

WOWI(FM), WJCD(FM), WCDG(FM), WKUS(FM)
EEO PUBLIC FILE REPORT
June 1, 2006 – May 31, 2007¹

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 Hires
Account Executive	1-22	19
Account Executive	1-23	23
Account Executive	1-22	19
National Sales & Promotion Coordinator	1-23	19
Market Controller/Business Manager	1-23	23
Production Director	1-22	20
Board Operator	1-23	23
Board Operator	1-23	23
Receptionist	1-23	19
IT Manager/Online Content Director	1-22	20

¹ This report provides recruitment data collected from May 22, 2006 through May 21, 2007.

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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	Paul D. Camp Community College PO Box 500 Suffolk, VA 23439 Dr. Alan Harris, 757-569-6700	Yes	0
2	Elizabeth City State University Office of Career Services 1704 Weeksville Rd, Campus Box 804 Elizabeth City, NC 27909 Brutus Jackson, 252-335-3318	Yes	0
3	James Madison University MSC 7009 Harrisonburg, VA 22807 Barbara Daniels, 540-568-6706	Yes	0
4	Virginia Wesleyan College/Career Services 1584 Wesleyan Drive Norfolk, VA 23502 Deborah Hicks, 757-455-3200	Yes	0
5	Aspire Inc/Career Services PO Box 1767 Yorktown, VA 23692 Stacie Marra	Yes	0
6	ECPI College of Technology 5555 Greenwich Road Virginia Beach, VA 23462 757-490-9090	Yes	0
7	Tidewater Community College 1700 College Crescent Virginia Beach, VA 23452 Babi Broch, 757-822-7172	Yes	0
8	College of William & Mary PO Box 8795 Williamsburg, VA 23187 Career Center, 757-221-3329	Yes	0
9	Thomas Nelson Community College 99 Thomas Nelson Drive Hampton, VA 23666 Dawn Roe, 757-865-5876	Yes	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
10	Hampton University 114 Wigwam Building Hampton, VA 23668 Career Center, 757-727-5331	Yes	0
11	Saint Leo University NAB Little Creek, Bldg 3005 1328 8 th Street, Suite 100 Norfolk, VA 23521-2495 Michael Sciarini, 757-464-6449	Yes	0
12	Kee Business College 825 Greenbrier College Chesapeake, VA 23320 Terrence Henry	Yes	0
13	Urban League 840 Church Street, Ste. 1 Norfolk, VA 23510 Jocelyn Sims, 757-627-0864	Yes	0
14	Bryant & Straton College 301 Centre Pointe Drive Virginia Beach, VA 23462 Roz Militier, 757-499-7900	Yes	0
15	Norfolk State University 2401 Corprew Avenue Norfolk, VA 23504 Benjamin Ellis Jr., 757-823-8462	Yes	0
16	NAACP 909-B Marshall Avenue Norfolk, VA 23504 Mrs. Hutchinson, 757-627-1096	Yes	0
17	Old Dominion University 2202 Webb Center Norfolk, VA 23529-0524 Charlotte Pandi, 757-683-4388	Yes	0
18	Virginia Employment Commission 5145 E. Virginia Beach Blvd Norfolk, VA 23502 Mr. Leslie Corridon, 757-455-3960	Yes	0
19	WOWI/WJCD/WCDG/WKUS Websites	No	7
20	Clear Channel Resource Center (CCRC) www.clearcareers.com	No	9

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
21	Virginia Pilot Newspaper 740 Bush Street Norfolk, VA 23510 Katherine, 757-446-4660	No	2
22	Jobs.hamptonroads.com/viewjobs.com	No	0
23	Employee Referral	No	8
TOTAL INTERVIEWEES OVER REPORTING PERIOD			26

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participated in event sponsored by educational institution relating to career opportunities in broadcasting	On March 20 and 21, 2007, Clear Channel participated in the “Skills for Success” panel discussion held at the Chesapeake Center for Science & Technology (ICTP) in Chesapeake, Virginia. Our Operations Manager discussed careers in the field of broadcasting and also addressed topics such as radio programming and marketing.
2	Participated in career fair	On June 23, 2006, various members of the stations’ Sales Department participated in the Chamber Diversity Job Fair in Norfolk, Virginia. Clear Channel set up a booth at the job fair, where station participants distributed station and job information, accepted resumes, and spoke with attendees about career opportunities in broadcasting.
3	Participated in career fair	On March 28, 2007, various members of the stations’ Sales Department participated in the ECPI College of Technology Career Fair in Virginia Beach, Virginia. Clear Channel set up a booth at the career fair, where station participants distributed station and job information, accepted resumes, and spoke with attendees about career opportunities in broadcasting.
4	Internship program	College students interested in radio careers are given the opportunity to work at the stations, receiving academic credit while learning about station operations and the radio industry generally. Interns are accepted into various departments, including programming, promotions, sales, and administrative. A total of two college students worked at the stations during the reporting period. One intern worked from February through April 2007, and another intern began a summer internship in May 2007.

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5	Internship program	In connection with local high school co-op programs, the stations offer internships to high school students interested in radio careers. From October 2006 through May 2007, a high school senior from Cradock High School in Portsmouth, Virginia, worked at Clear Channel once a week in exchange for graded academic credit. During her time at the stations, the intern gained real-life experience in various departments, including sales, programming, and promotions.
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