

WFLF(AM)/WQTM(AM)/WJRR(FM)/WMGF(FM)/WTKS-FM

WRUM(FM)/WXXL(FM)

**EEO PUBLIC FILE REPORT
October 1, 2008-September 30, 2009**

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
1. Sales Assistant	1-7, 9-23	12
2. Account Executive	1-24	14
3. Account Executive	1-23	12
4. Account Executive	1-24	12
5. Account Executive	1-24	11
6. Account Executive	1-15, 17, 20-23, 29	12
7. Account Executive	1-15, 17, 20-23, 28-29	12
8. Sales Assistant	1-15, 17, 20-23, 29	15
9. Account Executive	1-15, 17, 20-23, 28-29	12
10. Network Manager	1-17, 20-23, 29-31	12
11. Sales Assistant	1-17, 20-23, 29-31	12
12. Account Executive	1-15, 17, 20-24, 29-31	14

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II MASTER RECRUITMENT SOURCE LIST

	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Brevard Community College 3865 N Wickham Road Melbourne, FL 32935 321-433-5571 Linda A. DeAngelis, Career Center Coordinator deangelisl@brevardcc.edu	Y	
2	Metropolitan Orlando Urban League 2804 Belco Drive Orlando, FL 32808 Shelly Minnis 407-841-7654 x 331 crose@metorlandoul.org	N	
3	Orange County One-Stop Career Center/Workforce Central Florida 5166 E Colonial Drive Orlando FL 32803 Terry Rogers 407-531-1227 dbarnes@wcfla.com	Y	
4	Rollins College Career Services 1000 Holt Avenue Winter Park, FL 32789 407-646-2195 Raymond Rogers, Dir of Career Services; careerservices@rollins.edu	N	

5	Seminole Community College 100 Weldon Blvd Sanford, FL 32773 Nancy Sautter 407-328-2033 englekingh@scc-fl.edu	Y	
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6	Stetson University 421 Woodland Blvd #8395 Deland, FL 32720 386-822-7315 Career Services RobinKazamarek@stetson.edu	Y	
7	University of Central Florida PO Box 160165 Orlando, FL 32816 Sergio Garcia 407-823-2742 sgarcia@bus.ucf.edu	N	4
8	Florida A & M 100 Student Union Plaza Martin Luther King Blvd Tallahassee, FL 32307 Placement Director Brandi.milton@FAMU.edu	N	
9	Everest University 5421 Diplomat Circle Orlando, FL 32810 Fanny Shadah 407-628-5870 fshadah@cci.edu	Y	
10	Florida Association of Broadcasters 800 North Calhoun Street Tallahassee, FL 32303 Lindsey Tidwell 850-681-6444 ltidwell@fab.org	N	
11	Walk-In	N	3
12	Employee Referral	N	17
13	Non-Employee Referral	N	1
14	Clear Channel Website-ClearCareers.com	N	8
15	Internal Posting	N	6
16	Orlando Radio Web Sites	N	1
17	Central Florida Employment Council 450 Seminola Blvd Casselberry, FL 32707 CFEC Online Job Board Paulette Weir 407-834-4223 CFEC@CFEC.org	N	2

18	African American Chamber of Commerce-Central FL 315 E Robinson Street Suite 100 Orlando, FL 32801 407-420-4870 tcummings@blackcommerce.org	N	
19	Asian American Chamber of Commerce PO Box 770093 Orlando, FL 32877 407-257-7531 remaszy@att.net	N	
20	Barry University 6441 East Colonial Drive Orlando, FL 32807 Denise Chancey, Director of Career Services 321-206-5628 dchancey@mail.barry.edu	Y	
21	City College Claire Persichilli 1401 West Cypress Road Ft. Lauderdale, FL 33309 954-491-1965 (Fax) 954-492-5353 x34 cpersichilli@citycollege.edu	N	
22	Hillsborough Community College 2112 N 15 th Street PST 134 Tampa, FL 33605 Dr Ron Shearer Radio-TV Program Manager 813-253-7978 rshearer@hccfl.edu	Y	
23	Full Sail 3300 University Blvd Winter Park, FL 32792 866-807-3140 Harmony Thompson hthompson@fillsail.com	N	
24	Clear Channel Radio Advertising	N	3
25	Orlando Ad Federation PO Box 540014 Orlando, FL 32854 www.oaf.com	N	
26	AllAccess.com	N	
27	Internal Transfer/Promotion	N	
28	CFEC Job Fair 3-25-09	N	3

29	Connecticut School of Broadcasting (added 2-17-09) 5323 Millenia Lakes Blvd Suite 120 Orlando, FL 32839 407-704-8910 Ray Thomas, Director RThomas@gocsb.com	N	
30	Southern Technical College Sanford (added 5-27-09) Rachelle Nelson, Director of Career Services 2910 South Orlando Drive Sanford, FL 32773 407-323-4141x330 rnelson@southferntech.edu	Y	
31	Valencia Community College(added 5-22-09) 1800 Denn John Lane Kissimmee, FL 34744 407-582-4196 Matthew Abalos, Job Development & Placement Coordinator mabalos@valenciacc.edu	N	
		N	

Total

48

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internships	
2	Participated in Job Fair	March 25, 2009 Clear Channel Orlando was represented at the Central Florida Employment Council Job Fair by Fran Stover, HR Director. At all the CFEC Job Fairs, Stover collects applications for employment and resumes for consideration for present and future openings. The CFEC estimates that between 2500 and 3,000 persons attend each event.
3	Job Shadow	8-3-09 to 8-5-09
4	Training Program regarding Responsible Broadcasting Initiatives, (to ensure our stations' broadcasts remain compliant and our licenses fully-protected.)	January 2009, all Full and Part time employees took the RBI on-line training through the Clear Channel intranet (Created by Clear Channel University). This training program is to inform and educate station personnel about FCC rules on obscenity and indecency. All Full-time and Part-time employees at the SEU participated in the training.