

**WGRB, WGCI-FM, WNUA, WKSC-FM, WVAZ, WLIT-FM & WVON
EEO PUBLIC FILE REPORT**

August 1, 2006-July 31, 2007

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
NATIONAL SALES ASSISTANT (2)	RS 1-53	58
WNUA SALES ASSISTANT	RS 1-53	53
WVAZ PROGRAM DIRECTOR	RS 1-53	55
WLIT PROMOTIONS COORDINATOR	RS 1-53	58
ONLINE CONTENT COORDINATOR	RS 1-53 & 64	64
WVAZ ON-AIR HOST	RS 1-53	52
WGCI ON-AIR HOST	RS 1-53	66
WVAZ/WGRB SALES ASSISTANT	RS 1-53	55
WKSC PROMOTIONS COORDINATOR	RS 1-53	58
WVON PROGRAM DIRECTOR	RS 1 -66	42
WNUA SALES ASSISTANT	RS 1-53 & 62	62
WGCI PROMOTIONS DIRECTOR	RS 1-53	58
PROMOTIONS COORDINATOR WVAZ/WGRB	RS 1-53	66
WGRB PROGRAM DIRECTOR	RS 1-53	55
WNUA SALES ASSISTANT	RS 1-53	58
WVON LOCAL SALES MANAGER	RS 1-57	42
WNUA/WVAZ CONTINUITY COORDINATOR	RS 1-53	53
WNUA CONTINUITY COORDINATOR	RS 1-53 & 65	65
RECEPTIONIST CLUSTER	RS 1-53, 56, 66	56
LOCAL SALES MANAGER (2)	RS 1-53, 66	66
WVON ACCOUNT EXECUTIVE	RS 1 -66	42
ACCOUNT EXECUTIVE CLUSTER (44)	RS 1-53, 54,	6, 9, 52-58
WVON BOARD OPERATOR	RS 1 -57	55

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of over 12-month period
1	AACF Computer Learning Center, 145 Westgate, Oak Park, IL 60301, 708-848-1700, Tami Yarbrough	Y	0
2	Augustana College, 639 38th Street Rock Island, IL 61201, (309) 794-7339, caklaue@augustana.edu, Laura O'Melia	N	0

3	Ball State University Muncie, IN 47306, (765) 285-2436, hsullivan@bsu.edu, Heather Fidler	N	0
4	Benedictine University, 5700 College Drive, Lisle, IL 60532, 630-829-6037, Julie Cosimo	Y	0
5	Black College Radio Organization, P.O. Box 3191 Atlanta, Georgia 30302, (404) 523-6136, BCRMail@aol.com,	N	0
6	Bradley University • 1501 West Bradley Avenue, Peoria, IL 61625 • (309) 676-7611 kwiedman@bradley.edu, Kay Wiedman	N	1
7	Centers for New Horizons, 4150 South King Drive Chicago, Illinois 60653, (773) 373-5700, charleneh@cnh.org, Charlene Hill	N	0
8	Chicago State University, 9501 S. King Drive Chicago, IL 60628, (773) 995-2327, careers@csu.edu, Tameca Blossom-Lyons	N	0
9	Columbia College, 600 S. Michigan Av. , Chicago, Il 312- 344-7280, columbiaworks@colum.edu Tom Joyce	Y	6
10	Concordia University, 7400 Augusta St., River Forest, IL 60306, 708-209-307, career.services@cuchicago.edu, Darcie Campos	Y	0
11	DePaul University, 1 E. Jackson, Chicago, IL 60604 kwise@depaul.edu, Katie Wise	N	3
12	Eastern Ill. University, 600 N. Lincoln Ave. Charleston, IL 61920, cfdgb@eiu.edu, Doug Bock	Y	0
13	Elmhurst College • 190 Prospect Avenue • Elmhurst, Illinois 60126-3296 • (630) 617- 3500, anthonyc@elmhurst.edu, Anthony Colantoni	N	1
14	Harold Washington College, 30 E. Lake St. Chicago, IL 60601, 312-553-5600, jsloss@ccc.edu, James Sloss Jr	Y	0

