

WAKS-FM, WGAR-FM, WHLK-FM, WMJI-FM, WMMS-FM, WTAM-AM**EEO PUBLIC FILE REPORT****June 1, 2011 - May 31, 2012¹****I. VACANCY LIST**

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

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|---|---|-------------------------------|
| Integrated Media Account Executive | 1-8, 10-12, 14-17, 19-20, 22-27, 29-37, 39-47, 49-53, 56-57 | 16 |
| Integrated Media Account Executive | 1-8, 10-12, 14-17, 19-20, 22-27, 29-37, 39-47, 49-53, 56-57 | 16 |
| News Anchor/Reporter | 1-8, 10-20, 22-27, 29-33, 35-50, 52-53, 57 | 16 |
| Online Content Coordinator | 1-8, 10-12, 14-15, 17-27, 29-33, 35-50, 52-53, 57 | 21 |
| Mid Level Integrated Media Account Executive, WTAM | 1-4, 6-8, 10-12, 14-15, 17, 19-20, 22- 27, 29-50, 52-53, 56-57 | 34 |
| Mid Level Integrated Media Account Executive, WTAM | 1-4, 6-8, 10-12, 14-15, 17, 19-20, 22- 27, 29-50, 52-53, 56-57 | 56 |
| Account Executive | 1-4, 6-12, 14-15, 17, 19-50, 52-57 | 34 |
| Account Executive | 1-4, 6-12, 14-15, 17, 19-50, 52-57 | 55 |
| Sales Assistant | 1-4, 6-8, 10-12, 14-27, 29-33, 35-50, 52-53, 57 | 16 |
| WTAM Producer | 1-4, 6-8, 10, 12, 14-20, 22-27, 29-33, 35-50, 52-53, 57 | 16 |

¹ This Report provides recruitment data collected from June 1, 2011 through May 22, 2012.
This report was revised in April 2013 to address minor reporting issues.

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 1 | Akron Community Service Center and Urban League, Inc. 440 Vernon Odom Blvd. Akron, Ohio 44307 Phone : 330-434-3101 Email : aulyclay@aol.com Fax : 1--- Yolanda Clay | N | 0 |
| 2 | AllAccess.com Ohio Phone : Url : www.allaccess.com Email : Fax : Manual posting Career Services | N | 1 |
| 3 | American Sportscasters Association, Inc. 225 Broadway, Suite 2030 New York, New York 10007 Phone : 212-227-8080 Email : LSchwa8918@aol.com Fax : 1-212-571-0556 Career Services | Y | 0 |
| 4 | Ashland University 40 College Avenue Ashland, Ohio 44805 Phone : 419-289-5064 Url : www.ashland.edu/career Email : Fax : Manual posting Career Services | Y (entitled only for positions requiring college degrees) | 0 |
| 5 | Association for Women in Communication P. O. Box 40502 Cleveland, Ohio 44140 Phone : 216-556-4890 Email : Fax : Manual posting n/a | N | 0 |
| 6 | Baldwin Wallace College 275 Eastland Road Berea, Ohio 44017 Phone : 440-826-2101 Email : career@bw.edu Fax : 1-440-826-2162 Career Services | Y | 0 |

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|------------------|---|--|---|
| 7 | Bowling Green State University 360 Saddlemire Bowling Green, Ohio 43403 Phone : 419-372-2356 Url : www.bgsu.edu/offices/sa/career Email : Fax : Manual posting Career Services | Y | 0 |
| 8 | Bryant & Stratton College 1700 East 13th Street Cleveland, Ohio 44114 Phone : 216-771-1700 Email : wjgholson@bryantstratton.edu Fax : 1--- W. Jan Gholson | Y | 0 |
| 9 | Careerboard.com (not directly contacted by SEU) | N | 2 |
| 10 | Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Phone : Url : www.clearcareers.com Email : Fax : Manual posting Career Services | N | 4 |
| 11 | Cleveland Chapter of the Society of Professional Journalists Ohio Phone : Email : Clevelandspj@me.com Fax : 1--- Tom Moore | N | 0 |
| 12 | Cleveland State University 2121 Euclid Avenue, RTW 280 Cleveland, Ohio 44115 Phone : 216-687-5534 Url : http://csucareerline.experience.com Email : Fax : Manual posting Career Services | Y | 0 |
| 13 | Internal Posting | N | 2 |

