

**WGRB(AM), WGCI-FM, WNUA(FM), WKSC-FM, WVAZ(FM),
WLIT-FM & WVON(AM)**

EEO PUBLIC FILE REPORT

August 1, 2008 to July 31, 2009

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRS�”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Continuity Director	1-70, 72-75, 78, 83, 85	70
On-Air Host – WNUA FM	1-70, 72-75, 78, 83, 85	72
On-Air Host – WNUA FM	1-70, 72-75, 78, 83, 85	73
On-Air Host – WNUA FM	1-70, 2-75, 78, 83, 85	72
On-Air Host – WGCI FM	1-70, 72-75, 78, 83, 85	62
On-Air Host – WGCI FM	1-70, 72-75, 78, 83, 85, 79	72
On-Air Host – WKSC FM	1-70, 72-75, 78, 83, 85	72
On-Air Host - Traffic	1-70, 72-75, 78, 83, 85	83
Local Sales Manager – WNUA FM	1-70, 72-75, 78, 83, 85	70
Non-Traditional Revenue Sales Manager	1-70, 72-75, 78, 83, 85	83
Morning Show Producer – WGCI-FM	1-70, 72-75, 78, 83, 85	72
Production Director – WNUA FM	1-70, 72-75, 78, 83, 85	73
Program Director – WNUA FM	1-70, 72-75, 78, 83, 85	72
Morning Show Producer – WNUA FM	1-70, 72-75, 78, 83, 85	73
Receptionist	1-70, 72-75, 78, 83, 85	70
Web Content Coordinator	1-70, 72-75, 78, 83, 85	83
Promotions Director – WNUA FM	1-70, 72-75, 78, 83, 85	72
Account Executive (4)	1-75, 77, 78, 83, 85, 87	83, 87
National Sales Coordinator	1-70, 72-75, 78, 83, 85, 86	86
Sales Assistant – WVON AM	1-70, 72-75, 78, 83, 85	77
Producer – WVON AM	1-70, 72-75, 78, 83, 85	72
News Director – WVON AM	1-70, 72-75, 78, 83, 85	83
Controller	1-70, 72-75, 78, 83, 74	72