15	Insite Training ,4343 W. 123 rd St. Alsip, IL 60803, 708-371- 9790, dwillis@sertomacentre.org Deanna Willis	Y	0
16	Illinois Dept. of Employment Security, 33 S. State St., Chicago, Il 60603, 312-793- 6818, Mike Poyma	Y	0
17	Illinois Center for Broadcasting, 55 W. 22 nd St.,Lombard, IL 60148, 630-916-1700, gary@beonair.com, Gary James	Y	5
18	Jobs For Youth/Chicago, Inc., 50 East Washington Street Fourth Floor Chicago, IL 60602, (312) 499-4778, info@jfyChicago.org, Carla Outten	Y	0
19	Kane County Department of Employment, 30 DuPage Ct. Elgin, IL 60120. 847-888-7900, Kathleen Wall	Y	0
20	Kennedy King College, 6800 S. Wentworth, 2E49, Chicago, Il 60621, 773-602-5419, Esmeralda Torres	Y	0
21	Korean American Community Services, 4300 California Ave., Chicago IL, (773) 583-5501 x125, info@kacschgo.org, Claudia Perez	Y	0
22	Lake Forest College 555 N. Sheridan Rd. Lake Forest, Illinois 60045 847-234-3100 degross@lakeforest.edu, Helene Degross	N	0
23	Lakeland Community College, 5001 Lake Land Blvd. Mattoon, IL 61938, 217/234- 5430, jobs@lakeland.cc.il.us, Heather Nohren	Y	0
24	Latter Day Saints, 1801 N. Mill St. Naperville, IL 60563, (630) 369-0785, wel-ec- chicago@ldsmail.net,	N	0
25	LDS Employment Resource Services, 1801 N. Mill St., Naperville, IL 60563, wel-ec- chicago@ldsmail.net.,Sally Morrison	Y	0
26	Lewis University, 1 University Parkway, Romeoville, IL 60466, (815) 836-5282, breierch@lewisu.edu, Chris Breier	Y	0

27	Loyola University, 6439 N. Sheridan Rd., Chicago, IL 60626, 773-508-7010, Joe Reeves	Y	1
28	Malcolm X College, 1900 W VanBuren Chicago, IL 60612, (312) 850-7188, rholder@ccc.edu, Renodder Holder-Brown	N	0
29	Miller Broadcast Management, Inc, 616 W. Fulton St., Suite 516 Chicago, IL 60661, (312) 454-1111, info@millerbroadcast.com, Matt Miller	N	0
30	Moraine Valley Community College, 9000 College Parkway, Palos Hills, IL 60465, (708) 974-5737, kelsay@morainevalley.edu, Lisa Kelsay	Y	0
31	Moody Bible Institute, 820 N. LaSalle, Chicago, Il 60610, 312-329-2155, careerdev@moody.edu Katie Issak	Y	0
32	North Central College, 30 N.BrainerdSt., Naperville, Il 60563, 630-753-909, Marlene Staryzk	Y	0
33	Northern Illinois University, Campus Life Building - Room 220 DeKalb, IL 60115, (815) 753-8344, careerservices@niu.edu, Kathy Zuidema	N	1
34	Northeastern Illinois University, 5500 North St. Louis Avenue Chicago, Illinois 60625-4699, (773) 442-4680, B-Cosentino@neiu.edu, Barbara Cosentino	N	0
35	Northwestern Business College, 1805 F Mill St., Naperville, IL 60568, 630-753-9091, jclarke@nwbc.edu, Jennifer Clarke	Y	0
36	Parkland College, 2400 W. Bradley, Champaign, IL 61821, 217-351-2536, CMartin@parkland.edu Carolyn Martin	Y	0
37	Purdue University-Calumet, 2200 169th Street Hammond, IN 46323-2094, (219) 989-2600, careerservices@calumet.purdue.	Y	0