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|------------------|---|--|---|
| 14 | Cuyahoga Community College 2415 Woodland Avenue, Room 239 Cleveland, Ohio 44115 Phone : 216-987-4913 Url : www.keycareerplace.info Email : Fax : 1-216-987-3198 Career Services | Y (entitled only for non-sales positions) | 0 |
| 15 | DeVry University 6000 Lombardo, Suite 200 Seven Hills, Ohio 44131 Phone : 216-520-7423 Email : tosborn@devry.edu Fax : 1--- Taryn Osborn | N | 0 |
| 16 | Employee Referral | N | 13 |
| 17 | Employment Connection 11699 Brookpark Road Parma, Ohio 44130 Phone : 216-898-6104 Email : ceberhart@cuyahogacounty.us Fax : 1--- Cathy Eberhart | Y | 0 |
| 18 | EntertainmentCareers.Net Ohio Phone : Url : www.entertainmentcareer.net Email : Fax : Manual posting n/a | N | 0 |
| 19 | Esperanza, Inc. 4115 Bridge Avenue Cleveland, Ohio 44113 Phone : 216-651-7178 Email : Fax : 1-216-651-7183 Career Services | N | 0 |

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|------------------|---|--|---|
| 20 | Hiram College P.O. Box 67 Hiram, Ohio 44234 Phone : 330-569-5131 Email : careercenter@hiram.edu Fax : 1--- Barbara Kundus | Y | 0 |
| 21 | Indeed.com (not directly contacted by SEU) | N | 6 |
| 22 | Indiana Wesleyan University 4100 Rockside Road Independence, Ohio 44131 Phone : 216-525-6200 Email : Alayne.Barrett@apollogrp.edu Fax : 1--- Alayne Barrett | N | 0 |
| 23 | ITT Technical Institute 4700 Richmond Road Warrensville Hts, Ohio 44128 Phone : 216-896-6512 Email : ddalton@ITT-Tech.edu Fax : 1--- Debra Dalton | Y | 0 |
| 24 | John Carroll University 20700 North Park Blvd Cleveland, Ohio 44118 Phone : 216-397-4237 Url : www.jcu.edu/careercenter Email : Fax : Manual posting Career Services | Y | 0 |
| 25 | Kent State University P.O. Box 5190 Kent, Ohio 44242 Phone : 330-672-2360 Email : CSCjobs@kent.edu Fax : 1--- Career Services | Y | 0 |

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|------------------|---|--|---|
| 26 | Lake Erie College 391 W. Washington St Painesville, Ohio 44077 Phone : 440-375-7507 Url : https://lec-csm.symplicity.com Email : Fax : Manual posting Career Services | Y | 0 |
| 27 | Lakeland Community College 7700 Clocktower Drive Kirtland, Ohio 44094 Phone : 440-525-7222 Url : www.careers.lakelandcc.edu Email : Fax : Manual posting Career Services | Y | 0 |
| 28 | LinkedIn (Source not directly contacted by SEU) | N | 1 |
| 29 | Lorain County Community College 1005 Abbe Road Elyria, Ohio 44094 Phone : 440-366-7663 Url : https://loraincsm.symplicity.com Email : Fax : Manual posting Marci Pelsey | Y | 0 |
| 30 | Malone College 515 25th Street, N.W. Canton, Ohio 44709 Phone : 330-471-8100 Url : www.collegecentral.com/malone Email : Fax : Manual posting Doug Reichenberger | N | 0 |
| 31 | Marietta College 215 Fifth Street Marietta, Ohio 45750 Phone : 740-376-4645 Url : www.collegecentral.com/marietta Email : Fax : Manual posting Natalie Wood | Y | 0 |

