

**WGST(AM), WUBL(FM), WKLS(FM), WWVA-FM, WBZY(FM), WWLG(FM)  
EEO PUBLIC FILE REPORT  
December 1, 2010 – November 30, 2011**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Accounting Assistant/AR & General Ledger	3-7, 41	41
Staff Acct AP AR PR Coordinator	3-7, 41	41
Online Content Manager	3-8, 41, 49	5
Online Content Manager	3-8, 41, 49	5
Online Content Manager	3-8, 41, 49	5
Local Sales Manager	3-8	6
Producer/Commercial Creative	3-8	6
Promotion Assistant – WUBL	3-8, 39	6
Promotion Director – WUBL	3-8, 39	6
Program Director – WWVA	3-8, 39	39
Promotion Assistant – WKLS	3-8, 39	5
Outside Account Executive – WGST	3-7	5
Outside Account Executive – WUBL	3-7	5
Outside Account Executive – WBZY	3-7	6
Outside Account Executive – WBZY	3-7	5
Outside Account Executive – WUBL	3-7, 11	6
Outside Account Executive – WGST	3-7, 11	5
Outside Account Executive – WWVA	3-7	5
Outside Account Executive – WBZY	3-7	5
Outside Account Executive - WKLS	3-7	6
Outside Account Executive – WBZY	3-7	5
Outside Account Executive – WUBL	3-7	6
Outside Account Executive – WGST	3-7	5
Outside Account Executive - WKLS	3-7	6
Local Sales Manager	3-7, 49	6
Promotions Director – WKLS & WGST	3-8	5

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over Reporting Period</b>
1	<b>Atlanta Journal Constitution</b> P. O. Box 4689 Atlanta, GA 30302 fax number: 404-526-5904 Rose Retter – rretter@ajc.com www.ajc.com/hotjobs	N	0
2	<b>Atlanta Daily World</b> 145 Auburn Avenue NE Atlanta, GA 30303 email: classified@atlantadailyworld.com	N	0
3	<b>Internal Posting</b>	N	11
4	<b>Station Websites</b> ( <i>one or more SEU stations</i> )	N	3
5	<b>Clear Channel Clear Careers Website</b> www.clearcareers.com	N	121
6	<b>Word-of-Mouth Referral</b>	N	44
7	<b>Walk-In/Self-Referral</b>	N	10
8	<b>Inside Radio</b> P. O. Box 12533 Cincinnati, OH 45212 www.insideradio.com	N	0
9	<b>Clark College</b> Job Placement Office 223 James P. Brawley Dr., SW Atlanta, GA 30314	N	0
10	<b>Spelman College</b> Career Planning & Placement Office 350 Spelman Lane Atlanta, GA 30314 Toni Ireland – tireland@spelman.edu Http: //spelman.experience.com/emp.sblogin	N	0
11	<b>Oglethorpe University</b> Career Planning & Placement Office 4484 Peachtree Rd., NE Atlanta, GA 30319 Caroline Weimar – cweimar@oglethorpe.edu www.oglethorpe.edu/campus_life/resources/career_services/foremployers.asp	N	5

See “II. Master Recruitment Source List” for recruitment sources source data

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12	<b>GA Association of Broadcasters</b> 8010 Roswell Rd. Suite 260 Dunwoody, GA 30350	N	0
13	<b>WRAS Radio</b> Placement Office, GA State University 33 Gilmer Street Atlanta, GA 30303	N	0
14	<b>GA Institute of Technology</b> Alumni Placement Office 225 North Avenue, NW Atlanta, GA 30332 Caroline Player – Caroline.player@alumni.gatech.edu	N	0
15	<b>West Georgia College</b> Job Placement Office 1600 Maple Street Carrollton, GA 30118 Marybeth Phillips – mphillip@westga.edu www.careerweb.westga.edu	N	0
16	<b>Morris Brown College</b> Career Planning & Placement Office 643 Martin Luther King Dr., NW Atlanta, GA 30314 Sandra Patman – Sandra.patman@morrisbrown.edu	N	0
17	<b>Morehouse College</b> Career Planning & Placement Office 830 Westview Dr., SW Atlanta, GA 30314 Valeria Wyatt – vwyatt@morehouse.edu	N	0
18	<b>Atlanta University</b> Career Planning & Placement Office 440 Westview Dr., SW Atlanta, GA 30314 Monica Jones – mjones@aucenter.edu	N	0
19	<b>Music Business Institute</b> 3376 Peachtree Rd., NE Atlanta, GA 30326	N	0
20	<b>Connecticut School of Broadcasting</b> Job Placement Office 1355 Terrell Mill Rd. Marietta, GA 30067 Michael Hessing – mhessing@gocsb.com	N	0

