charlotte, North Carolina 28202 Phone : 704-373-2256 Career Services Manual Posting	N	0
51	Winston Salem State University 601 S. Martin Luther King Jr. Drive Winston-Salem, North Carolina 27110 Phone : 336-750-2000 Career Services Manual Posting	N	0
52	Women's Commission 700 North Tryon Street Charlotte, North Carolina 28202 Phone : 704-336-3210 Career Services Manual Posting	N	0
53	Word-of-Mouth Referral	N	6
TOTAL INTERVIEWEES OVER REPORTING PERIOD			17

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)
EEO PUBLIC FILE REPORT
August 1, 2013 – July 31, 2014

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participation in events or programs sponsored by educational institutions	On several occasions in September 2013, our SEU's Production Director participated in a lecture series at the Connecticut School of Broadcasting's Charlotte campus. Our SEU's Production Director served as a broadcasting ambassador, teaching students how to succeed as up-and-coming radio broadcasters. In particular, our Production Director's lectures to students focused on teaching students how to work with broadcasting equipment, create effective commercials, and produce creative content for the airwaves.
2	Participation in events or programs sponsored by educational institutions	In December 2013, our SEU's Production Director gave a lecture to students at the Connecticut School of Broadcasting's Charlotte campus. The lecture focused on showcasing the importance of the broadcasting industry in the local community and advising students on how to acquire the skills needed to succeed in a career in broadcasting.
3	Participation in Job Fairs	On January 29, 2014, our SEU participated in a Job Fair hosted by Appalachian State University in Boone, North Carolina. Station participants included our SEU's Promotions Manager and Promotions Director. Our SEU collected resumes from attendees and discussed career opportunities in broadcasting.
4	Participation in Job Fairs	On February 27, 2014, our SEU participated in a Career Expo hosted by the Central Intercollegiate Athletic Association. Station participants included our SEU's Digital Manager, Promotions Manager, Director of Sales, and Program Director. Our SEU collected resumes from attendees and discussed career opportunities in broadcasting.
5	Participation in events or programs sponsored by educational institutions	On several occasions in March 2014, our SEU's Production Director participated in part of a lecture series at the Connecticut School of Broadcasting's Charlotte campus. Our SEU's Production Director served as a broadcasting ambassador, teaching students how to succeed as up-and-coming radio broadcasters. In particular, our Production Director's lectures to students focused on teaching students how to work with broadcasting equipment, create effective commercials, and produce creative content for the airwaves.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
6	Participation in events or programs sponsored by educational institutions	On several occasions in May 2014, our SEU's Production Director participated in part of a lecture series at the Carolina School of Broadcasting. Our SEU's Production Director served as a broadcasting ambassador, teaching students how to succeed as up-and-coming radio broadcasters. In particular, our Production Director's lectures to students focused on teaching students how to work with broadcasting equipment, create effective commercials, and produce creative content for the airwaves.
7	Participation in events or programs sponsored by educational institutions	In June 2014, our SEU's Program Director, Production Director, and On-Air Host served as guest speakers for a ten-day training program at the Kellar Radio Institute at Appalachian State University. Our SEU's participants gave lectures to students at the Institute about the skills needed to succeed in a career in broadcasting. The ten-day training program focused on helping train students to secure their first job in the broadcasting industry.
8	Establishment of an intern program designed to assist members of the community	Our SEU hosts an on-going internship program for college students in the local community. During this reporting period, our SEU hosted 28 students as part of our internship program. Students learned about careers in broadcasting and received training in promotions, programming, sales, accounting, and production. All of our SEU's interns received college credit for their participation in our internship program.
9	Participation in events or programs sponsored by educational institutions	On several occasions in July 2014, our SEU's Production Director participated in part of a lecture series at the Connecticut School of Broadcasting's Charlotte campus. As part of the lecture series, our SEU's Production Director has spoken with students about production, on-air voice work, and creative writing to help ensure that they have the skills needed to succeed in a career in broadcasting.

TAB B

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)

Vacancy Data Form

Account Executive

Recruitment source referring hiree: Clear Channel Careers Website

Date of hire: 8/13/2012

Recruitment source referring hiree: Clear Channel Careers Website

Date of hire: 9/17/2012

Recruitment source referring hiree: On Air Recruitment Ad

Date of hire: 9/4/2012

Recruitment source referring hiree: On Air Recruitment Ad

Date of hire: 9/17/2012

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
16	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : www.clearcareers.com Career Services Manual Posting	N	5
22	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	0
26	Job Fair (see Section III)	N	0
36	On Air Recruitment Ad	N	3
48	Word-of-Mouth Referral	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

Welcome

EXHIBITOR IMPORTANT INFORMATION

CIAA Career Expo 2012
Thursday, March 1, 2012
9:00AM-2:00PM

Charlotte Convention Center
501 S. College Street – Charlotte, NC 28202
BALLROOMS A,B,C,D (UPPER LEVEL)

Easy access (loading and unloading) to the Ballrooms is through the Martin Luther King Blvd. entrance

Booth: NOT YET ASSIGNED

Continental Breakfast available 8:00 am – 10:00 am

Lunch available 12:00 pm – 1:30 pm

***Please keep booth covered if more than one representative is in attendance**

Exhibitor Move-in/ Move-out

Exhibitor <u>Move-in</u>:	Wednesday, February 29	1:00 PM – 6:00 PM
Exhibitor <u>Move-in</u>:	Thursday, March 1	7:30 AM – 8:45 AM
Exhibitor Move-out:	Thursday, March 1	1:00 PM – 3:30 PM

Booth Information: Registered exhibitors will receive:

10'x10' Booth

8' High-back drape & 3' high side drape: Black

One 6' Table skirted (Black)

Three (3) plastic folding chairs

One Waste basket

One 7" x 44" Booth/Organization ID Sign (hung at the top of booth drape)

SHIPPING INSTRUCTIONS (PLEASE READ CAREFULLY) * DO NOT SHIP TO CHARLOTTE CONVENTION CENTER*

Please see the attached "Shipping Kit" for specific instructions on shipping materials for the Career Expo. All shipped material will be placed at your booth on Wednesday during move-in.

Return Shipping: Bring pre-addressed shipping labels. Southern Exhibition Services will provide Bill of Lading. You will need to pack your return freight and leave it at your booth for pickup at the close of the Career Expo.

Southern Exhibition Services will have a booth on site.

Electrical Requirements

Electrical service and Wireless Internet Access must be purchased through the Charlotte Convention Center and can be purchased on-site (by credit card) the morning of the event.

Lodging/Hotels - Uptown Charlotte (Center City)

aloft Charlotte Uptown @ The EpiCentre
210 E. Trade Street
Charlotte, NC 28202
Phone: 704-333-1999
Fax: 704-333-0699

Charlotte Marriott City Center
100 W Trade Street
Charlotte, NC 28202
Phone: 704-333-9000
Fax: 704-347-1784
Email: [click here](#)
[View Website](#)

Courtyard Charlotte City Center
237 S. Tryon Street
Charlotte, NC 28202
Phone: 704-926-5800
Toll Free: 1-800-321-2211
Fax: 704-926-5801
Email: [click here](#)
[View Website](#)

Doubletree Hotel Gateway Village
895 W Trade Street
Charlotte, NC 28202
Phone: 704-347-0070
Fax: 704-347-0267
Email: [click here](#)
[View Website](#)

Hampton Inn – Center City
530 E. Martin Luther King Jr. Blvd
Charlotte, NC 28202
Phone: 704-373-0917
Fax: 704-377-5496
Email: [click here](#)
[View Website](#)

Hilton Garden Inn Charlotte Uptown
508 E. 2nd St.
Charlotte, NC 28202 Phone: 704-347-5972
Toll Free: 1-800-445-8667
Fax: 704-377-1519
Email: [click here](#)
[View Website](#)

Holiday Inn – Center City
230 N. College Street
Charlotte, NC 28202
Phone: 704-335-5400
Toll Free: 1-877-894-6812
Fax: 704-376-4921
Email: [click here](#)
[View Website](#)

Hotel Sierra Charlotte
435 E. Trade Street
Charlotte, NC 28202
Phone: 704-373-9700
[View Website](#)

Omni Charlotte Hotel
132 East Trade Street
Charlotte, NC 28202-2131
Phone: 704-377-0400
Toll Free: 1-800-843-6664
Fax: 704-347-4835
Email: [click here](#)
[View Website](#)

Residence Inn Uptown Charlotte
404 South Mint Street
Charlotte, NC 28202
Phone: 704-340-4000
Toll Free: 1-888-511-5087
Fax: 704-358-1211
Email: [click here](#)
[View Website](#)

Ritz-Carlton Charlotte, The
201 East Trade Street
Charlotte, NC 28202
Phone: 704-547-2244
Fax: 704-549-4179
Email: [click here](#)
[View Website](#)

Westin Charlotte
601 South College Street
Charlotte, NC 28202

CIAA CAREER EXPO

March 1, 2012

Phone: 704-375-2600
Fax: 704-335-2110

Email: [click here](#)
[View Website](#)

Parking (Map in Separate PDF)

Charlotte Convention Center and NASCAR Hall of Fame Garage
400 East Martin Luther King, Jr. Blvd., Charlotte, NC 28202

Parking Rates for NHOF Garage

\$14 Daily Max

Early Bird Special: \$7 – in by 9:00am

Parking Rates for Westin Hotel

\$22 Daily Max

Thank you for your registration to attend the CIAA Career Expo 2012!

CIAA Career Expo 2012 Coordinator:

Barbara Wilks bwilks@jcsu.edu

(704) 378-1042 (office)

(704) 604-2164 (mobile)

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)

VACANCY DATA FORM

Full-Time Job Title: Account Executive	Date Filled: 9/4/2012
Recruitment Source ("RS") Referring Hiree: On-Air Recruitment Ad	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Account Executive position filled on 8/13/2012 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.

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)

VACANCY DATA FORM

Full-Time Job Title: Account Executive	Date Filled: 9/17/2012
Recruitment Source ("RS") Referring Hiree: Clear Channel Careers Website	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Account Executive position filled on 8/13/2012 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.

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)

VACANCY DATA FORM

Full-Time Job Title: Account Executive	Date Filled: 9/17/2012
Recruitment Source ("RS") Referring Hiree: On-Air Recruitment Ad	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Account Executive position filled on 8/13/2012 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.

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)

Vacancy Data Form

Promotions Director

Recruitment source referring hiree: SEU Internship Program

Date of hire: 12/12/2012

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
16	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : www.clearcareers.com Career Services Manual Posting	N	5
48	Word-of-Mouth Referral	N	1
49	SEU Internship Program	N	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

Cantrell, Bobbi

From: Cantrell, Bobbi <BobbiCantrell@clearchannel.com>
Sent: Thursday, November 15, 2012 11:22
To: Hughes, Pat
Subject: Question

Question- I posted the job on Clear Channel...see below...