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|------------------|---|--|---|
| 32 | Mentor Plains United Methodist Church 7271 Lakeshore Blvd. Mentor, Ohio Phone : Email : mentorplains@sbcglobal.net Fax : 1--- Maureen Bauer | Y | 0 |
| 33 | NAACP Placement Office 2131 Fairhill Road Cleveland, Ohio 44120 Phone : 216-231-6260 Email : Fax : Manual posting n/a | N | 0 |
| 34 | Non-Employee Referral | N | 4 |
| 35 | Notre Dame College 4545 College Road Cleveland, Ohio 44121 Phone : 216-373-5290 Url : https://notredamecollege-csm.symplicity.com Email : Fax : Manual posting Career Services | Y | 0 |
| 36 | Oberlin College 155 N. Professor Street Oberlin, Ohio 44074 Phone : 440-775-8104 Email : career.services@oberlin.edu Fax : 1--- Career Services | Y | 0 |
| 37 | Office of Equal Opportunity 601 Lakeside Avenue, Room 335 Cleveland, Ohio 44114 Phone : 216-664-4152 Email : Fax : 1-216-664-3870 Debra Linn Talley | Y | 0 |

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|------------------|--|--|---|
| 38 | Ohio Association of Broadcasters 88 East Broad Street, Suite 1180 Columbus, Ohio 43215 Phone : 614-228-4052 Url : www.ohiobroadcastjobs.org Email : Fax : Manual posting Career Services | N | 2 |
| 39 | Ohio Center for Broadcasting 9885 Rockside Road, Suite 160 Cleveland, Ohio 44125 Phone : 216-503-5900 Email : gary@beonair.com Fax : 1--- Gary James | Y | 3 |
| 40 | Ohio State University 48 Townshend Hall, 1885 Neil Avenue Columbus, Ohio 43210 Phone : 614-292-6529 Email : Dineen.2@osu.edu Fax : 1--- Dineen | Y | 2 |
| 41 | Ohio University Baker University Center, One Park Place Athens, Ohio 45701 Phone : 740-593-2909 Url : http://ohio-csm.symplicity.com Email : Fax : 1-740-593-1393 Thomas Korvas | N | 0 |
| 42 | President's Council 1120 Chester Avenue, Suite 100 Cleveland, Ohio 44105 Phone : 216-771-8702 Email : Fax : 1-216-771-3679 Colette Appolito | N | 0 |

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|------------------|--|--|---|
| 43 | Radio 1 Broadcast School 700 3rd Street N. LL-7 LaCrosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Fax : 1--- Joe Deschlerr | Y | 0 |
| 44 | Station Websites (one or more SEU stations) 6200 Oaktree Blvd., 4th Floor Indendence, Ohio 44131 Phone : 216-986-8813 Email : Fax : Manual posting Andrea Castillo | N | 2 |
| 45 | Spanish American Committee 4407 Lorain Road Cleveland, Ohio 44102 Phone : 216-961-2100 Email : francisc@spanishamerican.org Fax : 1--- Career Services | N | 0 |
| 46 | Specs Howard School of Broadcast Arts 19900 W. Nine Mile Road Southfield, Michigan 48075 Phone : 248-358-9000 Email : KScollin@specsHoward.edu Fax : 1--- Kevin Seguin-Scollin | Y | 0 |
| 47 | Stark State College 6200 Frank Avenue, N.W. Canton, Ohio 44720 Phone : 330-497-6313 Url : www.collegecentral.com/starkstate Email : Fax : Manual posting Patty Meeks | N | 0 |
| 48 | The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305-982-7233 Email : announcements@thefreeformradioinitiative.org Fax : 1--- Scott McWilliams | N | 0 |

