

EEO PUBLIC FILE REPORT**December 1, 2010 - November 30, 2011²****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
Receptionist/Clerical Assistant	1-2, 4, 7, 9-12, 14, 16-54, 56, 58-60, 62-63, 65-71	24
Account Executive Radio Sales	5-6, 17-18, 20, 22, 47, 50-51, 59, 61, 67-68, 72-73	6

¹ On July 30, 2008, the assignments of WBFA(FM) and WSHE(AM) (the "Stations") from CC Licenses, Inc. ("CCL") to the Aloha Station Trust, LLC, as Trustee, were consummated (BALH-20070627ACO; BAL-20070619AFZ). Pursuant to the underlying trust agreement, the Stations continue to share employees with CCL's Columbus, GA station employment unit.

² This Report was revised in March 2012 to correct minor reporting issues.

WAGH(FM), WDAK(AM), WGSY(FM), WHAL(AM), WSTH-FM, WVRK(FM)

EEO PUBLIC FILE REPORT

December 1, 2010 - November 30, 2011

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	2nd African Baptist Church 123 Houston St Savannah, Georgia 31404 Phone : 233-6163 Email : jholmes3166@hotmail.com Fax : 1-912-233-2949 CMegill Brown	N	0
2	African American Chamber of Commerce PO Box 5488 Portland, Oregon 97228 Phone : 503-244-5794 Email : blackchamber@usa.net Fax : 1--- Roy Jay	N	0
3	African American Media Incubator Pearl Murphy 2164 Wisconsin Ave., NW Washington, District of Columbia Phone : Url : http://www.vc4africa.com/group/africanorthamerica Email : Fax : Manual posting Career Services	N	0
4	Albany State University ACAD Building 291 504 College Drive Albany, Georgia 31705 Phone : (229) 430-4654 Email : gewms@asurams.edu Fax : 1--- Glorya Williams	N	0
5	Walk-in/Self Referral	N	2

WAGH(FM), WDAK(AM), WGSY(FM), WHAL(AM), WSTH-FM, WVRK(FM)

EEO PUBLIC FILE REPORT**December 1, 2010 - November 30, 2011****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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6	AllAccess.com 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : Email : Fax : Career Services	N	1 ³
7	Army Career Alumni Program Building 253 Suite 2056 Fort Stewart, Georgia 31314 Phone : 912-767-2611 Email : Fax : 1-912-767-8689 Transition Services	N	0
8	Association for Women in Communications 780 Ritchie Highway S28 Severna Park, Maryland 21146 Phone : Email : Fax : Manual posting Career Services	N	0
9	Auburn Opelika Times/Media General 605 2nd Avenue Opelika, Alabama 36801 Phone : 334-737-2524 Url : http://www.oanow.com Email : sstriblin@oanow.com Fax : 1-334-749-1228 Sherry Striblin	N	0
10	Augusta State University Placement Office 2500 Walton Way AUGUSTA, Georgia 30904 Phone : 706 396 7000 Email : Fax : 1-706-731-7097 THOMAS GENTRY	N	0

³ Although identified by the interviewee as their referral source, the SEU did not directly notify this source.

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11	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706.771.4146 Email : Fax : 1-706-771-4034 Kim McClendon	N	0
12	Brewton Parker College US Highway 280 Mount Vernon, Georgia 30445 Phone : 583-2241 Email : kcunningham@bpc.edu Fax : 1-912-583-3218 Kathy Cunningham	N	0
13	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Email : Fax : Manual posting Mark Holloway	N	0
14	Bureau of Indian Affairs 4149 Hightower Blvd Ste 380 Oklahoma City, Oklahoma 73108 Phone : 405-605-6051 Email : Fax : 1-405-605-6057 Joy Martin	N	0
15	Career Page Website Texas Phone : Url : www.careerpage.org Email : Fax : Manual posting Career Services	N	0