Candidate Search

Candidate Quick Search

Basic Search

Advanced Search

My Candidate Searches

SAVED SEARCH DEL



Clear Careers

Clear Careers allows employees to view employment opportunities within all Clear Channel divisions. This is an ex

My Job Postings

POSTED	JOB TITLE	LOCATION	DIVISION	TOTAL APPS	NEW APP	EDIT	DEL
11/15/2012	Provisioning Director	Charlotte, NC	Media & I	1	1		

Applications to Me

POSITION	APPLICANT	FORWARDED
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WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)

Vacancy Data Form

Account Executive

Recruitment source referring hiree: Indeed.com

Date of hire: 1/28/2013

Recruitment source referring hiree: On-Air Recruitment Ad

Date of hire: 2/4/2013

Recruitment source referring hiree: Clear Channel Careers Website

Date of hire: 2/20/2013

Recruitment source referring hiree: Word-of-Mouth Referral

Date of hire: 4/1/2013

Recruitment source referring hiree: Wilson Human Capital Group

Date of hire: 4/1/2013

Recruitment source referring hiree: Word-of-Mouth Referral

Date of hire: 4/1/2013

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
16	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : www.clearcareers.com Career Services Manual Posting	N	1
22	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	1
26	Job Fair (see Section III)	N	0
36	On Air Recruitment Ad	N	2
39	Wilson Human Capital Group 400 N. Ashley Drive Ste. 3000 Tampa, FL 33602 Phone: 813-600-4303	N	5

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)

Vacancy Data Form

Account Executive

Recruitment source referring hiree: Indeed.com

Date of hire: 1/28/2013

Recruitment source referring hiree: On-Air Recruitment Ad

Date of hire: 2/4/2013

Recruitment source referring hiree: Clear Channel Careers Website

Date of hire: 2/20/2013

Recruitment source referring hiree: Word-of-Mouth Referral

Date of hire: 4/1/2013

Recruitment source referring hiree: Wilson Human Capital Group

Date of hire: 4/1/2013

Recruitment source referring hiree: Word-of-Mouth Referral

Date of hire: 4/1/2013

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
40	Station Website Posting (one or more SEU stations) o		2
48	Word-of-Mouth Referral	N	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			14

Clear Channel
AE RECRUITMENT WKKT
ISCI SALES

Len: 30.0
Est. Len: 25.9
Cart: 7247904
Run: 01/21/13 - 12/31/13

Are you an experienced advertising or media sales representative looking for the next big opportunity? With 238 million monthly listeners in the U. S. , Clear Channel Media and Entertainment has the largest reach of any radio or television outlet in America. Join the Clear Channel Team in Charlotte as an account Executive and help deliver an unparalleled experience for our advertisers. To apply go to WKKTFM.COM KEYWORD JOBS. Do it today, what are you waiting for?

AD TYPE
commercial
MUSIC BED

Clear Channel
AE RECRUITMENT WHQC
ISCI SALES

Len: 30.0
Est. Len: 26.7
Cart: 7247903
Run: 01/21/13 - 12/31/13

Are you an experienced advertising or media sales representative looking for the next big opportunity? With 238 million monthly listeners in the U. S. , Clear Channel Media and Entertainment has the largest reach of any radio or television outlet in America. Join the Clear Channel Team in Charlotte as an account Executive and help deliver an unparalleled experience for our advertisers. To apply go to CHANNEL961.COM KEYWORD JOBS. Do it today, what are you waiting for?

AD TYPE
commercial
MUSIC BED

Clear Channel
AE RECRUITMENT WLKO
ISCI SALES

Len: 30.0
Est. Len: 27.1
Cart: 7247906
Run: 01/21/13 - 12/31/13

Are you an experienced advertising or media sales representative looking for the next big opportunity? With 238 million monthly listeners in the U. S. , Clear Channel Media and Entertainment has the largest reach of any radio or television outlet in America. Join the Clear Channel Team in Charlotte as an account Executive and help deliver an unparalleled experience for our advertisers. To apply go to 10296THELAKE.COM KEYWORD JOBS. Do it today, what are you waiting for?

AD TYPE
commercial
MUSIC BED

Clear Channel
AE RECRUITMENT WRFX
ISCI SALES

Len: 30.0
Est. Len: 26.1
Cart: 7247905
Run: 01/21/13 - 12/31/13

Are you an experienced advertising or media sales representative looking for the next big opportunity? With 238 million monthly listeners in the U. S. , Clear Channel Media and Entertainment has the largest reach of any radio or television outlet in America. Join the Clear Channel Team in Charlotte as an account Executive and help deliver an unparalleled experience for our advertisers. To apply go to WRFX. COM. COM KEYWORD JOBS. Do it today, what are you waiting for?

AD TYPE
commercial
MUSIC BED

Clear Channel
AE RECRUITMENT WEND
ISCI SALES

Len: 30.0
Est. Len: 26.5
Cart: 7247902
Run: 01/21/13 - 12/31/13

Are you an experienced advertising or media sales representative looking for the next big opportunity? With 238 million monthly listeners in the U. S. , Clear Channel Media and Entertainment has the largest reach of any radio or television outlet in America. Join the Clear Channel Team in Charlotte as an account Executive and help deliver an unparalleled experience for our advertisers. To apply go to 1065. COM KEYWORD JOBS. Do it today, what are you waiting for?

AD TYPE
commercial
MUSIC BED

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)

VACANCY DATA FORM

Full-Time Job Title: Account Executive	Date Filled: 2/4/2013
Recruitment Source ("RS") Referring Hiree: On-Air Recruitment Ad	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Account Executive position filled on 1/28/2013 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.

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)

VACANCY DATA FORM

Full-Time Job Title: Account Executive	Date Filled: 2/20/2013
Recruitment Source ("RS") Referring Hiree: Clear Channel Careers Website	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Account Executive position filled on 1/28/2013 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.

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)

VACANCY DATA FORM

Full-Time Job Title: Account Executive	Date Filled: 4/1/2013
Recruitment Source ("RS") Referring Hiree: Word-of-Mouth Referral	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Account Executive position filled on 1/28/2013 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.

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)

VACANCY DATA FORM

Full-Time Job Title: Account Executive	Date Filled: 4/1/2013
Recruitment Source ("RS") Referring Hiree: Wilson Human Capital Group	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Account Executive position filled on 1/28/2013 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.

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)

VACANCY DATA FORM

Full-Time Job Title: Account Executive	Date Filled: 4/1/2013
Recruitment Source ("RS") Referring Hiree: Word-of-Mouth Referral	No. of Interviewees: See note below

Note: Please see the Vacancy Data Form for the Account Executive position filled on 1/28/2013 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.

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)

Vacancy Data Form

Account Executive

Recruitment source referring hiree: Word-of-Mouth Referral

Date of hire: 6/17/2013

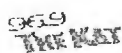
RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
5	Unknown (source not adequately identified upon inquiry)	N	2
26	Job Fair (see Section III)	N	0
36	On Air Recruitment Ad	N	0
48	Word-of-Mouth Referral	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			4

Cantrell, Bobbi

From: WILKINSON, TRACY
Sent: Wednesday, February 20, 2013 13:37
To: Cantrell, Bobbi
Subject: FW: Confirmation of Registration for Spring Expo Career Fair 2013 at UNC Charlotte!!

Tracy Wilkinson | Promotions Director
WHQC Channel 96-1 & WKKT 96.9 The Kat
Clear Channel Media + Entertainment
☎ 704-339-3213 | 704-714-9444
801 Wood Ridge Center Drive | Charlotte, NC | 28217

clearchannel



102.9



Clear Channel Media and Entertainment, with its 239 million monthly U.S. listeners, is the leading media company in America with a greater reach than any radio, digital or television outlet.

From: mail@experience.com [<mailto:mail@experience.com>] **On Behalf Of** jdcook@uncc.edu
Sent: Wednesday, February 20, 2013 12:18 PM
To: WILKINSON, TRACY
Subject: Confirmation of Registration for Spring Expo Career Fair 2013 at UNC Charlotte!!



UNIVERSITY
CAREER CENTER

experience

Greetings from the University Career Center at UNC Charlotte! This is to confirm the acceptance of your registration for the Spring Expo Career Fair 2013. The event is being held on Friday April 5, 2013 from 10:00 am to 3:00 pm at the Student Activities Center.

Employers who are interested in interviewing candidates following the job fair should contact Career Center at career@uncc.edu or by phone at 704-687-0795.

There will be a complimentary Meet the Faculty Breakfast prior to the Expo in the salons on the third floor of the Student Activity Center from 8:30 am to 9:30 am before the Career Expo. Please join us and meet UNC Charlotte Faculty!

PAYMENT DETAILS

MAIL CHECKS TO: University Career Center, UNC Charlotte, 9201 Univ. City Blvd., 150 Atkins Bldg., Charlotte, NC 28223-0001, Attn.: Jennifer Armour, Events and Info Assistant.

Credit card payments can only be made during the online registration process. Payments occurring after the registration is accepted must be made by check. To comply with university security regulations we are unable to take credit card information over the phone or in person on the day of the fair.

CANCELLATION/REFUND POLICY

No refunds/cancelled invoices available after March 8, 2013.

This deadline applies regardless of payment status and regardless of date of registration. If an employer cancels their registration after March 8, 2013 or does not show on the day of the fair, they are still responsible for paying the registration fee. This includes employers who register after March 8, 2013.

This policy is upheld to allow for budgetary decisions related to the fair after March 8th as well as to ensure accurate marketing of our event to UNC Charlotte students, faculty, and staff.

PARKING

Parking for this event will be in the Cone Visitor Parking deck. There will be directional signs from the main entrance to campus. The UCC will validate recruiters parking.

****Secondary Parking** - If the Cone Deck is full, we are pleased to offer secondary parking in the Union Deck which is located near the corner of Cameron and Craver Blvd. across the street from the College of Education and College of Health and Human Services Buildings (Buildings 52 and 63 on the UNCC map). A marked map of the parking venues as well as driving directions is located at: <http://www.uncc.edu/directions>

SHIPPING

Please note that due to limited space we cannot accept shipments to the Career Center. Please send all your shipments to your hotel for pick-up prior to the fair. FedEx shipping services are available on UNC Charlotte's campus through Union Station, located in the Student Union Room 123. Operating hours are 9:00am-5:30pm. There are also UPS and FEDEX service stores located near campus.

QUESTIONS

If you have any further questions, please feel free to contact Jennifer Armour via email at jdcook@uncc.edu or call the University Career Center at 704-687-0796.

We look forward to your visit with us on Friday April 5, 2013!