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|--|--|--|---|
| 49 | Urban League of Greater Cleveland 1255 Euclid Avenue, Suite 205 Cleveland, Ohio 44115 Phone : 216-622-0999 Email : dsantiago@ULCleveland.org Fax : 1--- Dorothea Santiago | N | 0 |
| 50 | University of Phoenix 5005 Rockside Road 130 Independence, Ohio 44131 Phone : 216-447-8807 Email : Fax : Manual posting n/a | N | 0 |
| 51 | Unknown (source not identified by interviewee upon request.) | N | 1 |
| 52 | Ursuline College 2550 Lander Road Pepper Pike, Ohio 44124 Phone : 440-646-8324 Email : gsullivan@ursuline.edu Fax : 1--- Gerry Sullivan | Y | 0 |
| 53 | Vocational Guidance Services-I.T. Training Program 2239 E. 55th Street Cleveland, Ohio 44103 Phone : 216-881-6124 Email : bryanbest@vgsjob.org Fax : 1--- Bryan Best | Y | 0 |
| 54 | WGAR On-Air Announcements | N | 1 |
| 55 | WMJI On-Air Announcements | N | 3 |
| 56 | WTAM On-Air Announcements | N | 9 |
| 57 | Youngstown State University 1 University Plaza Youngstown, Ohio 44555 Phone : 330-941-3515 Url : www.ysu.edu/career-services Email : Fax : Manual posting Career Services | Y | 1 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 57 |

WAKS-FM, WGAR-FM, WHLK-FM, WMJI-FM, WMMS-FM, WTAM-AM

EEO PUBLIC FILE REPORT

June 1, 2011 - May 31, 2012

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-----------|--|--|------------------------------|------------------------------|
| 1 | 6/1/2011 | Establishment of an intern program designed to assist members of the community | Clear Channel has an on-going internship program through which students interested in broadcasting careers are given the opportunity to gain hands-on experience through unpaid internships for academic credit. During this reporting period, we hosted 40 student interns. 38 interns were in programming/promotions, 1 intern was in sales, and 1 intern was in engineering. Of these 40 interns, 1 was from the University of Akron, 1 from Clarion University of PA, 1 from Cleveland State University, 1 from Ohio University, 1 from Baldwin-Wallace College, 1 from John Carroll University, and 34 from the Ohio Center for Broadcasting. These interns were provided with multiple opportunities to learn about SEU operations and were supervised by various SEU personnel. | 1 | Market Manager |
| 2 | 6/15/2011 | Participation in scholarship programs | Our Market Manager is a member of the Ohio Association of Broadcasters Scholarship Committee. He participated in the 2011 scholarship evaluation and selection process of students interested in pursuing a career in broadcasting. | 1 | Market Manager |
| 3 | 6/30/2011 | Participation in events or programs sponsored by educational institutions | Our WMMS On-Air Personality, spoke at morning class at the Ohio Center for Broadcasting on radio programming and related topics. | 1 | WMMS On-Air Personality |
| 4 | 7/7/2011 | Participation in events or programs sponsored by educational institutions | Our WTAM News Reporter spoke to and was interviewed by students in a broadcasting class at Lorain County Community College. | 1 | WTAM News Reporter |
| 5 | 9/15/2011 | Participation in events sponsored by community groups | Our Director of Integrated Media spoke at the RAB Radio Show about e-commerce and broadcast careers. | 1 | Director of Integrated Media |
| 6 | 9/22/2011 | Participation in Job Fairs | Our WTAM Program Director attended the 2011 Sports and Entertainment Internship Fair held at Progressive Field, where he discussed job opportunities at our stations and collected resumes. | 1 | WTAM Program Director |

