

WLVE, WMGE, WBG, WIOD, WINZ, WHYI, WMIB

EEO PUBLIC FILE REPORT
October 1, 2008 – September 30, 2009

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. Morning Show Host WIOD	1-17, 19-24	17
2. Account Executive	1-24, 26	22
3. Online Content Manager/Webmaster	1-15, 17-21, 23-24, 26	23
4. Production Assistant	1-17, 19-24	21
5. On air Talent WMGE**	1-2, 4-5, 7-15, 17, 19-21, 23, 28	17
6. Account Executive	1-24, 26	17
7. Executive Producer WBG-FM	1-15, 19-24	22

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	Broward Community College Danielle Flowers (via email) Employment Services 1000 Coconut Creek Blvd. Bldg. 46/Room 238 Coconut Creek FL 33066 (954) 201-2282 ph jobsearch@broward.edu	YES	1
2	Broward Workforce One 7550 Davie Road Extension Hollywood, FL 33024 954-967-1010 / Fax (954) 967-1018 Bruce Aronowitz (email then fax w/Job Form) baronowitz@wf1broward.com	YES	1
3	Connecticut School of Broadcasting 8600 NW 36 St., Suite 100 Miami FL 33166 (305) 403-3800 / Fax (305) 403-3804 Jessica Almonte, Campus Coordinator (via fax) www.csbdavie@800tvradio.com	YES	
4	Florida Atlantic University James Watson (via email and fax) Career Placement 777 Glades Road Room 222 Boca Raton FL 33431 (561) 297-3533 / Fax (561) 297-2740 jwatson@fau.edu career@fau.edu	YES	
5	Hampton University Andre Ledoux (via email to both) 114 Wigwam Bldg. Hampton VA 23668 (757) 727-5331 ph andre.ledoux@hamptonu.edu careercenter@hamptonu.edu	YES	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
6	Jobs for Miami Harold Clayton (via fax) Director of Employment Services Northside One Stop Center 7900 NW 27th Avenue Suite 200 Miami FL 33147 (305) 693-2075 fax	YES	
7	Keiser University Tanya Jaikaran (via email to both) Director of Student Services 1500 NW 49th Street Ft. Lauderdale FL 33309 (954) 431-4300 <u>Tjaikaran@keiseruniversity.edu</u> and <u>neali@keiseruniversity.edu</u> (Neal Isaac=President)	YES	
8	Miami Dade College Career Services (via email) 627 SW 27th Avenue Room 1112 Miami, FL 33135 305-237-6247 Ph <u>jorge.hernandez2@mdc.edu</u>	YES	
9	Pennsylvania State University Bob Martin (via email) College of Communications 208 Carnegie Building University Park PA 16802-5101 (814) 863-6081 ph <u>Rpm163@psu.edu</u>	YES	
10	University of Miami (via email) Luis Herrera School of Communication P.O. box 249127 Miami FL 33124 (305) 284-2474 ph (305) 284-8186 fx <u>lherrera@miami.edu</u>	YES	
11	Marietta Freeman (via email) New Birth Baptist Enterprize 8400 NE 2nd Avenue Miami FL 33138 305-757-2199 ext 225 <u>mfreeman@nbbcmiami.org</u>	YES	

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12	Art Institute of Fort Lauderdale (via email) LuWin Sanchez, Career Svcs. Advisor 1799 SE 17th Street Fort Lauderdale FL 33316-3000 (954) 308-2615 ph lsanchez@aii.edu	YES	
13	Florida State University Michele Burney (via fax) Career Center University Center 4 th Level Tallahassee FL 32306-2490 (850) 644-6431 ph / (850) 644-3273 Fax reception@admin.fsu.edu	YES	
14	Johnson & Wales University Craig Skilling (via email) 1701 NE 127 Street North Miami FL 33181 (305) 892-7016 ph / (305) 892-7030 Fax craig.skilling@jwu.edu	YES	
15	Emma Bowen Foundation/CBS Sandra D. Rice, Vice President (via email) 524 West 57 Street New York NY 10019 Email: sdrice@cbs.com (212) 975-2597 ph	Yes	
16	Call In /Walk In	No	
17	Clear Channel Employee Referral	No	11
18	Radio Spots – all stations	No	5
19	Radio Station Websites – all stations	No	1
20	Internal Posting	No	3
21	Clear Channel Web site www.clearcareers.com	No	8
22	Word-of-Mouth Outside Referral	No	3
23	www.AllAccess.com	No	2
24	Lindsey Hopkins Gwendolyn Moorer (via fax) Job Placement Office 750 NW 20th Street A-120 Miami FL 33127 (305) 324-6070 x7106 ph/ (305) 326-1408 Fax	No	
25	Internal Promotion/Transfer	No	
26	Craigslist.com	No	5
27	EmployFlorida.com*	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
28	American Broadcasting School* 712 N Watson Road Arlington, TX 76011 817-695-2474 Michelle McConnell, Job Placement Director	No	1