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EEO PUBLIC FILE REPORT**

December 1, 2010 - November 30, 2011

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16	Central Georgia Technical College 330 Macon Tech Drive Macon, Georgia 31206 Phone : 478 757-3400 Email : Fax : 1-478-757-6617 Elizabeth Hibbett	N	0
17	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Phone : Url : www.clearcareers.com Email : Fax : Manual posting Career Services	N	0
18	Columbus Ledger-Enquirer 17 West 12th Street Columbus, Georgia 31901 Phone : 706-571-8551 Url : http://www.ledger-enquirer.com Email : gloriat@ledger-enquirer.com Fax : 1--- Gloria Thomas	N	0
19	Columbus State University 4225 University AVE Columbus, Georgia 31907 Phone : 706-569-3198 Email : Riggsby_lyn@colstate.edu Fax : Lyn Riggsby	N	0
20	Columbus Tech 928 Manchester Expressway Columbus, Georgia 31904 Phone : Url : http://www.columbustech.edu Email : prosenberg@columbustech.edu Fax : 1--- Pat Rosenberg	Y	0

WAGH(FM), WDAK(AM), WGSY(FM), WHAL(AM), WSTH-FM, WVRK(FM)

EEO PUBLIC FILE REPORT

December 1, 2010 - November 30, 2011

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21	Columbus Times 2230 Buena Vista Road Columbus, Georgia 31906 Phone : Url : http://www.knology.net Email : columbustimes@knology.net Fax : 1--- Career Services	N	0
22	CVCC 2602 College Drive Phenix City, Alabama 36869 Phone : Url : http://www.cv.edu Email : chris.patterson@cv.edu Fax : 1--- Career Services	N	0
23	Dothan Eagle 227 N. Oates St. Dothan, Alabama 36303 Phone : 800-779-2557 Url : http://www.dothaneagle.com Email : Lferguson@dothaneagle.com Fax : 1--- Linda Ferguson	N	0
24	Employee Referral	N	1
25	GA Dept of Labor -Brunswick 2517 Tara Lane Brunswick, Georgia 31520-2758 Phone : 912-264-7244 Email : Ronnie.Bivins@dol.state.ga.us Fax : 1-912-262-3334 Ronnie Bivins	N	0
26	GA Dept of Labor-Hinesville 740 General Stewart Way Suite 202 Hinesville, Georgia 31313-3217 Phone : 912-370-2595 Email : Gary.Varner@dol.state.ga.us Fax : 1-912-370-2598 Gary Varner	N	0

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EEO PUBLIC FILE REPORT**

December 1, 2010 - November 30, 2011

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27	GA Dept of Labor-Jesup 263 N. Brunswick St. Jesup, Georgia 31545-2840 Phone : 912-427-5842 Email : Donna.McCullough@dol.state.ga.us Fax : 1-912-427-5881 Donna McCullough	N	0
28	GA Dept of Labor-Savannah 5520 White Bluff Road Savannah, Georgia 31405-6908 Phone : 912-356-2773 Email : Kimberly.Brown@dol.state.ga.us Fax : 1-912-351-3800 Kimberly Brown	N	0
29	GA Dept of Labor-Statesboro 62 Packinghouse Rd Statesboro, Georgia 30458-4116 Phone : 912-681-5156 Email : Monty.Craft@dol.state.ga.us Fax : 1-912-681-5228 Monty Craft	N	0
30	GA. Department of Labor-Albany Branch 1608 S. Slappey Blvd. Albany, Georgia 31706 Phone : (229) 430-5010 Email : Fax : 1-229-430-5027 Lynne Jones	N	0
31	Georgia Association of Broadcasters 8010 Roswell Road Atlanta, Georgia 30350 Phone : 770-395-7200 Email : becks@gab.org Fax : 1-770-395-7235 Stephanie Beck	N	0

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EEO PUBLIC FILE REPORT**

December 1, 2010 - November 30, 2011

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32	Georgia Department of Labor Carter Center, Suite 16 Vidalia, Georgia 30474 Phone : 538-3231 Email : angela.paine@dol.state.ga.us Fax : 1-912-538-3238 Angela Paine	N	0
33	Georgia Department of Labor-Savannah 5520 WHITE BLUFF ROAD Savannah, Georgia 31405-6908 Phone : 912-356-2773 Email : DaisyMae.Washington@dol.state.ga.us Fax : DaisyMae Washington	N	0
34	Georgia Dept. of Labor Placement Office 601 Greene Street Augusta, Georgia 30901 Phone : 706.721.2165 Email : gregory.criste@dol.state.ga.us Fax : 1-706-721-7680 Gregory Criste	N	0
35	GreatColumbusJobs.com Georgia Phone : Url : http://www.greatcolumbusjobs.com Email : melanie@GreatColumbusJobs.com Fax : 1--- Career Services	N	0
36	Greater Augusta Chamber of Commerce 600 Broad Street Plaza Augusta, Georgia 30902 Phone : 706 396 7000 Email : Fax : 1-706-821-1330 Mark Haddon	N	0

