

WGY-AM/FM, WKKF-FM, WOFX-AM, WPYX-FM, WRVE-FM, WTRY-FM

**EEO PUBLIC FILE REPORT
February 20, 2011 - January 24, 2012**

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
WGY AM/FM News Program Director/News Director	1, 6-7, 10, 14, 16-17	16
Media Sales	2-7, 10-11, 14-15, 17	2
Media Sales	2-7, 10-11, 14-15, 17	14
Sales Assist/Intergrated Media Sales Coordinator	2-3, 5-7, 9-12, 17	2
Media Sales	2-4, 11-15	2
Media Sales	2-4, 11-15	13
Media Sales	2-4, 11-15	14
Traffic Coordinator	2-3, 5-8, 10-12, 14, 17	14
IT Manager	2-3, 5-7, 10-12, 17	2
Media Sales	2-3, 5-7, 10-12, 14-15, 17	15
Media Sales	2-3, 5-7, 10-12, 14-15, 17	2
Media Sales	2-3, 5-7, 10-12, 14-15, 17	14
SALES ASSISTANT - CLEAR CHANNEL RADIO	2-3, 5-7, 10-12, 14, 17	2
Traffic Coordinator	2-3, 5-6, 9-12, 14, 17	14

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	allaccess.com	N	2
2	capitalareahelpwanted.com	N	32
3	Capitalregionhelpwanted.com New York Phone : Email : Fax : Manual posting Career Services	N	0
4	ccrc.com	N	2
5	Clear Channel Clear Careers 200 E. Basse Rd., San Antonio, Texas 78209 Phone : Email : Fax : Manual posting n/a n/a	N	0
6	College of St. Rose 432 Western Ave., Albany, New York 12203 Phone : 518-454-5446 Email : Fax : Manual posting Mary Alice Molgard	N	0
7	Council of Community Services 272 Broadway, Albany, New York 12204 Phone : 518-434-0392 Email : Fax : Manual posting Doug Sauer	N	0
8	In House Employee	N	1
9	Indeed.com	N	2
10	New School of Television & Radio 50 Colvin Ave., Albany, New York 12206 Phone : 518-438-7682 Email : Fax : Manual posting Tom Brownlee	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	NYS Broadcasting Association, 1805 Western Ave., Albany, New York 12203 Phone : Email : Fax : Manual posting Dick Novik	N	0
12	On- Air Announcements New York Phone : Email : Fax : Manual posting Career Services	N	0
13	Our website	N	1
14	Referral	N	12
15	Station on-air ad	N	6
16	Transfer/referral	N	1
17	WERC Women's Employment & Resource Ctr., 175 Central Ave., Albany, New York 12206 Phone : 518-462-7600 ext. 187 Email : Fax : Manual posting Elizabeth Miller	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			59

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	2/11/2011	Participation in events or programs sponsored by educational institutions	Program Director of WRVE/WKKF-FM attended a gathering of ready to graduate students from the New School of Radio & Television from Albany, NY and conducted mock interviews with said students who might be applying for a position with Clear Channel Radio.	1	Program Director	0.25
2	2/28/2011	Participation in events or programs sponsored by educational institutions	Student from New School of Radio and Television interned on WTRY-FM from February 28th to May 9, 2011, completing 100 hours.	1	On-air personality	0.25
3	3/17/2011	Participation in events or programs sponsored by educational institutions	W. K. Doyle School Family & Consumer Sciences, 1976 Burdett Ave., Troy, NY 12180. Twentieth Annual Career Day Participants Outline: Specified duties of their job; Educational background/training; Required high school courses that were helpful; the benefits, work conditions; work settings; advantages and disadvantages. The students were required to complete a study guide for the speaker.	1	WTRY On-Air / Morning Show Host	0.25
4	3/30/2011	Participation in events or programs sponsored by educational institutions	YouthBuild of Troy, NY/and a program in partnership with the Commission of Economic Opportunity at the Hudson Valley Community College. Helping at risk youth receive their GED's and diploma's and give them career direction.	4	On-air personality / Music Director Production News Anchor / Reporter Internet / Graphic Designer	0.25
5	4/28/2011	Participation in other activities designed by the station employment unit	Rich Media Banner Ad, on-air/all stations, capitalareahelpwanted, NYS Broadcasters Association. Asking potential candidates to sign-up on-line for an interview for either April 28th or 29th of 2011 for Open Media Sales Call.	4	Local Sales Manager Local Sales Manager Director of Sales VP/Market Manager	1.00
6	5/10/2011	Participation in events or programs sponsored by educational institutions	Intern from The New School of Radio & Television earned 90 credit hours participating with WOFX Big Board Sports with Rodger Wyland.	1	Big Board Sports Host	0.25
7	8/15/2011	Participation in events sponsored by community groups	Participant from State University of NY, Oneonta, Music Department interned with D. Scott, of the WKKF, KissFM. Learned behind the scenes elements of the radio business and learned industry standard software.	1s	On-air personality / Music Director	0.25

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8	9/13/2011	Participation in events or programs sponsored by educational institutions	Student from New School of Radio & Television interned 90 credit hours with Rodger Wyland of WOFX Sports 980. Learned prep for sports along with researching information. Attended remote sports broadcasts with air-talent. Importance of communication between producer and on-air talent. Fielded incoming calls.	1	On-air personality	0.25
9	9/22/2011	Participation in events or programs sponsored by educational institutions	Student from New School of Radio & Television of Albany New York interned from Sept 2011 to Nov 2011 in the Production Department. Copywriting, voiceover work and full audio production.	1	Production Director	0.25
10	10/3/2011	Participation in events or programs sponsored by educational institutions	Intern from the State University of Albany, NY participated in our intern program from Oct. to Dec. 2011 earning 3 credits.	1	Asst. Music Director / On-air	0.25
11	10/4/2011	Participation in events or programs sponsored by educational institutions	Four students of Hudson Valley Community College of Troy, majoring in a communications / business management class, came to Clear Channel Radio to interview our Controller, Jonathan Isaksen about station WKKF-FM about the business aspects of the station. A tour of the station facilities was also given. Questions asked were: -company's mission statement -underlying ethics -employment outreach -internship programs -advertising & sponsoring -how do we get our music -competition -I Heart Radio -social media employment along with web presence -is there a busy time of year. -biggest advertiser -are we doing anything to help the environment locally or nationally -how will we stay competitive in the future.	2	Controller PSA Dir./HR Assistant	0.25
12	10/18/2011	Participation in events or programs sponsored by educational institutions	Three students in the Student Project Work Program of Hudson Valley Community College/Troy, were in to complete a project on Clear Channel Broadcasting. A list of questions were asked of John Cooper, Station Manager and a tour of the facility was given. Some of the questions included: organizational structure, FCC influence, revenue.	2	Station Manager HR / Assistant	0.25
13	11/28/2011	Participation in events or programs sponsored by educational institutions	Participant from New School of Radio & Television participated in an intern program (8/29-10/29 - 90 Hours) with Jamie Roberts of WTRY's morning show. The participant was in the	1	Morning Show Host	0.25

			studio every morning learning every aspect of the show. Worked on breaks and understood the demo of station. Relevancy of sales to programming and promotional activities and techniques common in the industry were also taught.			
TOTAL POINTS OVER REPORTING PERIOD:						4.0