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)**Vacancy Data Form****Financial Analyst****Recruitment source referring hiree: Wilson Human Capital Group****Date of hire: 8/2/2013**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
22	Job Fair (See section III)	N	0
29	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
43	Wilson Human Capital Group 400 N. Ashley Drive Ste. 3000 Tampa, FL 33602 (P) 813.600.4303	N	2
47	The Charlotte Observer/Classified Department Charlotte, Louisiana Phone : 704-358-5340 Fax : 704-358-5340 Kim	N	0
48	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
TOTAL INTERVIEWEES OVER REPORTING PERIOD			2

WEND-FM, WHQC-FM, WKKT-FM, WLKO-FM, WRFX-FM
Fax and E-mail verification summary report for Financial Analyst

Position: Financial Analyst

Hire Date: August 2, 2013

This report, generated by Broadcast1Source, verifies that WEND-FM, WHQC-FM, WKKT-FM, WLKO-FM, WRFX-FM used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

Finance Lead

Requirements:

*Ability to perform monthly, quarterly, and annual financial reporting and forecasting in accordance w/corporate standards; identifying key drivers and quantifying risks and opportunities. * Supervision and management of the finance function throughout a market/region including management of the general ledger, cash management, and coordination with shared services for accounts payable, payroll, and accounts receivable functions. * Supporting marketing /region revenue management function by performing ad hoc analyses in support of price decisions. * Ensuring the market/region and its employees follow corporate signing and approval procedures, maintaining all applicable internal controls, and adhering to corporate SOX requirements. * Leading, supporting and/or participating in business reviews with senior leaders. * Managing the market's budget process including analyzing key initiatives and linking to revenue/cost assumptions. *Establishing robust analytics and financial & operational routines related to pricing, margins, expenses, operating income, cash flow, and capital. * Providing assurance that all applicable market/region balance sheet reconciliations are completed accurately and on a timely basis. *Promoting best practices in internal controls and financial/management reporting. *Prompting best practices in internal controls and financial/management reporting. *Prompting good risk management by seeking effective identification of risks and driving mitigation measures.*Assisting all market/region legal activities and coordinating with the corporate legal department. *Assisting the market's/region's IT activities.

Experience:

* Bachelor's Degree in Accounting or Finance* 5-8 years of hands on experience and 1-2 years of management experience

Additional Information:

Contact:

meaganschaller@clearchannel.com

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

WEND-FM, WHQC-FM, WKKT-FM, WLKO-FM, WRFX-FM
Fax and E-mail verification summary report for Financial Analyst

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bobbi Cantrell at bobbicantrell@clearchannel.com

WEND-FM, WHQC-FM, WKKT-FM, WLKO-FM, WRFX-FM
Fax and E-mail verification summary report for Financial Analyst

RS Number	Recruiting Source	Date and Time
1	My Air Check E-mail: registration@myaircheck.com	Sent: 7/19/2013 10:12:45 AM
2	The Charlotte Observer/Classified Department Fax: 704-358-5340	Sent: 7/19/2013 10:43:55 AM
3	The Freeform Radio Initiative, Inc. E-mail: announcements@thefreeformradioinitiative.org	Sent: 7/19/2013 10:12:45 AM

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)**Vacancy Data Form****Key Account Coordinator****Recruitment source referring hiree: Current Employee – Internal Transfer/Promotion****Date of hire: 8/15/2013**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
14	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : www.clearcareers.com Career Services Manual Posting	N	0
16	Internal Transfer/Promotion	N	1
24	Indeed.com	N	3
29	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
47	The Charlotte Observer/Classified Department Charlotte, Louisiana Phone : 704-358-5340 Fax : 704-358-5340 Kim	N	0
48	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiativ e.org Scott McWilliams	N	0
53	Word-of-Mouth Referral	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			6

Cantrell, Bobbi

From: Pacheco, Alma on behalf of Post My Job
Sent: Friday, July 12, 2013 09:33
To: Cantrell, Bobbi
Cc: Mann, Amy
Subject: RE: Key Account Coordinator- Charlotte (320)

Hi Bobbi,

This position is now posted on the career website. <https://careerchannel.silkroad.com/>

Hi Amy,

Please reach out to me so that we can schedule a quick training session in OpenHire. It will only take a brief ten minutes. This is where you will have access to the submitted resumes.

Have a great day!

Alma C. Pacheco

210-832-3602

Clear Channel Communications

200 East Basse Road | San Antonio, TX 78209

almapacheco@clearchannel.com



Clear Channel Media and Entertainment, with its 243 million monthly U.S. listeners, is the leading media company in America with a greater reach than any radio, digital or television outlet.

From: Cantrell, Bobbi
Sent: Thursday, July 11, 2013 4:28 PM
To: Post My Job
Subject: Key Account Coordinator- Charlotte (320)

Please post the attached job description for our market, Charlotte (320). Let me know if any questions. Thank you.

Bobbi Cantrell | EA to Charlie Wilkinson, Regional Market Manager Charlotte/Raleigh
Staff Accountant
Clear Channel Media + Entertainment
☎ 704-714-9448
📍 801 Wood Ridge Center Drive | Charlotte, NC | 28217

Key Account Coordinator - Charlotte, NC

Tracking Code 1785

Job Description

Clear Channel Communications, Inc. is the world's largest radio and outdoor advertising company with leading market positions in each of its two business segments: Radio and Outdoor. Clear Channel is also one of the most innovative media players in the market – a leader in the converging media space, developing the best-in-class integrated media offers (e.g. Radio/Web) and building significant positions in the HD arena. The Key Account Coordinator role is an executive administrative position that supports an elite group of high-performing sellers and their key clients. This position requires a bright, energetic go-getter who is self-directed, takes initiative, is customer-focused, solution oriented and displays a positive can-do attitude. This is a destination position for a professional who aspires to be a top-quality administrator with tremendous internal responsibility and external client interaction. Person will be exceptional at communication, analysis and managing multiple tasks and priorities in a fast paced sales environment.

Required Skills Day-to-day duties include, but are not limited to:

Daily/Weekly support

- Assist 2-3 managers and his/her team of account executives
- Order management: Input orders/revisions for local sales and Total Traffic Network, check and correct confirmations
- Handle continuity/production, pull bumped spots report, ensure invoices get out on time, follow up on Co-op invoices, ensure inventory availability
- Paperwork: Assist with promotional and other market-specific paperwork, attend promotion meetings as sales liaison for integrated promotions
- Relieve receptionist for lunch duty
- Oversee advertiser campaign/sponsorship fulfillment and delivery of promised assets
- Monitor the process, communication and work flow of current digital specs and sales projects to insure timely completion
- Design and produce integrated media presentations and recaps
- Train Account Managers as needed on new and updated order entry and digital sales execution
- Communicate updates and seek out digital sales opportunities
- Attend client/sponsor presentations/meetings as needed

Information support

- Provide research support: Client/category research (Media Monitors, RAB, CSG, CCRC, and internet search engines/directories), pull competitors' spend from X-Ray, pull rates. Support lead generation
- Assist with credit process, make collection calls
- Presentation support: PowerPoint creation, create TapScan rating schedules
- Promotions support: Assist with promotions preparation (ex. food, prizes). Attend specified sales and promotions meetings weekly to stay abreast of activities

Client support

- Call to confirm appointments, send confirmations to clients via e-mail/mail. Send thank you notes / letters
- Track down missing copy
- Attend and supervise client promotions (coordinate partners, take pictures / videos, etc.)
- Create re-caps for broadcast and web promotions, pull air checks
- Go on calls (as directed), take notes, handle incoming calls and requests

Required Experience

- Minimum high school diploma required. Some college experience or college degree preferred.
- 1+ years in Administrative Assistant position.
- Candidate must be team-oriented who is proficient in Windows based programs including Excel, Word and PowerPoint

Clear Channel is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, veteran status, genetic information, or any other legally protected classification or status.

Job Location

CHARLOTTE, North Carolina, United States

Position Type Full-Time/Regular

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)

Vacancy Data Form

Digital Sales Manager

Recruitment source referring hiree: Word-of-Mouth Referral

Date of hire: 8/15/2013

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	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
14	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : www.clearcareers.com Career Services Manual Posting	N	1
21	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	1
25	Linked In (source not directly contacted by SEU)	N	1
26	Media Bistro 475 Park Avenue South New York, New York 10016 Fax : 1-866-880-1429 Career Services	N	0
27	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Email : art@mediarecruiter.com	N	0

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)**Vacancy Data Form****Digital Sales Manager****Recruitment source referring hiree: Word-of-Mouth Referral****Date of hire: 8/15/2013**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
28	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Uri : http://www.monster.com Fax : 1-402-472-8675 Brendan McCauley	N	0
29	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
30	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
39	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	N	0

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)**Vacancy Data Form****Digital Sales Manager****Recruitment source referring hiree: Word-of-Mouth Referral****Date of hire: 8/15/2013**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
40	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
44	The Charlotte Observer/Classified Department Charlotte, Louisiana Phone : 704-358-5340 Fax : 704-358-5340 Kim	N	0
45	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email:announcements@thefreeformradioi nitiation.org	N	0
48	Unknown (source not adequately identified upon inquiry)	N	1
53	Word-of-Mouth Referral	N	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			8

WEND-FM, WHQC-FM, WKKT-FM, WLKO-FM, WRFX-FM
Fax and E-mail verification summary report for Digital Sales Manager

Position: Digital Sales Manager

Hire Date: August 15, 2013

This report, generated by Broadcast1Source, verifies that WEND-FM, WHQC-FM, WKKT-FM, WLKO-FM, WRFX-FM used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

The Digital Sales Manager is a high performance leader and is responsible for driving integrated media revenue by creating and developing compelling campaigns that engage and connect advertiser's needs with consumers. This candidate must lead and foster Integrated Media sales excellence and have a customer-centered approach to meet the needs of sophisticated advertisers in a dynamic and highly competitive marketplace. This person will coach, engage and creatively motivate an extremely fast paced sales department in integrated media business development. As a member of the sales management team, this high performance person will work with the Sales Managers on overall sales strategies, new revenue generation and goal setting.