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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	AACF Computer Learning Center 145 Westgate Oak Park, IL 60301 (708) 848-1700 Contact: Tami Yarbrough	Y	0
	Alverno College (414) 382-6010 Contact: Debra Chomicka https://www.myinterfase.com/alverno/employer emilyruffner@clearchannel.com regular4	N	0
2	Augustana College 639 38 th Street Rock Island, IL 61201 (309) 794-7339 Email: caklauke@augustana.edu Contact: Laura O'Melia	N	0
	Aurora University Phone: 630-844-6870 Email: career@aurora.edu http://www.collegecentral.com/aurora/Employer.cfm	N	0
3	Ball State University Muncie, IN 47306 (765) 285-2430 Email: j212goodwin@bsu.edu Contact: Joseph Goodwin	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
4	Benedictine University 5700 College Drive Lisle, IL 60532 (630) 829-6037 Contact: Julie Cosimo	Y	0
5	Black College Radio Organization P.O. Box 3191 Atlanta, GA 30302 (404) 523-6136 Email: BCRMail@aol.com	N	0
6	Bradley University 1501 W. Bradley Avenue Peoria, IL 61625 (309) 676-7611 Email: sandymc@bradley.edu Contact: Sandy McDermott	N	0
7	Centers for New Horizons 4150 S. King Drive Chicago, IL 60653 (773) 373-5700 Email: charleneh@cnh.org Contact: Charlene Hill	N	0
8	The Chicago Lighthouse 1850 W. Roosevelt Rd. Chicago, IL 60608 (312)666-1331 Wesley.hill@chicagolighthouse.org Contact: Wesley Hill	Y	0
9	Chicago State University 9501 S. King Drive Chicago, IL 60628 (773) 995-2327 Email: careers@csu.edu Contact: Tameca Blossom-Lyons	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
10	Columbia College 600 S. Michigan Avenue Chicago, IL 60605 (312) 344-7280 Email: columbiaworks@colum.edu Contact: Tom Joyce	Y	2
11	Concordia University 7400 Augusta Street River Forest, IL 60306 (708) 209-3033 Email: career.services@cuchicago.edu Contact: Darcie Campos	Y	0
12	DePaul University 1 E. Jackson Chicago, IL 60604 Email: aghori@depaul.edu Contact: Aisha Ghori http://careercenter.depaul.edu/employer/hire/post_a_job.aspx	N	0
13	Dominican University 7900 W. Division Street River Forest, IL 60305 (708) 524-6786 Email: rscotto@dom.edu Contact: Roberta Scotto	Y	0
14	Eastern Illinois University 1301 Human Services Center 600 Lincoln Avenue Charleston IL 61920 Email: jastevens2@eiu.edu Contact: Jan Stevens	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
15	<p>Elmhurst College 190 Prospect Avenue Elmhurst, IL 60126-3296 (630) 617-3500 Email: anthonyc@elmhurst.edu Contact: Anthony Colantoni https://elmhurst-csm.symplicity.com/employers/index.php?cck=1&au=&ck= username: emilvruffner@clearchannel.com password: Normal4</p>	N	0
16	<p>Governors State University 1 University Parkway University Park, IL 60466-0975 (708) 235-3974 Email: jsloss@ccc.edu Contact: James Sloss, Jr.</p>	Y	0
17	<p>Harold Washington College 30 E. Lake Street Chicago, IL 60601 (312) 553-5600 Email: l-haddox@govst.edu Contact: Loretta Haddox</p>	Y	0
18	<p>Insite Training 4343 W. 123rd Street Alsip, IL 60803 (708) 371-9790 Email: dwillis@sertomacentre.org Contact: Deanna Willis</p>	Y	0
19	<p>Illinois Department of Employment Security 33 S. State Street Chicago, IL 60603 (312) 793-6818 Contact: Mike Poyma</p>	Y	0
20	<p>Illinois Center for Broadcasting 55 W. 22nd Street Lombard, IL 60148 (630) 916-1700 Email: gary@beonair.com Contact: Gary James</p>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
21	Illinois State University 185 Student Services Building Normal, IL 61790 (319) 438-2689 Email: jbmunz@ilstu.edu Contact: Jim Munz	Y	0
22	Illinois Wesleyan University 1312 Park Street Bloomington, IL 61701 (309) 556-1000 Email: snoonan@iwu.edu Contact: Sue Noonan	Y	0
23	Jobs For Youth/Chicago, Inc. 17 N. State, 6 th Floor. Chicago, IL 60602 (312) 499-4778 Email: rpeden@jfychicago.org Contact: Roger Peden	Y	0
