

**WASH(FM), WBIG-FM, WIHT(FM), WMZQ-FM, WWDC(FM), WTEM(AM),
WTNT(AM) & WWRC(AM)
EEO PUBLIC FILE REPORT
06/01/06 – 05/31/07¹**

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive WIHT	16, 17	16
Account Executive WIHT	1, 16, 17	1
Account Executive WIHT	1, 16, 17	16
Account Executive WMZQ	1, 17	1
Account Executive WASH	1, 16, 17	16
Account Executive WASH	1, 16, 17	16
Account Executive WWDC	1, 15, 16	16
Account Executive WWDC	1, 15, 16	15
Account Executive WMZQ	1, 16, 17, 22	22
Account Executive WTNT	1, 15, 16, 17	16
Account Executive WBIG	1, 17, 22	22
Account Executive WBIG	1, 17, 22	22
Account Executive WIHT	1, 16, 17, 22	1
Account Executive WTEM	1, 15, 16, 17	1
Account Executive WTEM	1, 15, 16, 17	16
Account Executive WTEM	1, 15, 16, 17	16
Account Executive WASH	1, 16, 17	16
Account Executive WTEM	1-11, 16, 17, 22, 24	17
Account Executive WTEM	1-11, 16, 17, 22, 24	17
Account Executive WTEM	1-11, 16, 17, 22, 24	16
Account Executive WTEM	1-11, 16, 17, 22, 24	17
Account Executive WTEM	1-11, 16, 17, 22, 24	1
Account Executive WTEM	1-11, 16, 17, 22, 24	22
Account Executive WIHT	1-11, 16, 17, 22, 24	1
Account Executive WIHT	1-11, 16, 17, 22, 24	1
Account Executive WIHT	1-11, 16, 17, 22, 24	1
Account Executive WIHT	1-11, 16, 17, 22, 24	1
Account Executive WIHT	1-11, 16, 17, 22, 24	1
Account Executive WIHT	1-11, 16, 17, 22, 24	1
Account Executive WIHT	1-11, 16, 17, 22, 24	1
Account Executive WIHT	1-11, 16, 17, 22, 24	16
Account Executive WIHT	1-11, 16, 17, 22, 24	22

¹ This Report includes recruitment activity from June 1, 2006 through May 22, 2007. It was revised in July 2007 to address reporting issues.

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive WMZQ	1-11, 16, 17, 23, 24	16
Account Executive WMZQ	1-11, 16, 17, 23, 24	23
Account Executive WBIG	1-11, 16, 17, 22, 24	22
Account Executive WBIG	1-11, 16, 17, 22, 24	17
Account Executive WBIG	1-11, 16, 17, 22, 24	17
Account Executive WWDC	1, 3-11, 16, 17, 24	1
Account Executive WWDC	1, 3-11, 16, 17, 24	1
Account Executive WASH	1-11, 15, 16, 17, 24	1
Account Executive WASH	1-11, 15, 16, 17, 24	1
Account Executive WASH	1-11, 15, 16, 17, 24	15
Account Executive WASH	1-11, 15, 16, 17, 24	16
Account Executive WASH	1-11, 16, 17, 24	17
Account Executive WASH	1-11, 16, 17, 24	16
Account Executive WMZQ	1-11, 16, 17, 24	17
Account Executive WMZQ	1-11, 16, 17, 24	17
Account Executive WMZQ	1-11, 16, 17, 24	17
Account Executive WTEM	1-11, 16, 17, 24	17
Account Executive WTEM	1-11, 16, 17, 24	16
Account Executive WBIG	1-11, 16, 17, 24	17
Account Executive WBIG	1-11, 16, 17, 24	16
Account Executive WBIG	1-11, 16, 17, 24	9
DJ / Announcer	16	16
DJ / Announcer	1, 14, 16	16
DJ / Announcer	14, 16	16
Assistant Program Director	1, 14, 16	16
Accounts Receivable Manager	1, 13, 16	16
Program Director	14, 16	16
Program Director	1, 14, 16	14
Director of National Sales	15, 20, 21	20
Promotions Director	2, 16, 23	16
National Sales Promotions Coordinator	1, 16	1
Assistant Controller	1, 13, 17-19	19
Receptionist	1-11, 16, 22, 24	16
General Sales Manager	1-11, 13, 15, 16, 21, 24	16
Promotions Coordinator	1-11, 16, 24	16
Local Sales Manager	1-11, 15, 16, 24	16
Local Sales Manager	1-11, 15, 16, 24	16
Morning Show Co-Host	1-11, 14, 16, 24	16
National Sales Coordinator Assistant	1, 2, 16	1
Marketing Research Director	1, 13, 16	16
Executive Assistant to Market Manager	1-11, 16, 24	16
Morning Show Content Censor	1-12, 16, 24	16
Sales Coordinator	1-12, 16, 17, 24	17

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Sales Coordinator	1-12, 16, 17, 24	17
Assistant Promotions Director	1-11, 16, 23, 24	23