Requirements:

- Excellent problem solving, communication, sales skills
- Must have the ability to influence, persuade and clearly communicate both in writing and verbally.
- Excellent attention to detail, driven to succeed and accomplish goals
- Strong PowerPoint/Excel skills
- Knowledge and experience in building successful integrated media campaigns
- Knowledge and understanding of online and new media technology
- Excellent Organizational, Leadership and Interpersonal Skills
- Ability to work with others and recommend solutions

Experience:

- 3+ years of radio and/or digital sales and/or management experience with a proven track record achieving budgets

Additional Information:

Contact:

brianelam@clearchannel.com

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bobbi Cantrell at bobbicantrell@clearchannel.com

WEND-FM, WHQC-FM, WKKT-FM, WLKO-FM, WRFX-FM
Fax and E-mail verification summary report for Digital Sales Manager

RS Number	Recruiting Source	Date and Time
1	Bureau of Indian Affairs Fax: 1-405-605-6057	Sent: 7/16/2013 5:51:12 PM
2	Media Bistro Fax: 1-866-880-1429	Sent: 7/16/2013 6:07:53 PM
3	Media Recruiter E-mail: art@mediarecruiter.com	Sent: 7/16/2013 5:20:40 PM
4	Monster Fax: 1-402-472-8675	Sent: 7/16/2013 5:53:37 PM
5	My Air Check E-mail: registration@myaircheck.com	Sent: 7/16/2013 5:20:41 PM
6	National Association of Black Journalists Fax: 1-301-314-1714	Sent: 7/16/2013 6:04:34 PM
7	National Black MBA Association E-mail: mail@nbmbaa.org	Sent: 7/16/2013 5:20:48 PM
8	National Hispanic Media Coalition E-mail: info@nhmc.org	Sent: 7/16/2013 5:20:42 PM
9	National Lesbian & Gay Journalists Association E-mail: info@nlgja.org	Sent: 7/16/2013 5:20:43 PM
10	Native American Public Telecommunications E-mail: native@unl.edu	Sent: 7/16/2013 5:20:43 PM
11	Radio & Records Fax: 1-831-796-4181 E-mail: elsalopez@clearchannel.com	Sent: 7/16/2013 6:06:23 PM Sent: 7/16/2013 5:20:43 PM
12	Radio 1 Broadcast School E-mail: director@radio1school.com	Sent: 7/16/2013 5:20:43 PM
13	The Charlotte Observer/Classified Department Fax: 704-358-5340	Sent: 7/16/2013 6:00:40 PM
14	The Freeform Radio Initiative, Inc. E-mail: announcements@thefreeformradioinitiative.org	Sent: 7/16/2013 5:20:38 PM
15	Urban Insite	

WEND-FM, WHQC-FM, WKKT-FM, WLKO-FM, WRFX-FM
Fax and E-mail verification summary report for Digital Sales Manager

RS Number	Recruiting Source	Date and Time
	E-mail: webmaster@urbaninsite.com	Sent: 7/16/2013 5:20:48 PM

WEND(FM), WHQC(FM), WKKT(FM), WLKO(FM), WRFX(FM)**Vacancy Data Form****Program Director****Recruitment source referring hiree: Current Employee – Internal Transfer/Promotion****Date of hire: 9/30/2013**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
16	Internal Transfer/Promotion	N	1
22	Job Fair (See Section III)	N	0
29	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
47	The Charlotte Observer/Classified Department Charlotte, Louisiana Phone : 704-358-5340 Fax : 704-358-5340 Kim	N	0
48	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
TOTAL INTERVIEWEES OVER REPORTING PERIOD			1

WEND-FM, WHQC-FM, WKKT-FM, WLKO-FM, WRFX-FM
Fax and E-mail verification summary report for Program Director

Position: Program Director

Hire Date: September 30, 2013

This report, generated by Broadcast1Source, verifies that WEND-FM, WHQC-FM, WKKT-FM, WLKO-FM, WRFX-FM used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

One of America's most beautiful cities and greatest Country radio stations has a seat at the PD/MD/APD desk for a high performer with great energy to WIN against head to head competition. Competence to work in a market where Country virtually IS the Top 40 format. Desire to be a great on-air talent and you're already showing it. Confidence to work with a CMA Nominated Morning Show. The right candidate will help guide in selecting music, executing programming strategy and handling many day-to-day duties as Assistant Program Director/Music Director.

Requirements:

Strong knowledge of all FCC rules and regulations. Applicants must possess a strong work ethic, be well-read, punctual, and be a team player with a cooperative attitude Applicant must be engaging on the air Applicant must provide compelling content on the air

Experience:

Three years of on-air radio experience required, excellent verbal and communication skills, outstanding ability to relate and communicate with target audience, positive attitude both on and off the air Familiar with NexGen, Vox Pro, and Pro Tools Required experience with Selector & GSelector.

Additional Information:

PLEASE ATTACH YOUR AIRCHECK IN MP3 FILE FORMAT

Contact:

Jeff Wyatt jeffwyatt@clearchannel.com

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bobbi Cantrell at bobbicantrell@clearchannel.com

WEND-FM, WHQC-FM, WKKT-FM, WLKO-FM, WRFX-FM
Fax and E-mail verification summary report for Program Director

RS Number	Recruiting Source	Date and Time
1	My Air Check E-mail: registration@myaircheck.com	Sent: 9/18/2013 1:32:15 PM
2	The Charlotte Observer/Classified Department Fax: 704-358-5340	Sent: 9/18/2013 1:57:24 PM
3	The Freeform Radio Initiative, Inc. E-mail: announcements@thefreeformradioinitiative.org	Sent: 9/18/2013 1:32:14 PM

TAB C

WLKO(FM), WEND(FM), WHQC(FM), WKKT(FM), WRFX(FM)

RECUITMENT INITIATIVES FORM

August 1, 2012-July 31, 2013

	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation (where applicable, include job title(s) of station staff involved in the activity)
1	Participation in events or programs sponsored by educational institutions	11/12/2012	On several occasions in November 2012, our SEU's Production Director participated in part of a lecture series at the Connecticut School of Broadcasting's Charlotte campus. Our SEU's Production Director served as a broadcasting ambassador, teaching students how to succeed as up-and-coming radio broadcasters. In particular, our Production Director's lectures to students focused on teaching students how to work with broadcasting equipment, create effective commercials, and produce creative content for the airwaves.
2	Participation in events or programs sponsored by educational institutions	3/25/2013	On several occasions in March 2013, our SEU's Production Director participated in part of a lecture series at the Carolina School of Broadcasting. Our SEU's Production Director served as a broadcasting ambassador, teaching students how to succeed as up-and-coming radio broadcasters. In particular, our Production Director's lectures to students focused on teaching students how to work with broadcasting equipment, create effective commercials, and produce creative content for the airwaves. Our Production Director also provided instruction on how to build relationships with advertising clients.
3	Participation in Job Fairs	4/5/2013	On April 5, 2013, our SEU participated in the Spring Expo Career Fair at UNC Charlotte's Barnhardt Student Activity Center. Station participants included our SEU's Promotions Director, Promotions Manager, and Field Operations Director. Our SEU collected resumes from attendees and discussed career opportunities in broadcasting.
4	Participation in events or programs sponsored by educational institutions	4/15/2013	On April 15, 2013, our SEU's Production Director participated in a four week lecture series at the Connecticut School of Broadcasting's Charlotte campus. Our SEU's Production Director served as a broadcasting ambassador, teaching students how to succeed as up-and-coming radio broadcasters. In particular, our Production Director's lectures to students focused on teaching students how to work with broadcasting equipment, create effective commercials, and produce creative content for the airwaves.
5	Participation in events or programs sponsored by educational institutions	7/11/2013	In July 2013, our SEU's Program Director, Production Director, Digital Program Director, and On-Air Host participated in a ten day training program at the Kellar Radio Institute at Appalachian State University. Our SEU's participants gave lectures to students at the Institute about the skills needed to succeed in a career in broadcasting. The ten day training program focused on helping train students to secure their first job in the broadcasting industry.
6	Hosting of Job Fair	7/11/2013	On July 11, 2013, our SEU hosted a "Show Your Stripes" Hire Smart, Hire Vets job fair. SEU personnel organized all aspects of the job fair, including planning, recruitment of participants, and promoting the event on-air and online. Station participants included our Local Sales Manager and our Regional Operations Manager. Our SEU also participated in the job fair, collecting resumes from attendees and discussing career opportunities in broadcasting.

	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
7	Establishment of an intern program designed to assist members of the community	7/20/2013	Our SEU hosts an on-going internship program for college students in the local community. During the reporting period, our SEU hosted 21 students as part of our internship program. Students learned about careers in broadcasting and received training in promotions, programming, sales, accounting, and production. All of our SEU's interns received college credit for their participation in our program



CAROLINA SCHOOL OF BROADCASTING

To: Whom It May Concern
From: Ken D. Fuquay, Curriculum Director Carolina School of Broadcasting
Re: Arroe Collins / Core Instructor Staff @ Carolina School of Broadcasting

Digitally signed by Kenneth D. Fuquay
DN: cn=Kenneth D. Fuquay, o=Carolina
School of Broadcasting, ou=Co-Director,
email=kenfuquay@bellsouth.net, c=US
Date: 2014.08.11 09:46:58 -0400

Carolina School of Broadcasting is an accredited institution of higher learning accredited by ACCSC, licensed by the North Carolina Community College System and approved by the U. S. Department of Education, serving the broadcast industry since 1957.

Arroe Collins has provided assistance to the school; supported our student body and impacted the broadcast industry with his involvement as an instructor, mentor, lab supervisor and consultant. We began our relationship with Arroe Collins in 1998 and look forward to its continuance as the Carolina School of Broadcasting continues to serve the industry.

He most recently did some lectures/classes for us on the following dates:

March 2013

Feb into March into April 2014

If you have any questions regarding Mr. Collins' service to the school, please contact me at ken.fuquay@csbradiotv.edu or 704-395-9272.

This information is respectfully submitted.

3435 Performance Road Charlotte NC 28214

704-395-9272 / 704-395-9698 (fax)

www.CSBradioTV.edu

Accredited by ACCSC (Accrediting Commission of Career Schools & Colleges)

Licensed by the North Carolina Department of Community Colleges

The North Carolina Department of Community Colleges is not an accrediting agency

Approved by the North Carolina State Approving Agency

Cantrell, Bobbi

From: WILKINSON, TRACY
Sent: Wednesday, February 20, 2013 13:37
To: Cantrell, Bobbi
Subject: FW: Confirmation of Registration for Spring Expo Career Fair 2013 at UNC Charlotte!!

Tracy Wilkinson | Promotions Director
WHQC Channel 96-1 & WKKT 96.9 The Kat
Clear Channel Media + Entertainment
☎ 704-339-3213 | 704-714-9444
801 Wood Ridge Center Drive | Charlotte, NC | 28217

clearchannel



96.9
THE KAT

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102.9
THE KAT

Clear Channel Media and Entertainment, with its 239 million monthly U.S. listeners, is the leading media company in America with a greater reach than any radio, digital or television outlet.

From: mail@experience.com [<mailto:mail@experience.com>] **On Behalf Of** jdcook@uncc.edu
Sent: Wednesday, February 20, 2013 12:18 PM
To: WILKINSON, TRACY
Subject: Confirmation of Registration for Spring Expo Career Fair 2013 at UNC Charlotte!!



UNIVERSITY
CAREER CENTER

experience

Greetings from the University Career Center at UNC Charlotte! This is to confirm the acceptance of your registration for the Spring Expo Career Fair 2013. The event is being held on Friday April 5, 2013 from 10:00 am to 3:00 pm at the Student Activities Center.

Employers who are interested in interviewing candidates following the job fair should contact Career Center at career@uncc.edu or by phone at 704-687-0795.

There will be a complimentary Meet the Faculty Breakfast prior to the Expo in the salons on the third floor of the Student Activity Center from 8:30 am to 9:30 am before the Career Expo. Please join us and meet UNC Charlotte Faculty!