24	Indiana University Kelley School of Business 801 W. Michigan Street Indianapolis, IN 46202 (317) 274-2587 Email: angjmeye@iupui.edu Contact: Angie Meyer	Y	0
25	Kane County Department of Employment 30 DuPage Court Elgin, IL 60120 (847) 888-7900 Contact: Kathleen Wall	Y	0
26	Kennedy King College 6800 S. Wentworth, 2E49 Chicago, IL 60621 (773) 602-5419 Contact: Esmeralda Torres	Y	0
27	Kendall College 900 N. Branch Street Chicago, IL 60622 Email: careerservices@kendall.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
28	Knox College 2 E. South Street Galesburg, IL 61401-4999 Email: hpoppy@knox.edu Contact: Heather Poppy	Y	0
29	Korean American Community Services 4300 California Avenue Chicago IL 60618 (773) 583-5501, Ext. 125 Email: info@kacschgo.org Contact: Claudia Perez	Y	0
30	Lake Forest College 555 N. Sheridan Road Lake Forest, IL 60045 (847) 234-3100 Email: degross@lakeforest.edu Contact: Helene Degross	N	0
31	Lakeland Community College 5001 Lake Land Boulevard Mattoon, IL 61938 (217) 234-5430 Email: jobs@lakeland.cc.il.us Contact: Heather Nohren	Y	0
32	LDS Employment Resource Services 1801 N. Mill Street Naperville, IL 60563 Email: wel-ec-chicago@ldsmail.net Contact: Sally Morrison	Y	0
33	Lewis University 1 University Parkway Romeoville, IL 60466 (815) 836-5282 Email: breierch@lewisu.edu Contact: Chris Breier https://lewisu-csm.symplicity.com/employers/index.php?s=home&cck=1&au=&ck=	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
34	Loyola University 6439 N. Sheridan Road Chicago, IL 60626 (773) 508-7010 Contact: Joe Reeves http://luc.erecruiting.com/emp/sblogin	Y	0
35	Malcolm X College 1900 W. VanBuren Chicago, IL 60612 (312) 850-7188 Email: rholder@ccc.edu Contact: Renodder Holder-Brown	N	0
36	Marquette University Email: career.services@marquette.edu Phone: 414-288-7423	N	0
37	Mass Media Jobs 244 Fifth Avenue, Suite E235 New York, NY 10001 (866)540-4MMJ www.massmediajobs.com	N	1
38	Media Advertising Club of Chicago 315 New Salem Park Forest, IL 60466 (708)748-3330 E-mail: info@themaschicago.com Contact: Carla Ross	Y	1
39	Millikin University 1184 W. Main Street Decatur, IL 62522 Email: pmfolger@millikin.edu Contact: Pam Folger	Y	0
40	Miller Broadcast Management, Inc. 616 W. Fulton Street, Suite 516 Chicago, IL 60661 (312) 454-1111 Email: info@millerbroadcast.com Contact: Matt Miller	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
41	Moraine Valley Community College 9000 College Parkway Palos Hills, IL 60465 (708) 974-5737 Email: kelsay@morainevalley.edu Contact: Lisa Kelsay	Y	0
42	Moody Bible Institute 820 N. LaSalle Chicago, IL 60610 (312) 329-2155 Email: careerdev@moody.edu Contact: Katie Issak	Y	0
43	National Association of Minority Media Executives 7950 Jones Branch Drive McLean, VA 22107 (703) 854-7179 Contact: Nancy Osborn	N	0
44	North Central College 30 N. Brainerd Street Naperville, IL 60563 (630) 637-5141 Contact: Marlene Staryzk	Y	0
45	Northern Illinois University Campus Life Building, Room 220 DeKalb, IL 60115 (815) 753-8344 Email: careerservices@niu.edu Contact: Kathy Zuidema	N	0
46	Northeastern Illinois University 5500 N. St. Louis Avenue Chicago, IL 60625-4699 (773) 442-4680 Email: B-Cosentino@neiu.edu Contact: Barbara Cosentino	N	0
47	Northwestern University 633 Clark Street Evanston, IL 60208 (847)491-3741 https://northwestern-csm.symplicity.com/employers/index.php?mode=list&	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
48	Northwestern Business College 1805 F Mill Street Naperville, IL 60568 (630) 753-9091 Email: jclarke@nwbc.edu Contact: Jennifer Clarke	Y	0
49	Olivet Nazarene University One University Avenue Bourbonnais, IL 60914-2345 Phone: (800) 648-1463 http://oodb.olivet.edu/forms/career/JobPosting/jobposting.cgi	N	0
50	Parkland College 2400 W. Bradley Champaign, IL 61821 (217) 351-2536 Email: CMartin@parkland.edu Contact: Carolyn Martin	Y	0