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|----|-------------|---|---|-------------------------------------|------------------------------|
| 7 | 9/27/2011 | Participation in Job Fairs | Our WGAR Program Director attended the Lakeland Community College Job Fair, where he discussed job opportunities at our stations and collected resumes. | 1 | WGAR Program Director |
| 8 | 10/10/2011 | Participation in events or programs sponsored by educational institutions | Our WGAR On-Air Personality spoke to the morning class at Ohio Center for Broadcasting about radio morning show programming and other related topics. | 1 | WGAR On-Air Personality |
| 9 | 10/25/2011 | Participation in events or programs sponsored by educational institutions | Our WMMS/WAKS Sales Manager spoke to a Electronic Media Sales and Marketing class at John Carroll University about the world of radio sales. | 1 | WMMS/WAKS Sales Manager |
| 10 | 11/2/2011 | Participation in events or programs sponsored by educational institutions | Our Production Director spoke to Ohio Center for Broadcasting's night class about radio production and other related topics. | 1 | Production Director |
| 11 | 11/9/2011 | Participation in events or programs sponsored by educational institutions | Our WTAM News Anchor was interviewed by and spoke to Tri-C students about working in radio and how to get into the business. | 1 | WTAM News Anchor |
| 12 | 11/12/2011 | Participation in events or programs sponsored by educational institutions | Our WMMS Afternoon Drive Host participated on the panel at the Ohio Center for Broadcasting Experience about the broadcasting industry. | 1 | WMMS Afternoon Drive Host |
| 13 | 11/16/2011 | Participation in Job Fairs | Our WMJI/WGAR/WHLK Sales Manager attended the Ohio Center for Broadcasting Job Fair, where he collected resumes for job opportunities. | 1 | WMJI/WGAR/WHLK Sales Manager |
| 14 | 11/30/2011 | Participation in events or programs sponsored by educational institutions | Our WTAM News Anchor gave a tour of the station to a group of Tri-C communications students. | 1 | WTAM News Anchor |

WAKS-FM, WGAR-FM, WHLK-FM, WMJI-FM, WMMS-FM, WTAM-AM

EEO PUBLIC FILE REPORT

June 1, 2011 - May 31, 2012

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|----|------------|---|--|------------------------------|--|
| 15 | 12/19/2011 | Host events or programs for educational institutions | During the reporting period, we hosted two students from local schools interested in broadcast careers for a job shadowing program. Our WGAR Program Director hosted a senior from Independence High School and our WTAM News Anchor hosted a senior from St. Edwards High School. | 2 | WGAR Program Director WTAM News Anchor |
| 16 | 2/6/2012 | Hosting of Job Fair | Our SEU hosted an On-Air Job Fair on all six stations to recruit for talented salespeople. Several personalities promoted the event for their station. The SEU collected resumes for sales positions from individuals interested in broadcast careers. | 4 | Director of Sales WMJI/WHLK/WGAR General Sales Manager WTAM General Sales Manager WMMS/WAKS General Sales Manager |
| 17 | 2/6/2012 | Participation in events or programs sponsored by educational institutions | Our WGAR Morning Show On-Air Personality spoke to a class at the Ohio Center of Broadcasting about radio morning show programming and other related topics. | 1 | WGAR On-Air Personality |
| 18 | 3/1/2012 | Participation in events or programs sponsored by educational institutions | Our Operations Manager spoke to an Introduction to Communications class at Clarion University. Later that day, he met with the staff of the college radio station. 30 attended each gathering. | 1 | Operations Manager |
| 19 | 3/21/2012 | Participation in events or programs sponsored by educational institutions | Our WTAM Program Director gave a tour of our facility to a communications class from Cleveland State University. As part of the station tour, the class also met with our Creative Service Director for WTAM and our Creative Service Director for WMMS. | 3 | WTAM Program Director Creative Service Director for WTAM Service Director for WMMS |
| 20 | 3/29/2012 | Participation in events or programs sponsored by educational institutions | Our WTAM News Anchor gave a tour of our facility to communications students and instructors from Cuyahoga Community College interested in broadcasting. | 1 | WTAM News Anchor |

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|----|-------------|---|---|---|--------------------------|
| 21 | 4/24/2012 | Participation in events or programs sponsored by educational institutions | Our WMMS/WAKS Sales Manager spoke to the Media Communications class at Strongsville High School on careers in radio broadcasting. | 1 | WMMS/WAKS Sales Manager |