Total Applicants Interviewed

42

Revised 9-28-09

*Not contacted by SEU

**Re Source #3, Connecticut School of Broadcasting, the company was closed during Bankruptcy at the time of the posting.

Re Source # 6, Jobs for Miami, the source was not contacted by accident.

III RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fairs	3-5-09 The Art Institute of Ft Lauderdale Kevin Cerenzia, Promotion Director for WIOD and WINZ and Intern Coordinator for Clear Channel Miami, attended the 2009 Winter Internship Fair at The Art Institute. He discussed Internship opportunities at the Clear Channel stations with students, gave presentations about radio careers, and

		accepted applications from interested students.
2	Internship Program	<p>The Internship Program at Clear Channel Miami is managed by Mishelle Rivera, Internship Coordinator.</p> <p>WMGE Promotions interns are supervised by Sergio Duarte, WMGE Promotions Director.</p> <p>WMIB Promotion Interns are supervised by Henry Herrera, WMIB Promotions Director.</p> <p>WIOD/WINZ/WMLA Promotions interns are supervised by Jessie Trujillo, Promotion Director</p> <p>WBGG Promotions interns are supervised by Andrew Beebe, Promotions Director</p> <p>WHYI Interns are supervised by Mishelle Rivera, WHYI Promotion Director</p> <p>WHYI Sales interns are supervised by Yrving Tomasini, Executive Assistant</p> <p>Winter 2009</p> <p>City College- 2 interns WMIB Promotions 1-9-09 to 4-9-09</p> <p>Connecticut School of Broadcasting- 3 interns WMGE Promotions 1-9-09 to 5-9-09 WIOD/WINZ/WMLA Promotions 1-9-09 to 4-9-09 WMIB Promotions 1-9-09 to 7-9-09</p> <p>Johnson & Wales University- 1 intern WMIB Promotions 1-9-09 to 4-9-09</p> <p>Nova Southeastern University-1 intern WMIB Promotions 1-9-09 to 5-9-09</p> <p>Miami Dade College-1 intern WMGE Promotions 1-9-09 to 5-9-09</p> <p>Summer 2009</p> <p>University of Florida- 1 intern WHYI Promotions 5-11-09 to 7-31-09</p> <p>University of Florida- 1 intern WMGE Promotions 7-16-09 to 8-20-09</p>

		<p>Florida State University-1 intern WHYI Promotions 6-1-09 to 7-31-09</p> <p>Full Sail- 1 intern WHYI Promotions 5-4-09 to 8-4-09</p> <p>University of Paris (France) 1 intern WHYI Promotions 6-22-09 to 8-22-09</p> <p>City College-4 interns WMIB Promotions 7-7-09 to 9-12-09 4-1-09 to 6-19-09 4-7-09 to 6-16-09 4-1-09 to 6-30-09</p> <p>Florida International University- 2 interns WBGG Promotions 4-17-09 to 7-24-09</p> <p>WHYI Sales 5-1-09 to 8-30-09</p> <p>American University-1 intern -WBGG Promotions 7-16-09 to 8-30-09</p> <p>Art Institute of Ft Lauderdale 1 intern WMGE Promotions 7-1-09 to 9-30-09</p>
3	Training	<p>January 2009, all Full and Part time programming and promotion employees took the RBI on-line training through the Clear Channel intranet (Created by Clear Channel University).</p> <p>This training program is to inform and educate station personnel about FCC rules on obscenity and indecency.</p>