

WAGH-FM, WDAK-AM, WGSY-FM, WHAL-AM, WSTH-FM, WVRK-FM
EEO PUBLIC FILE REPORT
December 1, 2011 - November 30, 2012

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
Program Director Open Date: 12/27/2011 Hire Date: 1/30/2012	1-2, 10, 12, 33-34	2
Programming Director Open Date: 2/1/2012 Hire Date: 5/18/2012	1, 3, 8-11, 17	3
Account Executive Open Date: 3/1/2012 Hire Date: 4/30/2012	14	14
Receptionist/Business Office Assistant Open Date: 4/9/2012 Hire Date: 6/18/2012	4-6, 8, 10, 14, 18-24	14
Account Executive Radio Sales Open Date: 7/25/2012 Hire Date: 9/10/2012	7, 13, 15-17, 21, 24-33, 35	27

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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	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	0
2	AllAccess.com 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Career Services	N	1
3	Application already on file	N	1
4	Asian American Journalist Assoc. 5 Third Street, Ste. 1108 San Francisco, California 94103 Url : http://www.aaja.org Email : post@aaja.org Career Services	N	0
5	Association for Women in Communications 780 Ritchie Highway S28 Severna Park, Maryland 21146 Career Services Manual Posting	N	0
6	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Fax : 1-760-754-2115 Mark Holloway 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
8	Career Page Website Texas Url : www.careerpage.org Career Services 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
9	Careerbuilder.com 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Fax : 1-800-891-8880 Career Services	N	0
10	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : www.clearcareers.com Career Services Manual Posting	N	0
11	Columbus Tech 928 Manchester Expressway Columbus, Georgia 31904 Url : http://www.columbustech.edu Email : prosenberg@columbustech.edu Pat Rosenberg	Y	0
12	Current Employee	N	1
13	CVCC 2602 College Drive Phenix City, Alabama 36869 Url : http://www.cv.edu Email : chris.patterson@cv.edu Career Services	N	0
14	Employee Referral	N	3
15	GreatColumbusJobs.com Georgia Url : http://www.greatcolumbusjobs.com Email : melanie@GreatColumbusJobs.com Career Services	N	0
16	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Url : http://www.monster.com Fax : 1-402-472-8675 Brendan McCauley	N	0

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17	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
18	National Assn of Hispanic Journalists 1000 National Press Building Washington, District of Columbia Url : http://www.nahj.org Email : jobbank@nahj.org Career Services	N	0
19	National Assn of Minority Media Execs 1921 Gallows Rd Ste 600 Vienna, Virginia 22182 Url : http://www.namme.org Email : norsborn@namme.org Career Services	N	0
20	National Assoc of Hispanic Journalists 1193 National Press Bldg Washington, District of Columbia 20045-2100 Url : http://www.nahj.org/ Email : jobbank@nahj.org Career Services	N	0
21	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
22	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Fax : 1-202-429-5343 Career Services	N	0
23	National Black Media Coalition 1738 Elton Road Suite 314 Silver Spring, Maryland 20903 Phone : 301-445-2600 Fax : 1-301-445-1693 Career Services	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
24	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
25	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljga.org Fax : 1-202-588-1818 Career Services	N	0
26	Native American Public Communications Post Office Box 83111 Lincoln, Nebraska 68501 Url : http://www.unl.edu Email : native@unl.edu Career Services	N	0
27	Non-Employee Referral Kent Illges	N	1
28	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
29	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
30	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Career Services Manual Posting	N	0

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31	Society of Professional Journalists 3909 N. Meridian St Indianapolis, Indiana 46208 Url : http://www.spj.org Email : spj@spj.org Career Services	N	0
32	South Asian Journalist Assn 2950 Broadway New York, New York 10027 Url : http://www.columbua.edu Email : saja@columbia.edu Career Services	N	0
33	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
34	Urban League of Greater Columbus 802 1st Avenue Columbus, Georgia 31902-2707 Url : http://www.columbusurbanleague.org Fax : 1-706-596-2144 Mr. Johnson or Mandy	Y	0
35	US Army Employment Readiness Program Building 2624, Soldiers Plaza Fort Benning, Georgia 31905 Url : http://www.us.army.mil Email : mark.mills4@us.army.mil Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	2/1/2012	Participation in events or programs sponsored by educational institutions	Operations Manager, Derrick Greene was invited to participate in the Career Fair at Hardaway High School, "My Future, My Way," sponsored by the Partners of Education. The invitation was extended because of the students interest in the programming field. On behalf of Derrick Greene, Clear Channel received a certificate of appreciation for participation and contributions made to the Hardaway High School Partners in Education Inaugural "My Future. My Way." Career Fair hosted on February 1, 2012.	1	Derrick Greene Operations Manager	0.25
2	2/16/2012	Hosting of Job Fair	On February 16, Clear Channel Columbus GA hosted a regional Job Fair/Career Expo at the Columbus Trade Center in Columbus, GA for Job Seekers and Veterans in conjunction with the Georgia Department of Labor and Columbus Technical College. Through the efforts of SEU employees, including our Senior Account Executive, we planned and implemented the job fair by acquiring the exposition space, recruiting sponsors and local business exhibitors, mailing flyers and providing radio advertising to support the event. Clear Channel also provided resume copying services, internet access for online job search and application filing and provided an interpreter for the hearing impaired and dedicated veterans services. At the fair, our SEU was represented by a Senior Account Executive, IT, Program Director and 5 On Air Personalities. There were 62 employers and community resources from the region on hand to discuss a wide range of job openings which included educational institutes, financial institutes, Fire and Safety, and other local business, large and small. Estimated attendance was approximately 1700.	5	Jennifer Newman General Manager Charles Thompson General Sales Manager Twila Kirkland Sr. Account Executive Derrick Greene Operations Manager	1.00

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3	3/21/2012	Co Sponsoring Job Fair	On March 21, 2012 Clear Channel of Columbus, GA sponsored the UGA Career Day/GAB Job Fair in conjunction with the Grady College of Journalism & Mass Communications and GAB. Students from the University of Georgia's Grady College and other UGA Colleges were available to discuss career opportunities for 2 and a half hours from 1:30PM to 4:00PM. The event was held at the University of Georgia's Tate Student Center located at 325 Tate Center on the UGA Campus in Athens, GA on March 21, 2012. Clear Channel of Coluimbus, GA was represented by the General Manager and General Sales Manager. Station identification was displayed, along with station information. Discussed career opportunities with numerous students and received 15 applications.	2	Jennifer Newman General Manager Charles Thompson General Sales Manager	1.00
4	5/1/2012	Establishment of an intern program designed to assist members of the community	Programming Internship - During the Summer, our SEU hosted a student intern from Presbyterian College. The intern assisted with, or was able to observe the general daily execution of the radio profession, basics of radio productions, basics of studio productions which included how to produce a live broadcast from the studio, and the basics of a live remote broadcast.	2	Derrick Greene Operations Manager Wes Carroll On Air	1.00
TOTAL POINTS OVER REPORTING PERIOD:						3.25