WAGH(FM), WDAK(AM), WGSY(FM), WHAL(AM), WSTH-FM, WVRK(FM)

EEO PUBLIC FILE REPORT

December 1, 2010 - November 30, 2011

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37	Interdenominational Ministerial Alliance P.O. Box 2083 Savannah, Georgia 31402 Phone : 912-233-4161 Email : Fax : 1-912-443-9870 Willie Ferrel	N	0
38	Jerome Personnel 306 10th Street Augusta, Georgia 30901 Phone : 706.823.6235 Email : Fax : 1-706-823-6242 Carol Van	N	0
39	Job Fair (<i>as described in Section III</i>)	N	0
40	Job Shop 218 Oak Street Suite F Martinez, Georgia 30907 Phone : 706.860.4820 Email : Fax : 1-706-860-4871 Amy Gray	N	0
41	Macon State College & University 1000 College State Drive Macon, Georgia 31206 Phone : 478 471-2700 Email : Fax : 1-478-471-5730 Ann Loyd	N	0
42	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Email : art@mediarecruiter.com Fax : 1--- Art Scott	N	0

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EEO PUBLIC FILE REPORT

December 1, 2010 - November 30, 2011

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43	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Url : http://www.monster.com Email : Fax : 1-402-472-8675 Brendan McCauley	N	0
44	Montgomery Advertiser 425 Molton St. Montgomery, Alabama 36104 Phone : 334-261-1514 Url : http://www.gannett.com Email : bojackson@gannett.com Fax : 1-334-261-1502 Brenda Jackson	N	0
45	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Fax : 1--- Scott Russell	N	0
46	NAACP P.O. Box 951 Savannah, Georgia 31402 Phone : 233-4161 Email : Fax : 1-912-233-3088 Prince Jackson	N	0
47	National Assn of Hispanic Journalists 1000 National Press Building Washington, District of Columbia Phone : Url : http://www.nahj.org Email : jobbank@nahj.org Fax : 1--- Career Services	N	0

WAGH(FM), WDAK(AM), WGSY(FM), WHAL(AM), WSTH-FM, WVRK(FM)

EEO PUBLIC FILE REPORT

December 1, 2010 - November 30, 2011

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48	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : www.najb.org Email : Fax : 1-301-314-1714 Ryan Williams	N	0
49	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Fax : 1--- Alex Nogales	N	0
50	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Phone : Email : info@nlgja.org Fax : 1-202-588-1818 Career Services	N	0
51	Native American Public Communications Post Office Box 83111 Lincoln, Nebraska 68501 Phone : Url : http://www.unl.edu Email : native@unl.edu Fax : 1--- Career Services	N	0
52	Paine College 1235 15th Street Augusta, Georgia 30901 Phone : 706.821.8307 Email : allenw@mail.paine.edu Fax : 1-706-432-0708 Anthony Holland	N	0

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EEO PUBLIC FILE REPORT

December 1, 2010 - November 30, 2011

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53	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
54	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Fax : 1--- Joe Deschler	N	0
55	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Phone : Url : www.radio-online.com Email : Fax : Manual posting Career Services	N	0
56	Savannah State University-Human Resources Human Resources P.O. Box 20601 Savannah, Georgia 31404 Phone : 912-356-2180 Url : www.savstate.edu Email : bestsm@savstate.edu Fax : 1-912-691-6284 Sandra Best	N	0
57	Savannah State University-Student Affairs P.O. Box 20521 Savannah, Georgia 31404 Phone : 912-356-2194 Email : Fax : 1-912-356-2464 Randy Gunter	N	0

