

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

WRUM(FM)/WXXL(FM)

**EEO PUBLIC FILE REPORT
October 1, 2008-September 30, 2009
Revised 12-28-09**

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

This report was revised 12-28-09 to add zeros to the sources that did not refer any applicants and to provide additional recruitment initiative data.

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

WRUM(FM)/WXXL(FM)

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	0
2	Metropolitan Orlando Urban League 2804 Belco Drive Orlando, FL 32808 Shelly Minnis 407-841-7654 x 331 crose@metorlandoul.org	N	0
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	0
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	0
5	Seminole Community College 100 Weldon Blvd Sanford, FL 32773 Nancy Sautter 407-328-2033 englekingh@scc-fl.edu	Y	0
6	Stetson University 421 Woodland Blvd #8395 Deland, FL 32720 386-822-7315 Career Services RobinKazamarek@stetson.edu	Y	0
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	0
9	Everest University 5421 Diplomat Circle Orlando, FL 32810 Fanny Shadah 407-628-5870 fshadah@cci.edu	Y	0
10	Florida Association of Broadcasters 800 North Calhoun Street Tallahassee, FL 32303 Lindsey Tidwell 850-681-6444 ltidwell@fab.org	N	0
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	0
19	Asian American Chamber of Commerce PO Box 770093 Orlando, FL 32877 407-257-7531 remaszy@att.net	N	0

20	Barry University 6441 East Colonial Drive Orlando, FL 32807 Denise Chancey, Director of Career Services 321-206-5628 dchancey@mail.barry.edu	Y	0
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	0
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	0
23	Full Sail 3300 University Blvd Winter Park, FL 32792 866-807-3140 Harmony Thompson hthompson@fullsail.com	N	0
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	0
27	Internal Transfer/Promotion	N	0
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	0
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@southferntecf.edu	Y	0

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	0
		N	

Total

48

**WFLF(AM)/WYGM(AM)/WMGF(FM)/WJRR(FM)/WRUM(FM)
WTKS-FM/WXXL(FM)**

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internships	<p>Conducted internship programs during the terms set forth below, the listings including the schools and number of interns from each.</p> <p style="text-align: center;">Fall 2008</p> <p style="text-align: center;">The University of Central Florida- 12 interns</p> <p>Sales: 8 interns Supervisor Pat Byrd-Director Director Strategic Sales Recruitment & Development</p> <p style="padding-left: 40px;">8-26-08 to 12-12-08 8-26-08 to 12-5-08 8-25-08 to 11-26-08 5-12-08 to 10-28-08 8-26-08 to 11-28-08 8-11-08 to 12-5-08 8-26-08 to 12-12-08 8-26-08 to 12-12-08</p> <p>WTKS Programming 2 interns Supervisor Katherine Brown, WTKS Program Director</p> <p style="padding-left: 40px;">8-6-08 to 12-5-08 9-2-08 to 12-22-08</p> <p>WMGF Promotions 1 intern Supervisor Laura Kam Promotion Director</p> <p style="padding-left: 40px;">8-6-08 to 12-5-08</p> <p>WXXL Promotions: 1 intern Supervisor Ashley Burns Promotions Director</p> <p style="padding-left: 40px;">8-22-08 to 12-5-08</p>

Rollins College-1 intern

WTKS Promotions 1 intern Supervisor Ashley Burns, Promotion Director

8-25-09 to 12-10-09

Connecticut School of Broadcasting-1 intern

WTKS Programming: 1 intern Supervisor Katherine Brown, WTKS Program Director

9-9-08 to 12-19-08

Winter/Spring 2009

The University of Central Florida-14 interns

Sales: 9 interns Supervisor Pat Byrd-Director
Director Strategic Sales Recruitment &
Development

1-12-09 to 5-4-09

1-12-09 to 4-24-09

1-12-09 to 4-24-09

1-12-09 to 4-24-09

1-12-09 to 4-24-09

1-12-09 to 4-24-09

1-12-09 to 4-24-09

1-12-09 to 4-24-09

1-12-09 to 5-4-09

Promotions 4 interns Supervisor Laura Kam,
Josh Egolf, Ashley Burns, Promotions
Coordinators

