

**KCOL-FM, KIOC-FM, KKMY-FM, KLVI-AM, KYKR-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2013 - March 31, 2014**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1, 4-9	6
Account Executive	2-5, 7-8	3

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : www.clearcareers.com Career Services Manual Posting	N	0
2	ClearCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.clearcareers.com Clear Channel Corporate Manual Posting	N	0
3	Employee Referral	N	1
4	Facebook na na, Texas Phone : 813-703-8253 Url : social media James Clark Manual Posting	N	0
5	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : www.indeed.com Career Services Manual Posting	N	0
6	Job posting on internet James Clark	N	3
7	LinkedIn na na, Texas Phone : 813-703-8253 Url : Social Media James Clark Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> OpenHire Source Manual Posting	N	0
9	Walk In	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>5</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	4/11/2013	Participation in Job Fairs	Lamar State College - Orange Clear Channel Beaumont-Port Arthur had a booth at the event where we collected applications and talked with attendees about employment opportunities in broadcasting.	2	Business Manager Asst. Business Manager	0.25
2	3/21/2014	Provision of training to management	Clear Channel Beaumont-Port Arthur participated in online training programs presented by Clear Channel Corporate Human Resources, "How to Hire the Right People" which covered topics such as screening applicants and interviews.	2	Business Manager Asst. Business Manager	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>1.25</b>