

**WASH, WMZQ, WBIG, WIHT, WWDC, WTEM, WWRC, WTNT, TTN
EEO PUBLIC FILE REPORT**

06/01/07 – 5/31/08

(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)

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	National Assoc. of Hispanic Journalists 529 14 th Street NW 1000 Natl. Press Bldg. Washington, D.C. 20045]	Y	0
2	Corporation for Public Broadcasting 401 9 th Street, NW Washington, D.C. 20004	N	0
3	Wider Opportunities for Women 1001 Connecticut Ave. NW S-930 Washington, D.C. 20036	N	0
4	Broadcasting Institute of MD 7200 Harford Road Baltimore, MD 21234	N	0
5	National Assoc. of Broadcasters 1771 N Street, NW Washington, D.C. 20036	N	0
6	NAACP/Montgomery County PO Box 2165 Rockville, MD 20847	N	0
7	Howard University Office for EEO/CB Powell Bldg. 525 Bryant Street NW Suite 109 Washington, D.C. 20059	N	2
8	Columbia School of Broadcasting 3947 University Drive Fairfax, VA 22030	Y *as of 11/7/07*	0
9	Connecticut School of Broadcasting 2170 Crystal Plaza Arcade #38 Arlington, VA 22202	N	0
10	University of Maryland Career Center 3100 Hornbake Library College Park, MD 20742	N	0
11	Towson University Career Center 7800 York Road Towson, MD 21252	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	Bowie State University Jericho Park Road Bowie, MD 20715	N	0
13	Coppin State University 2500 W. North Ave. Baltimore, MD 21216	N	0
14	University of the District of Columbia 4200 Connecticut Ave. NW Washington, D.C. 20008	N	0
15	George Washington University 21211 I Street NW Washington, D.C. 20052	N	0
16	Georgetown University 37 th and O Streets NW Washington, D.C. 20057	N	0
17	George Mason University 4400 University Drive Fairfax, VA 22030	N	0
18	Montgomery College RA 108 51 Mannakee Rockville, MD 20850	N	0
19	American University 4400 Massachusetts Ave. NW Washington, D.C. 20016	N	0
20	United Planning Organization 301 Rhode Island Ave, NW Washington, D.C. 20001	N	0
21	National Council of Negro Women 633 Pennsylvania Ave. NW Washington, D.C. 20004	N	0
22	National Lesbian and Gay Journalists Assoc. 1420 K Street, NW Suite 910 Washington, D.C. 20005	N	0
23	Asian Women's Self-Help Assoc. 1140 Connecticut Ave Suite 1200 Washington, D.C. 20036	N	0
24	Hispanic Committee of Virginia 5827 Columbia Pike Suite 200 Falls Church, VA 22041	N	0
25	Japanese American Citizens League 1001 Connecticut Ave, NW Suite 730 Washington, D.C. 20036	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
26	Korean Community Service Center 7700 Little River Turnpike #406 Annandale, VA 22003	N	0
27	NAACP – Washington Bureau 1156 – 15 th St. NW Washington, D.C. 20005	N	0
28	Organization of Chinese Americans 1001 Connecticut Ave, NW Suite 601 Washington, D.C. 20005	N	0
29	Southeast Asian Resource Action Center 1628 16 th Street, NW 3 rd Floor Washington, D.C. 20009	N	0
30	United Black Fund PO Box 7051 Washington, D.C. 20032	Y *as of 4/25/08*	0
31	Women of Washington 1666 K Street, NW Suite 440 Washington, D.C. 20006	N	0
32	Forty Plus of Greater Washington 1718 P Street, NW Suite T-2 Washington, D.C. 20036	Y *as of 4/30/08*	0
33	Women Empowered Against Violence 1111 16 th Street, NW Suite 410 Washington, D.C. 20036	N	0
34	Workforce Organizations for Regional Collaboration 1725 I Street, NW Suite 200 Washington, D.C. 20006	N	0
35	Greater Baltimore Urban League 512 Orchard Street Baltimore, MD 21211	N	0
36	National Assoc. of Black Journalists 8701-A Adelphi Road Adelphi, MD 20873-1716	N	0
37	Monster Jobs Website www.monster.com	N	20
38	Clear Channel Jobs Website www.clearcareers.com	N	78
39	Clear Channel Staff Posting – email/bulletin boards Washington, D.C. All Market/Baltimore List	N	14
40	On-Air Announcements	N	43
41	Employee Referral	N	74
42	Outside Referral	N	12
43	Internal Promotion	N	7

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
44	Inside Radio – Print ad PO Box 12533 Cincinnati, OH 45212	N	2
45	Washington Post – Print ad www.washingtonpost.com	N	1
46	Clear Channel Job Fair 1801 Rockville Pike Rockville, MD 20852	N	8
47	Clear Channel Internship Program 1801 Rockville Pike Rockville, MD 20852	N	1
48	Clear Channel University 3050 Post Oak Blvd. Houston, TX 77056	N	0
49	Radio Station Websites www.dc101.com www.idigbig.com	N	8
50	Walk-in	N	2
51	Catholic University of America Career Services Office 202 Pryzbyla Center Washington, D.C. 20064	N	0
52	Media Bistro Website www.mediabistro.com	N	3
53	Washington Post – online ad www.washingtonpost.com	N	5
54	Robert Half Temp. Service	N	1
55	All Access Website www.allaccess.com	N	2