PAYMENT DETAILS

MAIL CHECKS TO: University Career Center, UNC Charlotte, 9201 Univ. City Blvd., 150 Atkins Bldg., Charlotte, NC 28223-0001, Attn.: Jennifer Armour, Events and Info Assistant.

Credit card payments can only be made during the online registration process. Payments occurring after the registration is accepted must be made by check. To comply with university security regulations we are unable to take credit card information over the phone or in person on the day of the fair.

CANCELLATION/REFUND POLICY

No refunds/cancelled invoices available after March 8, 2013.

This deadline applies regardless of payment status and regardless of date of registration. If an employer cancels their registration after March 8, 2013 or does not show on the day of the fair, they are still responsible for paying the registration fee. This includes employers who register after March 8, 2013.

This policy is upheld to allow for budgetary decisions related to the fair after March 8th as well as to ensure accurate marketing of our event to UNC Charlotte students, faculty, and staff.

PARKING

Parking for this event will be in the Cone Visitor Parking deck. There will be directional signs from the main entrance to campus. The UCC will validate recruiters parking.

****Secondary Parking** - If the Cone Deck is full, we are pleased to offer secondary parking in the Union Deck which is located near the corner of Cameron and Craver Blvd. across the street from the College of Education and College of Health and Human Services Buildings (Buildings 52 and 63 on the UNCC map). A marked map of the parking venues as well as driving directions is located at: <http://www.uncc.edu/directions>

SHIPPING

Please note that due to limited space we cannot accept shipments to the Career Center. Please send all your shipments to your hotel for pick-up prior to the fair. FedEx shipping services are available on UNC Charlotte's campus through Union Station, located in the Student Union Room 123. Operating hours are 9:00am-5:30pm. There are also UPS and FEDEX service stores located near campus.

QUESTIONS

If you have any further questions, please feel free to contact Jennifer Armour via email at jdcook@uncc.edu or call the University Career Center at 704-687-0796.

We look forward to your visit with us on Friday April 5, 2013!

96.9 THE KAT

CHARLOTTE'S WEST COUNTRY

96.9 iHeartRadio
SHOW YOUR STRIPES
HIRE SMART.
HIRE VETS.

Job Fair

4:30pm - 6:30pm

Interested Employers Contact:
Connie Ruane at 704-714-9464

Or

your Local Clear Channel Integrated Media Consultant

Provide

Name of Business

Industry Category

Company Size

Business Contact email, website and phone number

Presents

The

Parking Lot Party

at

Sandbar & Grill

Thursday, July 11th

5:30pm-8pm

Hosted by
Paul Schadt

And
Meg

Featuring

Drake White and the Big Fire Band!

Benefits

Army National

178th Engineer Battalion

Rock Hill, SC



July 8 – 17, 2013

**Guest Professional
Faculty**



North Carolina Association of Broadcasters



Kellar Radio Talent Institute

APPALACHIAN STATE UNIVERSITY

Thursday, July 11, 2013

8:45am	Announcements and Agenda Preview	Dan Vallie
9:00am-10:20am	RAB Training Modules: #12 – “Addressing Objections” #13 – “More Sales through Buyer Style”	Pam Patton Account Executive Beasley Broadcast Group Fayetteville, NC
10:30am-11:50am	<i>“Broadcast Regulations...Today and Tomorrow”</i>	Wade Hargrove Partner Brooks Pierce Law Raleigh, NC
11:50am-12:50pm	Lunch	
1:00pm-2:20pm	<i>“Marketing and Promotions-Doing it Right”</i>	Keaira Huffman Promotions Manager Entercom Radio Greenville-Spartanburg, SC
2:30pm-3:50pm	<i>“The Digital Program Director”</i>	Patrick Sills Digital Program Director Clear Channel Charlotte, NC
5:00pm-6:00pm	Dinner	
6:00pm-7:00pm	Social Hour (optional) at Café Portofino	with Industry Professionals

***Evening Assignment: RAB Training Modules:
#15 – “The Fundamentals of Co-op Advertising” and #16 – “NTR”**



North Carolina Association of Broadcasters



Kellar Radio Talent Institute

APPALACHIAN STATE UNIVERSITY

Monday, July 15, 2013

8:45am	Announcements and Agenda Preview	Dan Vallie
9:00am-10:20am	<i>"How to Do a Great Talk Radio Show"</i>	John Hancock Talk Show Host WBT Greater Media Charlotte, NC
10:30am-11:50am	<i>"Today's News Radio: Put It Together and Deliver It"</i>	Jason Furst Program Director WBT Greater Media Charlotte, NC
11:50am-12:50pm	Lunch	
1:00pm-2:20pm	<i>"Basics of Doing a Great Music Radio Show"</i>	DZL On-Air Talent 106.5 The End/WEND-FM Clear Channel Charlotte, NC
2:30pm-3:50pm	<i>"On-Air Delivery, Inflection, Pacing Communicating"</i>	Jack Daniel Program Director and On-Air Talent 106.5 The End/WEND-FM Clear Channel Charlotte, NC
4:00pm-5:00pm	Air Check Sessions	
5:00pm-6:00pm	Dinner	
6:00pm-7:00pm	Social Hour (optional) at Café Portofino	with Industry Professionals



North Carolina Association of Broadcasters



Kellar Radio Talent Institute

APPALACHIAN STATE UNIVERSITY

Tuesday, July 16, 2013

8:45am	Announcements and Agenda Preview	Dan Vallie
9:00am-10:20am	<i>"Writing for Radio"</i>	Arroe Collins Production Director Clear Channel Radio Charlotte, NC
10:30am-11:50am	<i>"Basics of Great Voice Work and Production"</i>	Arroe Collins
11:50am-12:50pm	Lunch	
1:00pm-2:20pm	<i>"What Do You Have to Know to be the Program Director"</i>	Bruce Wheeler Vice President/General Manager WKZL & WKRR-FM (Rock92) Greensboro/Winston-Salem, NC Jason Goodman Program Director WKZL & WKRR-FM (Rock92) Greensboro/Winston-Salem, NC Dave Aiken Asst. PD & Music Director WKZL & WKRR-FM (Rock92) Greensboro/Winston-Salem, NC
2:30pm-3:50pm	<i>"On-Air: Developing Your Voice, Your Style... You"</i>	Ace & TJ <i>"The Ace & TJ Show"</i> Channel 96.1 Clear Channel Charlotte, NC
4:00pm-5:00pm	Air Check Sessions	
5:00pm-6:00pm	Dinner	
6:00pm-7:00pm	Social hour (optional) at Café Portofino	with Industry Professionals



North Carolina Association of Broadcasters

SEU INTERNSHIP PROGRAM

2013 REPORTING PERIOD

Clear Channel Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: [Signature] Date: 9-17-2012

Full Name: Topaz SSN: _____

Address: _____

Cell Home Phone: _____ Emergency Phone: _____

Term of Internship: from: Sept 17, 2012 to: Dec 2012

Educational Facility Providing Academic Credit: Wingate University

Primary Course of Study: Communication Expected Year of Graduation: 2013

Educational Facility Contact Name/Phone: Wingate University

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Arika Date: 09/11/2012

Full Name: Arika SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: Sept. 2012 to: Nov. 2012

Educational Facility Providing Academic Credit: Queens Univ Charlotte

Primary Course of Study: Communication Expected Year of Graduation: 2014

Educational Facility Contact Name/Phone: Queens Univ (Sarah)

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Patrick J. Date: 09/14/2012

Full Name: Patrick SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: 09/2012 to: 12/2012

Educational Facility Providing Academic Credit: UNC Charlotte

Primary Course of Study: Mass Media Communications Expected Year of Graduation: 2014

Educational Facility Contact Name/Phone: _____

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a Charlotte (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

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Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Bernadette Date: 8/22/2012

Full Name: Bernadette SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: August 2012 to: December 2012

Educational Facility Providing Academic Credit: Belmont Abbey College

Primary Course of Study: Business Management Expected Year of Graduation: May 2013

Educational Facility Contact Name/Phone: ()

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel **Internship Program**

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

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Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Jay Date: 11/3/2013

Full Name: Jay SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: January 2013 to: May 2013

Educational Facility Providing Academic Credit: Caroline School of Broadcasting

Primary Course of Study: Radio Broadcasting Expected Year of Graduation: 2013

Educational Facility Contact Name/Phone: Alyson

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Wendy Date: 2/7/13

Full Name: Wendy SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: 2/7/13 to: upon completion of 150 hours

Educational Facility Providing Academic Credit: Connecticut School of Broadcasting

Primary Course of Study: Voice Over/On Air Production Expected Year of Graduation: 2013

Educational Facility Contact Name/Phone: Maggie

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel **Internship Program**

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: [Signature] Date: 2/25/13
Full Name: James SSN: _____
Address: _____
Home Phone: _____ Emergency Phone: _____
Term of Internship: from: 2/25/13 to: May
Educational Facility Providing Academic Credit: UNC Charlotte
Primary Course of Study: Communication Expected Year of Graduation: 2015
Educational Facility Contact Name/Phone: UNC Charlotte

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel **Internship Program**

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed:  Date: 3-13-13

Full Name: Motes SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: _____ to: _____

Educational Facility Providing Academic Credit: Belmont Abbey College

Primary Course of Study: Business/Marketing Expected Year of Graduation: 2013

Educational Facility Contact Name/Phone: Stephanie

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

W/AROE

Clear Channel Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Jordan Date: 3-26-13

Full Name: Jordan SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: _____ to: _____

Educational Facility Providing Academic Credit: Carolina School of Broadcasting

Primary Course of Study: _____ Expected Year of Graduation: 2013

Educational Facility Contact Name/Phone: _____

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Intern Registration Form

884611v2

Clear Channel **Internship Program**

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

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Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Bradlee Date: 3-13-13

Full Name: Bradlee SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: May 12-2013 to: August 9, 2013

Educational Facility Providing Academic Credit: Appalachian State University

Primary Course of Study: Electronic Media Broadcast Expected Year of Graduation: 2014

Educational Facility Contact Name/Phone: _____

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

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Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: [Signature] Date: 7-22-13

Full Name: Kevin SSN: _____

Address: _____

Home Phone: 714 Emergency Phone: _____

Term of Internship: from: July 2013 to: August 2013

Educational Facility Providing Academic Credit: Elon University

Primary Course of Study: Broadcast Expected Year of Graduation: 2014

Educational Facility Contact Name/Phone: [Signature]

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel **Internship Program**

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

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Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: David Date: 6/6/13

Full Name: David SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: June 6th, 2013 to: August 2013

Educational Facility Providing Academic Credit: UNC Charlotte

Primary Course of Study: Marketing Expected Year of Graduation: 2013

Educational Facility Contact Name/Phone: _____

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel **Internship Program**

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

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Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Elizabeth Tull Date: 6/4/13

Full Name: Elizabeth Tull SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: June '13 to: August '13