1-5-09 to 5-6-09

1-5-09 to 6-1-09

12-11-08 to 5-4-09

12-15-08 to 5-4-09

Programming: 1 intern Supervisor Katherine

Brown, WTKS Program Director

1-7-09 to 5-4-09

Connecticut School of Broadcasting-6 interns

Programming: 6 interns Supervisor Katherine Brown, WTKS Program Director; Rick Everett, Program Director WJRR

2-20-09 to 5-6-09

1-5-09 to 5-30-09

1-14-09 to 5-29-09

1-19-09 to 5-15-09

2-9-09 to 5-29-09

2-4-09 to 5-15-09

Full Sail

WJRR Promotions 1 intern Supervisor Josh Egolf Promotions Coordinator

1-5-09 to 6-1-09

Summer 2009

The University of Miami-1 intern

WJRR Promotions: 1 intern Supervisor Ashley Burns, Promotion Director

6-9-08 to 8-7-08

Full Sail-3 interns

WTKS Programming 1 intern Supervisor Katherine Brown, WTKS Program Director

6-3-09 to 8-28-09

WJRR Programming 1 intern Supervisor Mel Taylor WJRR Programming Talent

5-11-09 to 8-31-09

WXXL Programming 1 intern Supervisor Katherine Brown, WTKS Program Director

6-29-09 to 8-28-09

The University of Tennessee

WXXL Promotions 1 intern Supervisor Ashley Burns, Promotion Director

5-11-09 to 8-31-09

The University of Central Florida-13 interns

Sales: 4 interns Supervisor Pat Byrd-Director
Director Strategic Sales Recruitment &
Development

6-3-09 to 8-31-09

5-18-09 to 8-14-09

5-18-09 to 8-14-09

5-18-09 to 8-14-09

WXXL Promotions 2 intern2 Supervisor
Ashley Burns Promotion Director

5-11 to 8-7-09

5-19-09 to 8-14-09

WMGF Promotions 1 intern Supervisor Ashley
Burns Promotion Director

5-11-09 to 8-31-09

WTKS Programming 3 interns Supervisor
Katherine Brown WTKS Program Director

6-3-09 to 8-28-09

6-4-09 to 8-28-09

6-3-09 to 8-28-09

All Stations Promotions 3 intern Supervisor
Ashley Burns, Promotions Coordinator

5-18-09 to 8-7-09

5-18-09 to 8-7-09

5-18-09 to 8-7-09

Florida State University-1 intern

Sales: 1 interns Supervisor Pat Byrd-Director
Director Strategic Sales Recruitment &
Development

		<p>6-3-09 to 8-31-09</p> <p>Wake Forest University</p> <p>Sales: 1 interns Supervisor Pat Byrd-Director Director Strategic Sales Recruitment & Development</p> <p>6-3-09 to 8-31-09</p> <p>Connecticut School of Broadcasting-1 intern</p> <p>Programming 1 interns Supervisor Katherine Brown WTKS PD</p> <p>6-16-09 to 9-30-09</p> <p>Valencia Community College- 3 interns</p> <p>WTKS Programming 2 interns Supervisor Katherine Brown, WTKS Program Director</p> <p>6-12-09 to 8-4-09</p> <p>6-15-09 to 8-28-09</p> <p>Promotions WRUM 1 intern Supervisor Ashley Burns, Promotions Director</p> <p>5-18-09 tp8-4-09</p>
2	Participated in Job Fair	<p>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.</p>
3	Job Shadow	<p>8-3-09 to 8-5-09 Deland High School-A student spent 2 days with a WFLF News Anchor/Reporter to learn about news gathering, writing, production, and its broadcast. She will be a Journalism Major next year at college</p>
4	Training Program regarding Responsible Broadcasting Initiatives, (to ensure our stations' broadcasts remain compliant and our licenses fully-protected.)	<p>May-June 2009, all Full and Part time employees took the RBI on-line training through the Clear Channel intranet (Created by Clear Channel University).</p>

		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.
5	Event sponsored by educational institution related to broadcasting careers	3-17-09 University of Central Florida- WXXL/WMGF General Sales Manager Shannon Fraser spoke at the UCF Marketing and Entertainment class about careers in radio and specifically the sales aspect of the business. She made students aware of internship opportunities at the Clear Channel stations and discussed how to apply for a job.