





**WFLA(AM), WFLZ-FM, WXTB(FM), WMTX(FM), WFUS(FM),  
WDAE(AM), WHNZ(AM)  
EEO PUBLIC FILE REPORT  
October 1, 2008 – September 30, 2009**

**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Internship Programs	<p><b>The station group offers an internship program whereby students from local colleges obtain work experience while earning college credit. The students typically participate for one semester.</b></p> <p>In the 2009 reporting year, there were a total of forty seven (47) interns that participated in the program during the Fall, Spring and Summer semesters.</p>

Clear Channel Tampa Bay provides equal opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation, or any other characteristic protected by law, in personnel actions.

In support of our policy, and in accordance with equal employment opportunity rules of the Federal Communications Commission, Clear Channel Tampa Bay is seeking organizations interested in distributing information about employment opportunities to job seekers or refers job seekers to employers. In particular, we would request and appreciate your efforts to refer qualified minority and female applicants. If you would like to receive a listing of job vacancies, please provide the required information and return it to: Clear Channel Tampa Bay, Att: Russell Link, 4002 Gandy Boulevard, Tampa, FL 33611.

Although the EEO recruitment rules that the Commission implemented in 2000 were suspended the following year, Clear Channel Stations have continued to strive for broad and inclusive outreach since that time. Examples of the efforts made by station in this employment unit are listed above in Section III Recruitment Initiatives. Since the current EEO rules went into effect on March 10, 2003, the stations have experienced no notable difficulties in our outreach efforts as of the date of this application.