Educational Facility Providing Academic Credit: Tamara Cohen

Primary Course of Study: mgmt marketing Expected Year of Graduation: 2013

Educational Facility Contact Name/Phone: _____

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel Internship Program

Intern Registration Form

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Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: [Signature] Date: 5/31/13

Full Name: Savannah SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: 5/24/13 to: 300 hrs of completion

Educational Facility Providing Academic Credit: Carolina School of Broadcasting

Primary Course of Study: Public Local Broad Expected Year of Graduation: 1/14
casting

Educational Facility Contact Name/Phone: _____

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

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Signed: Emily Date: 5/29/2013

Full Name: Emily SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: 5/29/13 to: 8/11/13

Educational Facility Providing Academic Credit: West Virginia University

Primary Course of Study: Journalism Expected Year of Graduation: 2014

Educational Facility Contact Name/Phone: _____

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Melinda Hayton Date: 5/3/13

Full Name: Melinda Hayton SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: May to: August

Educational Facility Providing Academic Credit: Appalachian State University

Primary Course of Study: Public Relations Expected Year of Graduation: 2015

Educational Facility Contact Name/Phone: _____

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel **Internship Program**

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Taylor Date: 5/21/13

Full Name: Taylor SSN: r

Address:

Home Phone: Emergency Phone:

Term of Internship: from: 5/01/13 to: 8/10/13

Educational Facility Providing Academic Credit: Elizabeth City State University

Primary Course of Study: Communications Expected Year of Graduation: 2014

Educational Facility Contact Name/Phone: Dr. MacPhee

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: MC Date: 5-20-2013

Full Name: Meagan SSN: 6

Address: _____

Home Phone: 1 Emergency Phone: 1

Term of Internship: from: May 13, 2013 to: Aug 2, 2013

Educational Facility Providing Academic Credit: UNC Charlotte

Primary Course of Study: Communications Expected Year of Graduation: 2014

Educational Facility Contact Name/Phone: UNC Charlotte Career Center

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ Chandler Bolles (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: [Signature] Date: 5/20/13

Full Name: Chandler SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: May to: August

Educational Facility Providing Academic Credit: UNCW

Primary Course of Study: Communication Studies Expected Year of Graduation: 2014

Educational Facility Contact Name/Phone: UNCW Communication Studies department / 1

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel **Internship Program**

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Mhien Date: 3/13/2013

Full Name: Mhien SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: _____ to: _____

Educational Facility Providing Academic Credit: UNC Charlotte

Primary Course of Study: Marketing Expected Year of Graduation: _____

Educational Facility Contact Name/Phone: _____

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Deanna

WLKO(FM), WEND(FM), WHQC(FM), WKKT(FM), WRFX(FM)

RECUITMENT INITIATIVES FORM

August 1, 2013-July 31, 2014

	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation (where applicable, include job title(s) of station staff involved in the activity)
1	Participation in events or programs sponsored by educational institutions	9/11/2013	On several occasions in September 2013, our SEU's Production Director participated in part of a lecture series at the Connecticut School of Broadcasting's Charlotte campus. Our SEU's Production Director served as a broadcasting ambassador, teaching students how to succeed as up-and-coming radio broadcasters. In particular, our Production Director's lectures to students focused on teaching students how to work with broadcasting equipment, create effective commercials, and produce creative content for the airwaves.
2	Participation in events or programs sponsored by educational institutions	12/9/2013	In December 2013, our SEU's Production Director gave a lecture to students at the Connecticut School of Broadcasting's Charlotte campus. The lecture focused on showcasing the importance of the broadcasting industry in the local community and advising students on how to acquire the skills needed to succeed in a career in broadcasting.
3	Participation in Job Fairs	1/29/2014	On January 29, 2014, our SEU participated in a job fair hosted by Appalachian State University in Boone, North Carolina. Station participants included our SEU's Promotions Manager and Promotions Director. Our SEU collected resumes from attendees and discussed career opportunities in broadcasting.
4	Participation in Job Fairs	2/27/2014	On February 27, 2014, our SEU participated in a Career Expo hosted by the Central Intercollegiate Athletic Association. Station participants included our SEU's Digital Manager, Promotions Manager, Director of Sales, and Program Director. Our SEU collected resumes from attendees and discussed career opportunities in broadcasting.
5	Participation in events or programs sponsored by educational institutions	3/31/2014	On several occasions in March 2014, our SEU's Production Director participated in part of a lecture series at the Connecticut School of Broadcasting's Charlotte campus. Our SEU's Production Director served as a broadcasting ambassador, teaching students how to succeed as up-and-coming radio broadcasters. In particular, our Production Director's lectures to students focused on teaching students how to work with broadcasting equipment, create effective commercials, and produce creative content for the airwaves.
6	Participation in events or programs sponsored by educational institutions	5/5/2014	On several occasions in May 2014, our SEU's Production Director participated in part of a lecture series at the Carolina School of Broadcasting. Our SEU's Production Director served as a broadcasting ambassador, teaching students how to succeed as up-and-coming radio broadcasters. In particular, our Production Director's lectures to students focused on teaching students how to work with broadcasting equipment, create effective commercials, and produce creative content for the airwaves.

FOR INTERNAL BUSINESS RECORDS ONLY

	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
7	Participation in events or programs sponsored by educational institutions	6/10/2014	In June 2014, our SEU's Program Director, Production Director, and On-Air Host participated in a ten-day training program at the Kellar Radio Institute at Appalachian State University. Our SEU's participants gave lectures to students at the Institute about the skills needed to succeed in a career in broadcasting. The ten-day training program focused on helping train students to secure their first job in the broadcasting industry.
8	Establishment of an intern program designed to assist members of the community	6/15/2014	Our SEU hosts an on-going internship program for college students in the local community. During the reporting period, our SEU hosted 28 students as part of our internship program. Students learned about careers in broadcasting and received training in promotions, programming, sales, accounting, and production. All of our SEU's interns received college credit for their participation in our internship program.
9	Participation in events or programs sponsored by educational institutions	7/21/2014	On several occasions in July 2014, our SEU's Production Director participated in part of a lecture series at the Connecticut School of Broadcasting's Charlotte campus. As part of the lecture series, our SEU's Production Director has spoken with students about production, on-air voice work, and creative writing to help ensure that they have the skills needed to succeed in a career in broadcasting.

Cantrell, Bobbi

From: broerecg@appstate.edu
Sent: Wednesday, January 22, 2014 11:38
To: Cantrell, Bobbi
Subject: Appalachian State JobFest- event details
Attachments: Directions_to_Student_Union_.docx

Hello, Internship Fair participants!

In preparation for your upcoming visit to Appalachian State Wednesday, January 29th, please see attached documents with directions to campus and parking instructions.

Summary of Internship Fair details:

- Parking will be provided for you at East Howard Street Lot, which is directly behind Plemmons Student Union (directions in attachment). Upon arrival, please inform the parking attendant you are attending the Internship Fair. The attendant will issue you a parking hangtag.
- Registration begins at 9:30 a.m.
- The Internship Fair begin at 11:00 a.m.
- The Internship Fair ends at 2:00 p.m.

Important Reminder: The Internship Fair will be held in the **Grandfather Mountain Ballroom** on the **1st floor** of the Plemmons Student Union.

We look forward to hosting your visit to campus on Wednesday, January 29th!

Courtney Broere
Recruiting Coordinator
Career Development Center
Appalachian State University
email: broerecg@appstate.edu
phone: 828.262.2180

Career Development Center

APPALACHIAN STATE UNIVERSITY

Directions to Plemmons Student Union on Appalachian State University's campus

Physical Address:

221 College Street
Plemmons Student Union
Appalachian State University
Boone, NC 28608

From East of Boone: Go West on King Street / Hwy. 421. Turn left (south) on College Street. The Library/Staff Parking Deck is 1 1/2 blocks on the right. Continue around the round a bout onto Howard Street. Make your first right at East Howard Street Lot.

From West of Boone: Go East on Hwy. 421 / King Street. This will take you thru downtown Boone. Turn right (south) on College Street. The Library/Staff Parking Deck is 1 1/2 blocks on the right. Continue around the round a bout onto Howard Street. Make your first right at East Howard Street Lot.

From South of Boone: Go North on Hwy. 321 (Blowing Rock Road / aka Hardin Street). Turn left on King Street / Hwy. 421. Turn left (south) on College Street. The Library/Staff Parking Deck is 1 1/2 blocks on the right. Continue around the round a bout onto Howard Street. Make your first right at East Howard Street Lot.

To enter Plemmons Student Union: Walk down the sidewalk from the parking lot toward the Student Union. You will enter in on the 2nd floor. Once in the building veer to the left and either take the elevator or stairs down to the first floor. Grandfather Mountain Ballroom will to the left if coming off the elevator, and to the right (and first room on the left) if you are coming down the stairs.

- ❖ The Career Development Center staff and student volunteers will be available to assist you with your materials and to guide you to the Internship Fair venue on the 1st floor.



January 2015

11 a.m. - 2 p.m.

Grandfather Mt. Ballroom

Plemmons Student Union

Students

Students seeking internships are strongly encouraged to attend.

- Please bring your Appcard to sign in at the door.
- Business casual dress.
- Bring copies of your resume.

Employers

- Registration Form

2014 Organizations

ABC of NC Child Development Center

AESEC

Appalachian Service Project

Appalachian State Office of International Education & Development

Ascendient Healthcare Advisors

AppState in DC

Every County Habitat for Humanity

B&T Corporation

Blue Cross and Blue Shield of NC

Blue Ridge Parkway

Boone Healing Arts Center

Camp Dogwood for the Blind & Visually Impaired

Carolina Farm Credit

Carolina Therapeutic Services, Inc.
Charlotte Douglas International Airport
Clear Channel Media + Entertainment Charlotte
Daniel Boone Native Gardens
Duke TIP
Enterprise Rent A Car
Family Dollar Stores
Liberty Hardware Manufacturing Corporation
Lutheran Volunteer Corps
March of Dimes
Marine Corps Officer Program
Maurices
Mountain Youth Academy
NC Museum of Natural Sciences
Piedmont Natural Gas
Schneider National, Inc.
Sherwin-Williams
Stickley Fine Upholstery

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© *Appalachian State University Boone, NC 28608 / 828-262-2000*