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EEO PUBLIC FILE REPORT

December 1, 2010 - November 30, 2011

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58	Society of Professional Journalists 3909 N. Meridian St Indianapolis, Indiana 46208 Phone : Url : http://www.spj.org Email : spj@spj.org Fax : 1--- Career Services	N	0
59	South Asian Journalist Assn 2950 Broadway New York, New York 10027 Phone : Url : http://www.columbua.edu Email : saja@columbia.edu Fax : 1--- Career Services	N	0
60	Southeastern Technical College East First Street Vidalia, Georgia 30474 Phone : 538-3100 Email : alively@southeasterntech.edu Fax : 1-912-538-3156 Amanda Lively	N	0
61	Station On Air Announcement (<i>all SEU stations</i>)	N	2 ⁴
62	The Albany Herald 126 N. Washington Street Albany, Georgia 31701 Phone : 229 888-9344 Url : www.albanyherald.com Email : Fax : 1-229-438-3200 Classified Department Albany Herald	N	0
63	The Columbus Times 2230 Buena Vista Road Classified Advertising Columbus, Georgia 31906 Phone : 706-324-2404 Fax : 1-706-596-0657 Carol Gerdes	N	0

⁴ Although two interviewees identified on-air announcements as their referral source, the SEU did not run on-air announcements to publicize job vacancies during this period.

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EEO PUBLIC FILE REPORT

December 1, 2010 - November 30, 2011

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64	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
65	The Valdosta Daily News 201 N. Troup Street5 Valdosta, Georgia 31602 Phone : 229 244-1880 Email : Fax : 1-229-244-4479 Tina News	N	0
66	Troy State University 2743 Perimeter Parkway Suite 201 Augusta, Georgia 30909 Phone : 706.210-2554 Email : frankenj@troyst.edu Fax : 1-706-210-3803 James Franken	N	0
67	Urban League of Greater Columbus 802 1st Avenue Columbus, Georgia 31902-2707 Phone : Url : http://www.columbusurbanleague.org Email : Fax : 1-706-596-2144 Mr. Johnson or Mandy	Y	0
68	US Army Employment Readiness Program Building 2624, Soldiers Plaza Fort Benning, Georgia 31905 Phone : Url : http://www.us.army.mil Email : mark.mills4@us.army.mil Fax : 1--- Career Services	Y	0

WAGH(FM), WDAK(AM), WGSY(FM), WHAL(AM), WSTH-FM, WVRK(FM)

EEO PUBLIC FILE REPORT

December 1, 2010 - November 30, 2011

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69	Valdosta State University 1500 N. Patterson St. Valdosta, Georgia 31698 Phone : 229-333-7099 Email : Fax : 1-229-249-2602 Frank Barnas	N	0
70	Wesleyan College 4760 Forsyth Road Macon, Georgia 31210 Phone : 478 477-1110 Email : Fax : 1-478-757-4030 Wendy Stanley	N	0
71	WTOC.com 11 The News Place Savannah, Georgia 31405 Phone : 912-238-8375 Email : twichman@wtoc.com Fax : 1-912-231-9109 Tom Wichman	N	0
72	Career Builder Url : http://www.careerbuilder.com	N	0
73	Internal Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

WAGH(FM), WDAK(AM), WGSY(FM), WHAL(AM), WSTH-FM, WVRK(FM)

EEO PUBLIC FILE REPORT

December 1, 2010 - November 30, 2011

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/3/2011	Hosting of Job Fair	On February 3, 2011, Clear Channel Radio of Columbus hosted a regional Job Fair/Career Expo at the Columbus Trade and Convention Center in Columbus, Georgia, 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, and mailing flyers and providing radio advertising to support the event. Clear Channel also provided resume copying services and internet access for online job search and application filing and provided an interpreter for the hearing impaired and dedicated veteran services. At the fair, our SEU was represented by a Senior Account Executive, IT, Program Director/On-Air Personality (WVRK) and five other On-Air Personalities (WVRK, WAGH, WGSY). There were 53 employers and 20 Community Resource/Educational Institutions participating. Estimated attendance for this event was 1,683 people.	Various	See description
2	Fall Semester	Internship program	During the Fall Semester, our SEU hosted a student intern from Shaw High School. The intern assisted with, or was able to observe, key station functions such as: promotions, editing, segment production, show archival, call screening for live shows, remote set-up, and administrative tasks.	Various	Operations Manager