51	Purdue University – Calumet 2200 169 th Street Hammond, IN 46323-2094 (219) 989-2600 Email: careerservices@calumet.purdue.edu Contact: Donna Weidenfeller	Y	0
52	Rainbow/Operation Push 930 E. 50 th Street Chicago, IL 60615 (773) 373-3366 Contact: Tannis Williamson	Y	0
53	Radio Center for People With Disabilities 230 E. Ohio Street, Suite 101 Chicago, IL 60611 (312) 640-5000 Email: RC4PD@aol.com Contact: Brad Saul	N	0
54	Robert Morris College 401 S. State Street Chicago, IL 60605 (312) 935-4042 Email: bboersma@robertmorris.edu Contact: Bonnie Boerema	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
55	Right Track Mentoring & Employment (708) 647-9904 Contact: Michelle Rouse	Y	0
56	Roosevelt University 430 S. Michigan Ave Chicago, IL 60605 312-341-3500 http://roosevelt.erecruiting.com/emp/sblogin	N	0
57	Southern Illinois University Woody Hall B-204, Mailcode 4703 Carbondale, IL 62901-6606 (618) 453-7112 Email: bevj@siu.edu Contact: Beverly Robbins	N	0
58	Spanish Coalition for Jobs 2011 W. Pershing Road Chicago, IL 60609 (773) 247-0707 Email: scj@scj-usa.org Contact: Celia Lopez	N	0
59	Saint Xavier University counselingandcareerservices@sxu.edu	N	0
60	Trinity Christian College 6601 W. College Drive Palos Heights, IL 60463 (708) 239-4821 Email: careercenter@trnty.edu Contact: Jackie Medenblik	N	0
61	Truman College 1145 W. Wilson Chicago, IL (773) 907-4737 / (773) 907-4714 Email: amarin17@ccc.edu Contact: Amanda Marin	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
62	University of Illinois 119 Gregory Hall Champaign, IL 61820 (217) 333-0709 Email: jasweet@uiuc.edu Contact: Julie Sweet https://tcc-uiuc-csm.symplicity.com/employers/	Y	
63	University of Illinois – Chicago 1200 W. Harrison Street Chicago, IL 60607 (773) 702-1234 Email: mbrooks@uchicago.edu Contact: Max Brooks https://uic-csm.symplicity.com/employers/index.php?mode=list&&	Y	1
64	University of Wisconsin-Milwaukee Angie Visgin 414-229-4487 cdc@uwm.edu – full and part time Linda Walker 414-229-4487 walkel@uwm.edu		
65	Wilbur Wright College 4300 N. Narragansett Chicago, IL 60634 (773) 481-8527 Email: job_placement_wright@ccc.edu Contact: Irene Horne	Y	0
66	The Write Design Company 1803 W. 95 th Street Ste. 270 Chicago, IL 60643 (877)570-5228 Email: shorty@goshorty.net Contact: Marcie Hill	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
67	Veteran Improvement Program 1240 E. 79 th Street Chicago, IL 60619 (773) 374-9800 Email: jobsforveterans@yahoo.com Contact: Jackie Collins	Y	0
68	YWCA of Metropolitan Chicago 360 N. Michigan Avenue, Suite 800 Chicago, IL 60601 (312) 372-6600 Email: cynthia.anglin@ywcachicago.org Contact: Cynthia Anglin	N	0
69	Station Websites www.gospel1390.com; www.wgci.com; www.wnuu.com; www.kiss1035.com; www.v103.com; www.litefm.com; www.wvon.com	N	7
70	Clear Channel Clear Careers Website 200 E. Basse Road San Antonio, TX 78209 www.clearcareers.com	N	11
71	Chicago Tribune (312) 222-2222 Contact: Chad Jones	N	1
72	Employee Referral	N	19
73	Walk-Ins/Self Referral	N	3
74	Internship Program	N	0
75	Internal Posting	N	0
76	Inside Radio P.O. Box 442 Littleton, NH 03561 (800) 640-8852 www.insideradio.com Contact: Gene McKay	N	0
77	On-Air Announcements (all SEU stations)	N	6
78	Job Fairs	N	0
79	Facebook www.facebook.com Contact: Kenard Karter		1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
80	Craigslist Website www.chicago.craigslist.com	N	0
81	All Access Website www.allaccess.com	N	0
82	Monster.com Website www.monster.com	N	0
83	Non-Employee Referral	N	11
84	Clear Channel University Macon Cauthen (713)830-8434 maconcauthen@clearchannel.com	N	2
85	Illinois Broadcasters Association Website www.ilba.org	N	0
86	Internal Transfer/Promotion	N	0
87	NJ W Associates 134 North LaSalle – Suite 1030 Chicago, IL 60602 (312)857-1999	N	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			59