38	Rainbow/Operation Push, 930 E. 50 th St., Chicago, IL 60615, 773-373-3366, Tannis Williamson	Y	0
39	Radio Center for People With Disabilities, 230 East Ohio Street, Suite 101 Chicago, IL 60611, (312) 640-5000, RC4PD@aol.com, Brad Saul	N	0
40	Robert Morris College, 401 S. State Street, Chicago, IL 60605, 312-935-4042, bboersma@robertmorris.edu, Bonnie Boerema	Y	0
41	Southern Illinois University M.C., 4703 Carbondale, IL 62901, ucsc@siu.edu, Beverly Robbins	Y	0
42	Right Track Mentoring & Employment, 708-647-9904, Michelle Rouse	Y	0
43	Southern Illinois University, Woody Hall B-204 Mailcode 4703 Carbondale, IL 62901-6606, (618) 453-7112, bevj@siu.edu, Beverly Robbins	N	0
44	Spanish Coalition for Jobs, 2011 West Pershing Road Chicago, IL 60609, (773) 247-0707, scj@scj-usa.org, Celia Lopez	N	0
45	STRIVE/Chicago Employment Service, 4910 S. King Dr., Chicago IL 60615, 773-624-9700, dgerald@strivechicago.org, Mary Edwards	Y	0
46	Trinity Christian College, 6601 W. College Drive Palos Heights, Illinois 60463, (708) 239-4821, careercenter@trnty.edu, Jackie Medenblik	N	0
47	Truman College, 1145 W. Wilson Chicago, IL, 773-907-4737, (773) 907-4714, amarin17@ccc.edu, Ananda Marin	Y	0
48	University of Illinois, 119 Gregory Hall, Champaign, IL 61820, (217) 333-0709, jasweet@uiuc.edu, Julie Sweet	Y	0

49	University of Illinois-Chicago, 1200 W. Harrison St., Chicago, IL 60607, (773) 702-1234, mbrooks@uchicago.edu, Max Brooks	Y	2
50	Wilbur Wright College, 4300 N. Narragansett Chicago, IL 60634, (773) 481-8527, job_placement_wright@ccc.edu, Irene Horne	Y	0
51	YWCA of Metropolitan Chicago, 360 N. Michigan Ave., Ste. 800 Chicago, IL 60601, (312) 372-6600, rian.brassel@ywcachicago.org, Rian Brassel	N	0
52	Station websites	N	37
53	Clear Channel corporate website: clearcareers.com	N	26
54	Chicago Tribune, 312-222-2222, Chad Jones	N	3
55	Employee Referral	N	31
56	Walk-Ins	N	4
57	Stations Internship Program	N	4
58	Internal Posting/Internal	N	18
59	Inside Radio, P.O. Box 442, Littleton, NH 03561, 800-640-8852, www.insideradio.com, Gene McKay	N	0
60	M Street Trade Fax, P.O. Box 442, Littleton, NH 03561, 800-640-8852, www.insideradio.com, Gene McKay (online only site)	N	0
61	ON-AIR RADIO ADVERTISEMENT	N	0

62	Job Fair	N	7
63	College Posting	N	0
64	www.chicago.craigslist.com	N	8
65	www.allaccess.com	N	1
66	Non-Employee Referral	N	42
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			201

VI, WNUA, WKSC-FM, WVAZ, WLIT-FM & WVON

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participated in Job Fairs	<p>On 9/07/06, the stations participated in a job fair at Loyola University. Participants from the stations included Emily Ruffner, HR Manager and Jeff Garceu, Promotions Assistant.</p> <p>On 9/13/06, the stations participated in the Illinois Broadcasters Association Career Fair. Participants from the stations included Emily Ruffner, HR Manager and Jeff Garceu, Promotions Assistant.</p> <p>On 11/7/06, the stations participated in the DePaul Sales, Marketing and Communications Career Fair. Participants from the stations included Emily Ruffner, HR Manager and Jeff Garceu, Promotions Assistant.</p>

		<p>On 2/20/07, the stations participated in the DePaul Music Business Organization Internship Fair. Participants from the stations were Emily Ruffner, HR Manager and Jeff Garceu, Promotions Assistant.</p> <p>On 3/29/07, the stations participated in a Communications Networking Event at Loyola University. Participants from the stations included Emily Ruffner, Emily Ruffner, HR Manager and Jeff Garceu, Promotions Assistant.</p> <p>On 6/6/07, the stations participated in a job fair at the Rainbow PUSH Coalition and Citizenship Education Fund Conference. Participants from the stations were Emily Ruffner, HR Manager and Effie Rolfe, On-Air Personality.</p>
	<p>2 Participated in Programs Sponsored by Educational Institution</p>	<p>On 10/10/06, the WGCI Promotion Assistants participated and promoted a career night sponsored by the Chicago Police Department. Colleges, trade schools, high school and professionals were at the event.</p> <p>On 2/9/07 Clear Channel employees participated in the Chicago Public Schools Groundhog Job Shadow Day. CC employees included Melissa Ciunci, Director of National Sales, Larry Howard, WGCI Promotions Director, Genie La Vine, WLIT Promotions Director, Jennifer Barry-Terrones, Programming Assistant and Emily Ruffner, HR Manager.</p>

On 2/22/07 and 2/26/07, Jenae Braden, Communications Coordinator, spoke to the students in an Introduction to Radio class at Columbia College about her background as well as careers available in radio.