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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 12-month period
1	Clear Channel Careers Website – www.clearcareers.com	N	56
2	Staff Posting – via internal e-mail/bulletin board	N	9
3	National Assoc. of Hispanic Journalists 529 14 th Street NW 1000 Natl. Press Bldg. Washington, D.C. 20045-2001	Y	0
4	American Women in Radio & TV 8405 Greensboro Drive Suite 800 McLean, VA 22102	N	0
5	Wider Opportunities for Women 1001 Connecticut Ave. NW S-930 Washington, D.C. 20036	N	0
6	Broadcasting Institute of Maryland 7200 Harford Road Baltimore, MD 21234	N	0
7	National Assoc. of Broadcasters 1771 N Street NW Washington, D.C. 20036	N	0
8	The Greater Washington Urban League Headquarters Bldg./Exec. Office 3501 14 th Street NW Washington, D.C. 20010	N	0
9	NAACP/Montgomery County P.O. Box 2165 Rockville, MD 20847	N	1
10	Montgomery College 20200 Observation Drive Germantown, MD 20876	N	0
11	Howard University Office for Equal Employment Opportunity CB Powell Building 525 Bryant Street NW Suite 109 Washington, D.C. 20059	N	0
12	Columbia School of Broadcasting 3947 University Drive Fairfax, VA 22030 William Butler	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
13	Monster Jobs website www.monsterjobs.com	N	9
14	All Access website www.allaccess.com	N	5
15	Clear Channel University Recruiters (Corporate Training Centers) 3050 Post Oak Blvd. Houston, TX 77056 Macon Cauthen	N	15
16	Word-of-Mouth Referral	N	68
17	On-Air Announcement	N	23
18	Washington Post newspaper www.washingtonpost.com	N	5
19	Robert Half Recruiting Service PO Box 60000 San Francisco, CA 94160 Local office #301-656-7121 Accounting Professionals Recruitment Service	N	6
20	Radio Advertising Bureau, Inc. P.O. Box 972036 Dallas, TX 75397 972-753-6750	N	5
21	Inside Radio 365 Union Street Littleton, N.H. 03561 800-640-8852	N	2
22	Clear Channel Recruitment Job Fairs 1801 Rockville Pike Rockville, MD 20852	N	10 ²
23	Internal Transfer/Promotion	N	5
24	Corporation for Public Broadcasting 401 9th Street NW Washington, D.C. 20004 Attn: Carol Robinson	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			220

² The SEU interviewed more candidates from this recruitment source, but is unable to report more accurate numbers.

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Co-host job fair	On November 30, 2006, our station employment unit hosted the Clear Channel Recruitment Job Fair in Rockville, MD in conjunction with the Clear Channel stations in Baltimore, MD. The stations presented information to attendees about station operations and station career opportunities, and conducted interviews on-site. Our Regional Vice President, Director of Sales and several station Sales Managers were among the station personnel in attendance.
2	Co-host job fair	On January 25, 2007, our station employment unit hosted the Clear Channel Recruitment Job Fair in Rockville, MD in conjunction with the Clear Channel stations in Baltimore, MD. The stations presented information to attendees about station operations and station career opportunities, and conducted interviews on-site. Our Regional Vice President, Director of Sales and several station Sales Managers were among the station personnel in attendance.
3	Co-host job fair	On April 12, 2007, our station employment unit hosted the Clear Channel Recruitment Job Fair in Rockville, MD in conjunction with the Clear Channel stations in Baltimore, MD. The stations presented information to attendees about station operations and station career opportunities, and conducted interviews on-site. Our Regional Vice President, Director of Sales and several station Sales Managers were among the station personnel in attendance.
4	Participate in job fair	In July 2006, our station employment unit participated in the 97th Annual NAACP National Convention Diversity Job Fair. Station participants included a Local Sales Manager.
5	Participate in job fair	On March 29, 2007, our station employment unit participated in the NAACP Executive Diversity Job Fair at the Hyatt Regency Crystal City in Arlington, VA. The stations promoted the event via on-air ads. Station participants included four station Sales Managers

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6	Internship Program/WIHT	<p>During the Summer 2006 semester (6/06 – 8/06), WBIG hosted four interns, exposing each to the many aspects of the radio industry as follows:</p> <ol style="list-style-type: none"> 1) Programming-archiving of programming and sponsorship elements as assigned, screen callers/listeners for announcers, assist with taking and totaling request information for programming research department and assist with organizing/maintaining filing system of songs, music library and other recorded elements; 2) Research–assist with coordination (composing, generating and organizing) of weekly and daily music research (skills needed for Microsoft Excel and Word); and, 3) Production/On-air – assisting night disc jockey with execute of daily radio program, create new concepts and execute on the air, and assist with creating air checks for clients. <p>The interns represented the following schools: Montgomery College (Rockville, MD), Towson University (Towson, MD), American University (Washington, D.C.), and the Columbia School of Broadcasting (Fairfax, VA),</p>
7	Internship Program/WMZQ	<p>During the Summer 2006 semester (6/06 – 8/06), WMZQ hosted four interns, allowing the students hands-on experience in the Programming and Promotions Department. Working under the Prize Coordinator, the students contacted prize winners, created prize sheets, organized prizes and giveaways, helped execute promotional events, and maintained the station vehicles.</p> <p>The interns represented the following schools: University of MD (College Park, MD), Ohio University (Athens, Ohio), Boston University (Boston, MA), and Boston College, (Boston, MA).</p>
8	Internship Program/WWDC	<p>During the Summer 2006 semester (6/06 – 8/06), WWDC hosted 11 interns, allowing the students hands-on experience in the Programming and Promotions Department. Responsibilities included attending station promotions, setting-up for promotional events, planning station appearances, updating station events web page and our listener database, compiling prizes and guest lists for station events as well as maintaining station equipment and vehicles.</p> <p>The interns represented the following schools: James Madison University (Harrisonburg, VA), University of MD (College Park, MD), George Mason University (Fairfax, VA), Shepherd University (Los Angeles, CA), Rutgers University (New Brunswick, NJ), and Villanova University (Villanova, PA).</p>