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21	<b>National Association of Media Women</b> 1185 Nisky Lake Rd., SW Atlanta, GA 30331 Barbara Kirkpatrick – yost@msn.com	N	0
22	<b>NAACP–Resource Center</b> 1025 Vermont Avenue, NW, Suite 1120 Washington, DC 20005	N	0
23	<b>American Women in Radio &amp; Television–Atlanta Chapter</b> P.O. Box 11712 Atlanta, GA 30355 <a href="http://www.allwomeninmedia.org/careers/post-a-job.html">http://www.allwomeninmedia.org/careers/post-a-job.html</a>	N	0
24	<b>National Association of Broadcasters</b> Employment Office 1771 N. Street, NW Washington, DC 20036 Amanda Smith – asmith@nab.org <a href="http://www.broadcastcareerlink.com">www.broadcastcareerlink.com</a>	N	0
25	<b>Women’s Organizational Movement</b> P. O. Box 42257 Atlanta, GA 30311 Ms. Evelyn Lowery	N	0
26	<b>Black Women’s Coalition</b> 1450 Gordon St., SW, Room 207 Atlanta, GA 30310 Ms. Shirley Williams	N	0
27	<b>Latin American Assoc.</b> Director of Employment Services 2665 Buford Highway, NE Atlanta, GA 30324	N	0
28	<b>Atlanta Urban League</b> Employment Service Dept. 100 Edgewood Avenue, NE, Suite 600 Atlanta, GA 30303 Rashid Brown – rbrown@atlul.org	N	0
29	<b>NAACP, Regional Director</b> 970 Martin Luther King Dr., SW Atlanta, GA 30314	N	0
30	<b>United Youth Adult Conference</b> 1040 Gordon St., SW Atlanta, GA 30310	N	0

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31	<b>Dekalb Community College</b> Career Planning Office 555 N. Indian Creek Drive Clarkston, GA 30021	N	0
32	<b>Clayton Junior College</b> Career Planning Office 5900 N. Lee Street Morrow, GA 30260	N	0
33	<b>Emory University Career Planning Office</b> 1380 S Oxford Road NE Atlanta, GA 30322	N	0
34	<b>Atlanta Association of Black Journalists</b> P. O. Box 54128 Atlanta, GA 30308	N	0
35	<b>Gwinnett Technical Institute</b> 1250 Atkinson Road, P. O. Box 1505 Lawrenceville, GA 30246	N	0
36	<b>Billboard.biz</b> www.billboard.biz	N	0
37	<b>Mundo Hispanico</b> P. O. Box 13808 Atlanta, GA 30324	N	0
38	<b>Internship Program</b>	N	4
39	<b>All Access Atlanta</b> www.allaccess.com	N	10
40	<b>Office Team Agency</b> 3424 Peachtree Rd. Atlanta, GA 30326	N	0
41	<b>Craigs List</b> www.atlanta.craigslist.org	N	16
42	<b>Monster.com</b> www.monster.com	N	0
43	<b>Georgia Department of Labor</b> North Metro Career Center 2943 North Druid Hills Road Atlanta, GA 30329 (posted on computer terminals in job centers and internet job bank) www.dol.state.ga.us/	N	0
44	<b>Resume Broadcaster.com</b> www.resumebroadcaster.com	N	0

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45	<b>Clayton County Tribune</b> P.O. Box 425 Clayton, GA 30525	N	0
46	<b>Talent Zoo</b> www.talentzoo.com	N	0
47	<b>Cambridge Professional Staffing Group</b> Four Piedmont Cntr #200 Atlanta, GA 30305 (404) 842-2800 Attn: Brad Halhober, Staffing Agent	N	0
48	<b>The Marquin Group</b> www.marquin.com Atlanta, GA 30303 (678) 539-8330 Attn: Marlon Cousin, Recruiter	N	0
49	<b>La Grange College</b> 601 Broad Street LaGrange, GA 30240 Phone: 800-593-2885 Attn: Recruiter dgoldwire@lagrange.edu	N	0
50	<b>Radio Jobs</b> www.getradiojobs.com	N	3
51	<b>Internal Transfer/Promotion</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>227</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Participate in Job Fair	In June 2011, the SEU participated in the Art of Institute of Atlanta Career Fair. This fair draws students from diverse backgrounds in the surrounding area. SEU participants included our Director of Sales.
2	Internship Program – Spring 2011	This SEU conducts an ongoing internship program to provide college and graduate students interested in radio careers the opportunity to obtain experience working in the radio industry. From Jan. 1, 2011 to Apr. 30, 2011, this SEU hosted 14 students from Kennesaw State Univ., Reinhardt Univ., Atlanta Broadcast Institute, St. Bonaventure Univ., Auburn Univ., Univ. of WGA and Oglethorpe Univ. in various departments at our SEU stations. The interns were supervised by our Program Manager, Promotions Manager, Traffic Manager and Local Sales Manager.
3	Internship Program – Summer 2011	This SEU conducts an ongoing internship program to provide college and graduate students interested in radio careers the opportunity to obtain experience working in the radio industry. From May 1, 2011 to July 31, 2011, this SEU hosted 7 students from Art Institute of Atlanta, Atlanta Broadcast Institute, Connecticut School of Broadcast and Wheeler High School in various departments at our SEU stations. The interns were supervised by our Program Manager, Program Asst, and Promotions Manager.
4	Internship Program – Fall 2011	This SEU conducts an ongoing internship program to provide college and graduate students interested in radio careers the opportunity to obtain experience working in the radio industry. From Aug. 1, 2011 to Nov. 30, 2011, this SEU hosted 2 students from Clark Atlanta and Atlanta Broadcast Institute in various departments at our SEU stations. The interns were supervised by our Traffic Manager.
5	Management-Level Training Regarding Equal Employment Opportunity and Preventing Discrimination	On May 24, 2011, Clear Channel Corporate Counsel and local counsel conducted a training session for all SEU hiring managers at the Clear Channel Atlanta offices. The training covered hiring procedures and employment discrimination.