Cantrell, Bobbi

From: Sherie Gordon <sgordon@theciaa.com>
Sent: Friday, February 21, 2014 20:27
To: djefferes@urbansportsgroup.net; tgodwin@bbandt.com; audrey_abron@belk.com; egeorge@bcswan.net; ghwalls@capitol-college.edu; lbelton@ci.charlotte.nc.us; bellis@charlottelaw.edu; whaynes@cmpd.org; bersona@cintas.com; allenr@concordnc.gov; pamela.shackleford@durhamnc.gov; dawn.board@roanokeva.gov; Cantrell, Bobbi; danitah@mailbox.sc.edu; dlhardin@cvs.com; linwood.smith@dcma.mil; jacob.slagle@delhaize.com; Andrea.Coleman@duke-energy.com; jbirch@tip.duke.edu; dsowell@fairfield.k12.sc.us; vilorance@fdic.gov; Elliott.Cardano@53.com; wiggins_eric@cityofgastonia.com; kedwards@greenvillenc.gov; williak2@gcsnc.com; dtwilliams@hertfrod.k12.nc.us; sigmontr@hickoryschools.net; pcoldren.tway@lee.k12.nc.us; martha.ruiz@lowes.com; cgriffin@urbansportsgroup.net; chris.stewart@us.mcd.com; Tia.Cooper@MecklenburgCountyNC.gov; takeda.legrand@montgomery.k12.nc.us; dlapuada@mcps.org; Gamaliel00@gmail.com; cruckdaschel@ncaa.org; tlauderdale@pmm-agency.com; t.mcnish@neu.edu; manderson3@peacecorps.gov; kristen.ertz@piedmontng.com; yolanda.hunter@raleighnc.gov; bessshuler@richmond.k12.nc.us; ksporakowski@rcps.info; uradmin@travlers.com; jspruill@tescharlotte.org; MaryanneMaree-Sams@uncc.edu; jeffery.walker@usss.dhs.gov; leslie.m.downing@uscg.mil; cslowe@vt.edu; orvillejarrett@wafflehouse.com; jfulk@wspd.org; elliottm@wssu.edu
Cc: Marcus Grant; bwilks@jcsu.edu; jmorris@urbansportsgroup.net
Subject: 2014 CIAA Career Expo
Attachments: Career Expo Confirmation 012814.pdf
Importance: High

Dear Vendor:

We are excited for your participation in the 2014 CIAA Career Expo. Attached is your confirmation which includes all details you will need for the event.

The CIAA Career Expo Coordinator, Barbara D. Wilks, will be in touch with specific assignments.

Look forward to seeing you in Charlotte!

Sincerely,

Sherie Cornish Gordon | Senior Associate Commissioner of Business Administration
Central Intercollegiate Athletic Association
22 Enterprise Parkway, Suite 210 | Hampton, VA 23666
O: (757) 865-0071 | F: (757) 865-8181
sgordon@theciaa.com | www.TheCIAA.com





CAREER EXPO

Thursday, February 27, 2014 -- 9:00 am to 2 pm
Charlotte Convention Center,
501 S. College Street, Charlotte, NC 28202
Ballrooms A-D (Upper Level)

BOOTH ARRANGEMENTS

- 10'x10' Booth
- 8' High-back drape & 3' high side drape: Black
- One (1) 6' Table skirted (Black)
- Three (3) plastic folding chairs
- One (1) Waste basket
- ID Sign

ELECTRICAL/WIRELESS

- Electrical service and/or Wireless Internet Access can be purchased through the Charlotte Convention Center and can be purchased on-site (by credit card) the morning of the event.

MOVE-IN/MOVE-OUT

- **Loading and unloading: Easy access to the Ballrooms is through the Martin Luther King Blvd. entrance.**
 - Exhibitor Move-in: Wednesday - 6:00 pm - 8:00 pm and Thursday - 7:30 am - 9:00 am
 - Exhibitor Move-out: Thursday - 1:00 pm - 3:30 pm

MEALS

- The following meals are available to registered Career Expo representatives in the Employer Lounge located at the rear of the exhibitor booths, on Thursday:
 - Continental Breakfast 8:00 am – 10:00 am AND Lunch 11:30 a.m. – 1:00 p.m.

SHIPPING

CLEARLY INCLUDE YOUR ORGANIZATION NAME ON BOXES OF MATERIALS SHIPPED. ADDRESS IS:

CIAA CAREER DAY
C/O FREEMAN
Charlotte Convention Center
501 South College Street
Charlotte, NC 28202

- **Return Shipping:** Bring pre-addressed shipping labels. Freeman will provide Bill of Lading. You will need to pack your return freight and leave it at your booth for pickup at the close of the Career Expo.

PARKING

- The NASCAR Hall of Fame parking deck located on Brevard Street, adjacent to the Charlotte Convention Center.
- Metered parking is available along many of the main streets in Center City.
- Oversize vehicle parking is available across from the NASCAR Hall of Fame site at the Caldwell Street parking lot.
- For additional information regarding Charlotte Center City Parking, please visit the City of Charlotte's [Park It! webpage](#) or [Center City Partners website](#) for maps and listings of participating garages.

LODGING

- To access hotel rooms, please call Fan Experiences at 866-599-FANS

Thank you for your registration to attend CIAA Career Expo 2014!

CIAA Career Expo Coordinator: Barbara D. Wilks bwilks@jcsu.edu (704) 378-1042 (o) -- (704) 604-2164 (m)



Kellar Radio Talent Institute

APPALACHIAN STATE UNIVERSITY

June 2 – 11, 2014

George G. Beasley

Media Complex

Room 224





Kellar Radio Talent Institute

APPALACHIAN STATE UNIVERSITY

Monday, June 9, 2014

8:45am	Announcements and Agenda Preview	Dan Vallie
9:00-10:20am	<i>"How to Do a Great Talk Radio Show"</i>	John Hancock Talk Show Host WBT Greater Media Charlotte, NC
10:30-11:50am	<i>"Today's News Radio: Put It Together and Deliver It"</i>	Jason Furst Program Director WBT Greater Media Charlotte, NC
11:50-12:50pm	Lunch	
1:00-2:20pm	<i>"Basics of Doing a Great Music Radio Show"</i>	Jack Daniel Program Director/ On-Air Talent New Rock 1065 The End/ WEND WLKO/1029 The Lake Clear Channel Media + Entertainment Charlotte, NC
		Rozak On-Air Talent New Rock 1065 The End Clear Channel Media + Entertainment Charlotte, NC
2:30-3:50pm	<i>"On-Air Delivery, Inflection, Pacing, Communicating"</i>	Jack Daniel Rozak
4:00-5:00pm	Air Check Sessions	
5:00-6:00pm	Dinner	
6:00-7:00pm	Social Hour at Café Portofino with Industry Professionals	





Kellar Radio Talent Institute

APPALACHIAN STATE UNIVERSITY

Tuesday, June 10, 2014

8:45am	Announcements and Agenda Preview	Dan Vallie
9:00-10:20am	<i>"Writing for Radio"</i>	Arroe Collins Production Director Clear Channel Radio Charlotte, NC
10:30-11:50am	<i>"Basics of Great Voice Work and Production"</i>	John Causby Voice Actor COO Groundcrew Studios Charlotte, NC
11:50-12:50pm	Lunch	
1:00-2:20pm	<i>"Adjusting From College to the Pros"</i>	Courtney Armstrong Promotions Manager KISS 95.1 & K104.7 CBS Radio, Charlotte
		Brandon Dickson Anchor/Reporter/Producer 680 WPTF/Curtis Media & NC News Network, Raleigh
		Jon Wood Afternoon Host/Music Dir. 106.9 The Light/WMIT Blue Ridge Broadcasting Asheville, NC/Knoxville, TN
2:30-3:50pm	<i>"What You Have to Know to be the Program Director"</i>	Jason Goodman Program Director WKZL & WKRR/Rock 92 Dick Broadcasting Co. Greensboro, NC
		Dave Aiken Asst. PD/Music Director WKRR/Rock 92 Dick Broadcasting Co. Greensboro, NC
4:00-5:00pm	Air Check Sessions	
5:00-6:00pm	Dinner	
6:00-7:00pm	Social hour at Café Portofino with Industry Professionals	



SEU INTERNSHIP PROGRAM

2014 REPORTING PERIOD

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed:

Printed Name:

Date:

Address:

Home Phone:

Emergency Phone:

SSN:

Term of Internship:

from:

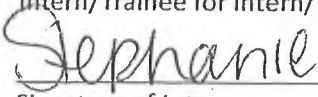
to:

Educational Facility Providing
Academic Credit:

Contact/Phone:

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.


Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Rachel
Printed Name: Rachel
Date: 5/12/14
Address: 4
Home Phone: 7
Emergency Phone: 7
SSN: _____
Term of Internship: from: May
to: Aug
Educational Facility Providing
Academic Credit: UNC - CH (1 credit hour)
Contact/Phone: ~~777-7777~~ Jay

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

Rachel
Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Elizabeth

Printed Name: Elizabeth

Date: MAY 12, 2014

Address: 1

Home Phone: (71)

Emergency Phone: (7)

SSN: _____

Term of Internship: from: MAY 19th, 2014

to: _____

Educational Facility Providing
Academic Credit: UNC @ Charlotte

Contact/Phone: _____

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

Elizabeth

Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: _____

Printed Name: _____

Date: _____

Address: _____

Home Phone: _____

Emergency Phone: _____

SSN: _____

Term of Internship:

from: _____

to: _____

Educational Facility Providing
Academic Credit: _____

Contact/Phone: _____

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed:

Kevin

Printed Name:

Kevin

Date:

5-12-2014

Address:

3

cell

Home Phone:

7

Emergency Phone:

7

SSN:

Term of Internship:

from:

May 12, 2014

to:

August, 2014

Educational Facility Providing
Academic Credit:

Contact/Phone:

0

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

Kevin
Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: _____

Printed Name: _____

Date: _____

Address: _____

Home Phone: _____

Emergency Phone: _____

SSN: _____

Term of Internship:

from: May 19th
to: August 7th

Educational Facility Providing
Academic Credit: _____

Appalachian State University

Contact/Phone: _____

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

Hayden
Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Karl

Printed Name: Karl

Date: 05/12/14

Address: 1

Home Phone: ~~(704) 261-1111~~ (7)

Emergency Phone: (7)

SSN: _____

Term of Internship: from: 05/26/14

to: 08/08/14

Educational Facility Providing
Academic Credit: Clemson University

Contact/Phone: _____

11

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

[Signature]
Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: En

Printed Name: En

Date: 5-12-14

Address: 0

Home Phone: 7

Emergency Phone: 7

SSN: _____

Term of Internship: from: 5-27-14

to: 8-20-14

Educational Facility Providing Academic Credit: Cluston College Decredit hours

Contact/Phone: _____

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

En
Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: _____

Printed Name: _____

Date: _____

Address: _____

Home Phone: _____

Emergency Phone: _____

SSN: _____

Term of Internship:

from: _____

to: _____

Educational Facility Providing
Academic Credit: _____

Contact/Phone: _____

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: _____

Printed Name: Casey

Date: 5/12/14

Address: 4

Home Phone: 7

Emergency Phone: 7

SSN: _____

Term of Internship:

from: May 2014 / July 2014
to: July 2014 / August 2014 } both summer sessions @ UNCC (240 hours)

Educational Facility Providing

Academic Credit: University of North Carolina Charlotte

Contact/Phone: _____

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

Casey
Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: _____

Printed Name: Cameron

Date: 5/12/14

Address: 2

Home Phone: (2)