On 2/28/07, The Diz, On-Air Host, participated in the Coretta Scott King school's career symposium. He spoke of his career path and the positions available in the broadcast industry.

On 3/13/07 The Diz, On-Air Host, spoke at the Bret Harte Elementary School I.S.A.T Pep Rally. He spoke on the difference between becoming "famous" and being "successful." He also opened the eyes of the students to the many opportunities in radio.

On 3/16/07, a group of 45 students from the University of Wisconsin-Madison spent an afternoon learning about the business side of radio at our facilities. Seven Account Executives, Pat Kelly, General Sales Manager, Craig Morton, Local Sales Manager, Larry Howard, Promotions Director and Emily Ruffner, HR Manager participated.

On 4/3/07 The Diz, On-Air Host, participated in the Markham Park School Career Day. He spoke on what it takes to make it in today's job market as well as the broadcast industry.

On 4/25/07, Ty Bentli, On-Air Host, participated in the Lockport Township High School Job Shadow day.

		<p>On 4/3/07 The Diz, On-Air Host, participated in the Markham Park School Career Day. He spoke on what it takes to make it in today's job market as well as the broadcast industry.</p> <p>On 7/5/07, Bionce Foxx, On-Air Host, Safiya Edwards, WGCI Promotions Coordinator, and Troi Tyler, On-Air Host, spoke to Columbia College students regarding opportunities in radio.</p>
	<p>3 Internship Program</p>	<p>Interns work throughout the entire year in Promotions Departments. We usually have 20+ interns per quarter. All interns are from colleges and earning school credit. Some of the Colleges include Columbia College, Arizona State University, University of Illinois, Boston University, Illinois Center for Broadcasting, Illinois State University, DePaul University, Northern Illinois University, East West University, Kentucky State University and several other colleges.</p> <p>Internship Summer Seminars for all interns wanting to learn more about radio industry. Four week program with workshops. Participants from stations were Angela Ingram, VP Communications, Melissa Forman, On-Air Host, Dave Hilton, Production Director, JoAnn Genette, News Director, Adam Kurtz, Account Executive, Nancy O'Brien, General Sales Manager, and Mallori Levin, NTR Coordinator.</p>

		Clear Channel University, Bayliss Internship Program, three interns through the program.
4	Internet Program Designed To Promote Outreach Generally	Our job openings are posted on www.clearcareers.com, www.hirediversity.com and the Illinois Broadcaster's Association website, which provides job hunting advice and background information in addition to individual job listings.
5	Mentoring Program	Emily Ruffner, HR Assistant, mentored by Deborah Serrano, HR Manager to become HR Manager. Steven Tamaroglio, Promotions Coordinator, mentored by Darren Davis, Vice President of Programming and Genie LaVine, Promotions Director to become Promotions Director. Kenard Karter, Music Director mentored by Kris Kelley, Program Director and Armando Rivera, Music Director. Nicole Williams, National Promotions Coordinator mentored by Melissa Ciunci, National Sales Manager and Shira Zisook, National Promotions Coordinator.
6	Sponsored Job Fair	On 4/19/07 WKSC-FM sponsored a Women Job Fair hiring event. Station participants included, the KISS street team, Dave Scharf, General Sales Manager and Mike Smiley, HR Assistant.
7	Management and Diversity Training	On 8/14/07 all of the managers participated in diversity and inclusion training conducted by the Clear Channel Corporate Talent and Diversity Manager.

On 11/14/07 all of the full-time employees at Clear Channel participated in Diversity and Inclusion Training.

On 1/16/07 the managers participated in a workshop presented by Renee Zabel, Corporate Human Resources Manager. The seminar covered interviewing, performance management, discrimination, communication and motivation, and general litigation avoidance.