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<p>Clear Channel Job Fair 1801 Rockville Pike Rockville, MD 20852</p> <p>- Event held 9/27/07 from 9am- 2pm</p>	<p>Clear Channel Washington, D.C. held an in-house Job Fair on September 27th, 2007 from 9am – 2pm. The in-house job fair was widely advertised via on-air ads and on each of the individual stations websites. In addition, the Job Fair information was mailed to each of the organizations listed on our current EEO mailing list. The Job Fair was attended by several Clear Channel managers, and interviews were conducted on-site during the Job Fair.</p>
2	<p>“GWork” Career Fair George Washington University 21211 I Street NW – Career Center Ste. 207 Washington, D.C. 20052</p> <p>- Event held 11/6/07 – from 10am – 4pm</p>	<p>Clear Channel Washington, D.C. and Baltimore participated in “GWork” Career Fair being sponsored by George Washington University on November 6th, 2007 from 10am – 4pm. The event was attended by a Clear Channel Sales Manager and several interviews were conducted on-site during the Job Fair.</p>
3	<p>Internship Program / WASH</p> <p>- Internship Program held from 10/07 – 12/07</p>	<p>During the 2007 Fall semester, (10/07-12/07), WASH hosted an intern from Wooten High School, allowing the student hands-on experience in the Programming and Promotions Department. Under the supervision of the Promotions Coordinator, the student was provided training in the promotions department.</p>
4	<p>Internship Program / WITH</p> <p>- Internship Program held from 9/07 – 12/07</p>	<p>During the 2007 Fall semester (9/07 – 12/07), WITH hosted six interns, exposing each to the many aspects of the radio industry. Under the direct supervision of the Music Director, the interns received hands-on experience with programming, research and production. The interns represented the following schools: Connecticut School of Broadcasting (Arlington, VA), Columbia School of Broadcasting (Fairfax, VA), George Mason University, (Fairfax, VA), Hood College (Frederick, MD) and American University School of Communication</p>

		(Washington, D.C.
5	<p>NAACP Professional & Executive Diversity Job Fair</p> <p>Doubletree Crystal Center</p> <p>Arlington, VA</p> <p>- Event held 3/18/08 from 10am – 3pm</p>	<p>Clear Channel Washington, D.C. and Baltimore was a co-sponsor and attendant for the NAACP Professional & Executive Diversity Job Fair held on March 18th, 2008 from 10am to 3pm at the Doubletree Crystal Center in Arlington, VA. This job fair was promoted via print advertising, on-air advertisements, internet web pages and Monster.com. This event was attended by Clear Channel Sales Managers.</p>
6	<p>Internship Program / WMZQ</p> <p>- Internship Program held from 1/08 – 5/08</p>	<p>During the months of January 2008 – May 2008, WMZQ hosted an intern from Frostburg State University. Under the direct supervision of the Program Director, the intern received hands-on training in programming, production and promotions.</p>
7	<p>Internship Program / WASH</p> <p>- Internship Program held from 2/08 – 5/08</p>	<p>During the Spring 2008 Semester (2/08 -5/08), WASH hosted three interns. The interns participated in hands-on learning in the following departments – Sales, Programming, Production and Promotions. The interns were from Howard University, (Washington, D.C.), American University, (Washington, D.C.), and Wooten High School.</p>
8	<p>Internship Program / WITH</p> <p>- Internship Program held from 1/08 – 5/08</p>	<p>During the months of January 2008 – May 2008, WITH hosted five interns. During their internship, the interns participated in hands-on learning in the following areas – Programming, Research and Production. The interns were from the following schools – Northern Virginia Community College, (Woodbridge, VA), Virginia Commonwealth University (Richmond, VA), University of MD (College Park, MD), Hood College (Frederick, MD) and Thomas Wooten High School (Rockville, MD)</p>
9	<p>Internship Program / WBIG</p> <p>- Internship Program held from 1/08 – 5/08</p>	<p>WBIG hosted two interns during the months of January 2008 – May 2008. Under the supervision of the Promotions Director, both interns gained hands-on experience in the Promotions Department. The interns were from the following colleges – University of MD, (College Park, MD), and Connecticut School of Broadcasting, (Arlington, VA)</p>

<p>10</p>	<p>Internship Program / All Stations</p> <p>- Internship Program held from 2/08 – 5/08</p>	<p>During the months of February 2008 – May 2008, Clear Channel D.C. hosted an intern from Morgan State University. This intern served primarily as a Research Intern for all of Clear Channel’s D.C. and Baltimore stations, under the direct supervision of the Research Director. During the internship, the intern received hands-on training with the following – gain an understanding of where and how audience estimates are created, learning to understand and analyze audience estimates both Quantitative & Qualitative through various software applications, obtaining a basic understanding of the sales process, analysis of the media landscape in both Washington, D.C. and Baltimore, creating industry “white papers” on a variety of topics, understanding of the benefits of radio as a medium and comparing and contrasting radio to other media available.</p>
<p>11</p>	<p>Clear Channel Job Fair</p> <p>1801 Rockville Pike</p> <p>Rockville, MD 20852</p> <p>- Job Fair held 2/5/08 from 9am – 12p</p>	<p>Clear Channel hosted an in-house Job Fair on February 5, 2008 from 9am – 12pm. The Job Fair was advertised through various on-air advertisements and was attended by several Clear Channel Sales Managers. Interviews were conducted on-site during the Job Fair.</p>