Emergency Phone: (3)

SSN: _____

Term of Internship:

from: 5/12/14
to: 8/10/14

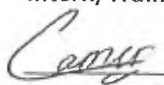
Educational Facility Providing
Academic Credit:

Appalachian State University

Contact/Phone: _____

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

 _____
Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: _____

Printed Name: _____

Date: _____

Address: _____

Home Phone: _____

Emergency Phone: _____

SSN: _____

Term of Internship:

from: _____

to: _____

Educational Facility Providing
Academic Credit: _____

Contact/Phone: _____

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

Signature of Intern _____

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: _____

Printed Name: _____

Date: _____

Address: _____

Home Phone: _____

Emergency Phone: _____

SSN: _____

Term of Internship:

from: _____

to: _____

Educational Facility Providing

Academic Credit: _____

Contact/Phone: _____

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: _____

Printed Name: _____

Date: _____

Address: _____

Home Phone: _____

Emergency Phone: _____

SSN: _____

Term of Internship: from: _____


to: _____

Educational Facility Providing
Academic Credit: _____

Contact/Phone: _____

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

 _____
Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Aimee
Printed Name: Aimee
Date: 5/11/14
Address: 2 lace
Home Phone: 7
Emergency Phone: 71
SSN: _____
Term of Internship: from: 6-2-14
to: _____

Educational Facility Providing Academic Credit: 3 credit hrs - App State
Contact/Phone: Olga

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

Aimee
Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel Charlotte (the "Company") d/b/a 106.5 WEND ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: _____

Printed Name: Christian

Date: 1/27/2014

Address: 3

Home Phone: 7

Emergency Phone: 7

SSN: _____

Term of Internship:

from: 1/2014

to: 4/2014

Educational Facility Providing

Academic Credit: Connecticut School of Broadcasting

Contact/Phone: _____

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

Christian
Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: _____

Printed Name: Raymond

Date: December 10, 2013

Address: _____

Home Phone: _____

Emergency Phone: _____

SSN: _____

Term of Internship: from: 12/10/13

to: 3/19/14

Educational Facility Providing
Academic Credit: Drexel University

Contact/Phone: _____

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: _____

Printed Name: Chandler

Date: 1/14/14

Address: _____

Home Phone: (8) _____

Emergency Phone: (8) _____

SSN: _____

Term of Internship:

from: January 20

to: April 27

Educational Facility Providing Academic Credit: Winstate University

Contact/Phone: _____

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

Chandler
Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)

Clear Channel **Internship Program**

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Allen Date: 1/14/14

Full Name: Allen SSN: _____

Address: 7

Home Phone: 7 :emergency Phone: 7

Term of Internship: from: January 14 2014 to: April 28 2014

Educational Facility Providing Academic Credit: Gardner-Webb University

Primary Course of Study: Music Business Expected Year of Graduation: 2014

Educational Facility Contact Name/Phone: _____

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel **Internship Program**

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Meghan Date: 01/14/14

Full Name: Meghan SSN: _____

Address: 7

Home Phone: (2) Emergency Phone: (2)

Term of Internship: from: JUN. '14 to: MAY '14

Educational Facility Providing Academic Credit: Belmont Abbey College

Primary Course of Study: Ed. Studies / BUS. Management Expected Year of Graduation: MAY '14

Educational Facility Contact Name/Phone: (704)-461-6760

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: _____

Printed Name: _____

Date: _____

Address: _____

Home Phone: _____

Emergency Phone: _____

SSN: _____

Term of Internship:

from: _____

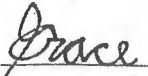
to: _____

Educational Facility Providing
Academic Credit: _____

Contact/Phone: _____

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.


Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)



INTERNSHIP/TRAINEE ACKNOWLEDGMENT

The undersigned ("Intern/Trainee") acknowledges volunteering Intern/Trainee's services as an intern/trainee to Clear Channel _____ (the "Company") d/b/a _____ ("Division"). Intern/Trainee has volunteered for the term below to serve as an intern/trainee and to perform services for the Company without compensation with the express understanding that the Intern/Trainee receives academic credit from a bona fide education facility which may include, but is not limited to, a university, community college, trade school or high school.

The Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment agreement. Intern/Trainee understands that Intern/Trainee is not entitled to a job with the Division at completion of internship. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify and hold harmless Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Brittany

Printed Name: Brittany

Date: 1/14/14

Address: 1

Home Phone: 7

Emergency Phone: 7

SSN: _____

Term of Internship: from: 01/14/14

to: 150 hrs. completed

Educational Facility Providing
Academic Credit: UNC - Charlotte

Contact/Phone: _____

A copy of the Letter of Internship from educational facility must be attached to this Agreement.

Once completed, retain one copy for your department, give one copy to business/office manager, and give one copy to Intern/Trainee for Intern/Trainee's records.

Brittany
Signature of Intern

If you are under eighteen (18) years of age, your parent or legal guardian must sign below.

(Signature of Parent or Legal Guardian)



INTERNSHIP VERIFICATION FORM

The Connecticut School of Broadcasting was founded with the intention of finding and training motivated people and preparing them for successful careers in the broadcasting industry. Since the school's inception in 1964, we have maintained that philosophy and made it work for our students and graduates. We believe a student can succeed with guidance, proper training and a strong belief in one's self.

For us, the ultimate measure of our worth comes from the success of our graduates. Through them and their achievements come the realization that we have done our best work. As part of our training program, we encourage our students to participate in an internship program for course credit at a local radio and/or television station. We seek challenging internships which can provide Connecticut School of Broadcasting students with "real world" situations and help enhance their "hands-on" classes. Internships may vary in length at the discretion of the station but must not exceed 150 hours. **INTERNS ARE NOT EMPLOYEES OF THE STATION** and are not eligible for workman's compensation or any other benefit entitled to employees.

Course credit is awarded when the student has completed the agreed upon internship and the school has received a completed Intern Evaluation Report from the Station Intern Supervisor.

Best regards,

A handwritten signature in cursive script, appearing to read "John A. Perez".

John A. Perez, Campus Coordinator
Connecticut School of Broadcasting, Charlotte
9144 ArrowPoint Blvd., Suite 100
Charlotte, NC 28273
704-529-8146

INTERN AGREEMENT

I, Terry, have agreed to participate in an internship at Clear Channel Charlotte for course credit. I understand that I am not an employee and am not entitled to any benefits such as compensation, workmen's compensation or any other benefit, etc. I also understand that I am responsible for my own liability insurance.

Date

10/10/2013

Intern

Terry

Intern Supervisor

Arroe Collins / ~~Jana Rice~~



INTERNSHIP VERIFICATION FORM

The Connecticut School of Broadcasting was founded with the intention of finding and training motivated people and preparing them for successful careers in the broadcasting industry. Since the school's inception in 1964, we have maintained that philosophy and made it work for our students and graduates. We believe a student can succeed with guidance, proper training and a strong belief in one's self.

For us, the ultimate measure of our worth comes from the success of our graduates. Through them and their achievements come the realization that we have done our best work. As part of our training program, we encourage our students to participate in an internship program for course credit at a local radio and/or television station. We seek challenging internships which can provide Connecticut School of Broadcasting students with "real world" situations and help enhance their "hands-on" classes. Internships may vary in length at the discretion of the station but must not exceed 150 hours. **INTERNS ARE NOT EMPLOYEES OF THE STATION** and are not eligible for workman's compensation or any other benefit entitled to employees.

Course credit is awarded when the student has completed the agreed upon internship and the school has received a completed Intern Evaluation Report from the Station Intern Supervisor.

Best regards,

A handwritten signature in cursive script, appearing to read "John A. Perez".

John A. Perez, Campus Coordinator
Connecticut School of Broadcasting, Charlotte
9144 ArrowPoint Blvd., Suite 100
Charlotte, NC 28273
704-529-8146

INTERN AGREEMENT

I, Leslie, have agreed to participate in an internship at Clear Channel Charlotte for course credit. I understand that I am not an employee and am not entitled to any benefits such as compensation, workmen's compensation or any other benefit, etc. I also understand that I am responsible for my own liability insurance.

10/9/2013
Date

Leslie
Intern

Arrie Collins A handwritten signature in cursive script, appearing to read "Arrie Collins".
Intern Supervisor

Clear Channel Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 18 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Patrick Date: 08/22/13

Full Name: Patrick SSN: _____

Address: 76

Home Phone: 13 Emergency Phone: 13

Term of Internship: from: 08/22/13 to: 12/01/13

Educational Facility Providing Academic Credit: UNC Charlotte

Primary Course of Study: Marketing & Mass Media Comm. Expected Year of Graduation: 2015

Educational Facility Contact Name/Phone: University Career Center / (704) 687-0795

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury (as a result of the internship).

Signed: [Signature]

Date: 8-21-2013

Full Name: Deedica

SSN: _____

Address: 2

Home Phone: LT Emergency Phone: LT

Term of Internship: from: _____ to: _____

Educational Facility Providing Academic Credit: Johnson C. Smith University

Primary Course of Study: Communication Expected Year of Graduation: 2014

Educational Facility Contact Name/Phone: Valerie

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Cassandra Date: 08/21/2013

Full Name: Cassandra SSN: _____

Address: 9 _____

Cell Phone: 7 Emergency Phone: 7

Term of Internship: from: _____ to: _____

Educational Facility Providing Academic Credit: CONNECTICUT SCHOOL OF BROADCASTING

Primary Course of Study: BROADCASTING Expected Year of Graduation: GRADUATED

Educational Facility Contact Name/Phone: MAYGRET

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: NY Date: 8/13/13

Full Name: Neal SSN: _____

Address: 7

Home Phone: 7 Emergency Phone: 7

Term of Internship: from: _____ to: _____

Educational Facility Providing Academic Credit: Connecticut School of Broadcasting

Primary Course of Study: Broadcasting Expected Year of Graduation: 2013

Educational Facility Contact Name/Phone: Maggie Donoshue

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Cantrell, Bobbi

From: Collins, Arroe
Sent: Tuesday, July 22, 2014 10:20
To: Cantrell, Bobbi
Subject: FW: 8 week lecture

From: vrjvd3@gmail.com [<mailto:vrjvd3@gmail.com>] **On Behalf Of** Valerie Graham
Sent: Tuesday, July 22, 2014 10:17 AM
To: Collins, Arroe
Subject: 8 week lecture

Good morning Arroe,

This email is to confirm your 8 week lecture course with the Connecticut School of Broadcasting, Charlotte Campus. Over the course of 8 weeks you will instruct 6 classes on voice overs, commercial copywriting, and adobe audition. The course will begin on Monday, July 21st and will end Wednesday, September 10th.

Sincerely,

Valerie Graham
Campus Director

Connecticut School of Broadcasting, Charlotte Campus
9144 ArrowPoint Blvd., Suite 100 Charlotte, NC 28273
(704) 529-8146
www.GoCSB.com

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