

WAGH-FM, WDAK-AM, WGSY-FM, WHAL-AM, WSTH-FM, WVRK-FM
EEO PUBLIC FILE REPORT
December 1, 2012 - November 30, 2013

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 Radio Sales	2-5, 8-12, 15-16, 19-21	3
Account Executive Radio Sales	2-3, 8, 10-18, 20-22	14
Account Executive Radio Sales	2, 5, 9-12, 15-16, 18-21	5
Program Director WSTH WOBB	1-2, 6-7, 9-12, 15-21	1

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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	2
2	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
3	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : www.clearcareers.com Career Services Manual Posting	N	3
4	Dothan Eagle 227 N. Oates St. Dothan, Alabama 36303 Phone : 800-779-2557 Url : http://www.dothaneagle.com Email : Lferguson@dothaneagle.com Linda Ferguson	N	0
5	Employee Referral	N	3
6	Florida Times-Union 1 Riverside Ave Jacksonville, Florida 32202 Phone : 800-472-6397 ext 4667 Url : http://www.jacksonville.com Email : lear.golden@jacksonville.com Lear Golden	N	0
7	GreatColumbusJobs.com Georgia Url : http://www.greatcolumbusjobs.com Email : melanie@GreatColumbusJobs.com Career Services	N	0
8	Job Fair Georgia n/a n/a Manual Posting	N	0

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9	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
10	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
11	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
12	Native American Public Communications Post Office Box 83111 Lincoln, Nebraska 68501 Url : http://www.unl.edu Email : native@unl.edu Career Services	N	0
13	On Air Recruitment Ad	N	1
14	Re-hire	N	1
15	Society of Professional Journalists 3909 N. Meridian St Indianapolis, Indiana 46208 Url : http://www.spj.org Email : spj@spj.org Career Services	N	0
16	South Asian Journalist Assn 2950 Broadway New York, New York 10027 Url : http://www.columbua.edu Email : saja@columbia.edu Career Services	N	0

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17	Tallahassee Democrat 277 N. Magnolia Dr. Tallahassee, Florida 32301 Phone : 850-599-2371 Url : http://www.tallahassee.com Email : desandoval@tallahassee.com Daniel Sandoval	N	0
18	The Bayonet Landmark Military Newspapers 506 Manchester Expressway, A-8 Columbus, Georgia 31904 Url : http://www.militarynews.com Email : debbie.vanswol@militarynews.com Career Services	N	0
19	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
20	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
21	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
22	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			11

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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	2/14/2013	Hosting of Job Fair	<p>On February 14, 2013 , 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. 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, Program Director and 3 On Air Personalities. There were 92 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 2080. We received 100 resumes/applications from this job fair.</p>	5	<p>Twila Kirkland Senior Account Executive Derrick Greene Program Director Brian Thomas Program Director Casey Carter Program Director</p>	1.00
2	2/20/2013	Participation in events or programs sponsored by educational institutions	<p>Operations Manager, Derrick Greene was invited to participate in the 2nd Annual Career Fair at Hardaway High School. This year's event was entitled, "Workforce Ready Class of 2015" and held for the sophomore class. The invitation was extended to Mr. Greene because of the students interest in the programming field. This was an all day event, held on 2/20/2013 at Hardaway High School, 2901 College Drive, Columbus, GA 31906. Mr. Greene received a letter of participation for the career fair.</p>	1	<p>Derrick Greene Program Director</p>	0.25

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3	6/18/2013	Establishment of an intern program designed to assist members of the community	Programming Internship - During the summer of 2013, our SEU hosted a student intern from Fort Valley State University. The intern assisted with or was able to observe the general daily execution of the radio profession, basics of radio productions and other duties as assigned.	1	Derrick Greene Operations Manager	1.00
4	7/16/2013	Participation in Job Fairs	On July 16, 2013 Clear Channel participated in a Career Expo sponsored by Oconee Fall Line Technical College and the GA Department of Labor in Dublin, Georgia. The target audience was college graduates, veterans and the general public. The event was from 9am until 12. Clear Channel was represented by Thomas Bacote, Regional Market Manager. Station identification was displayed, along with station information. Discussed career opportunities with 14 sign in entries.	1	Thomas Bacote Regional Market Manager	0.25
TOTAL POINTS OVER REPORTING PERIOD:						2.50