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August 1, 2007 to July 31, 2008

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	On September 3, 2008, our stations participated in the Loyola University Chicago Community Service and Job Fair. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities and internships at the stations with students interested in broadcasting careers.
2	Participate in Job Fair	On September 18, 2008, our stations participated in the Harold Washington College Career Fair. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities at the stations with individuals interested in broadcasting careers.
3	Participate in Job Fair	On November 7, 2008, our stations participated in the East-West University Job Fair. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities at the stations with students interested in broadcasting careers.
4	Participate in Job Fair	On November 11, 2008, our stations participated in the Elmhurst College Career Expo. Station participants included our Executive Assistant, WVAZ-FM On-Air Personality and WVAZ-FM Promotions Director, who discussed job opportunities at the stations with students interested in broadcasting careers.
5	Participate in Job Fair	On February 10, 2009, our stations participated in the AIM High Career Fair. Station participants included our Human Resources Manager, WGCI-FM On-Air Personality and WGCI-FM Promotions Director, who discussed job opportunities and internships at the stations with students interested in broadcasting careers.

6	Participate in Job Fair	On February 24, 2009, our stations participated in the Loyola University Chicago Spring 2009 School of Communication Career Event. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities at the stations with individuals interested in broadcasting careers.
7	Participate in Job Fair	On April 6, 2009, our stations participated in the Columbia College Spring 2009 Job Fair. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities at the stations with individuals interested in broadcasting careers.
8	Participate in Job Fair	On April 16, 2009, our stations participated in the Harold Washington College Spring Career Fair. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities at the stations with individuals interested in broadcasting careers.
9	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On August 22, 2008, our stations participated in the L.I.F.E. Support Incorporated's Job Shadow Day. Station participants included our President and Market Manager, Executive Assistant and Account Executive, who spoke to students about their careers in the broadcast industry.
10	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On October 7, 2009, our stations participated in the Marketing Roundtable discussion held at Columbia College. Station participants included our WLIT-FM Promotions Director, who provided information to the students about the career path to a promotions and marketing job in the broadcasting industry.
11	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On October 10, 2008, our Programming Assistant, WKSC-FM Board Operator, WVAZ-FM Sales Assistant and WKSC-FM On-Air Host participated in New Trier High School's Latin American job shadow day and spoke to students about their careers in the broadcast industry.
12	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On October 29, 2008, our WVAZ-FM Program Director spoke to a class at Kennedy King College regarding his career in the broadcasting industry, as well as the business side of broadcasting and how to start and advance a career in broadcasting.
13	Participate in Event Sponsored by Educational Institution Relating to	On October 30, 2009, our stations participated in the Chicago Public Schools "Principal for a Day" Program.

	Career Opportunities in Broadcasting	Station participants included WGCI-FM On-Air Hostess, who spoke to students about her career in the broadcast industry.
14	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On Saturdays during the month of November 2008, our WLIT-FM Promotions Director participated in Science Chicago and spoke to students about internships and career opportunities in broadcasting.
15	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On April 7, 2009, our WGCI-FM and WVAZ-FM Program Directors, Production Directors, On-Air Hosts, Engineers, Promotions Directors, Vice President of Communications, and Accounts Executives spoke to 6 th -12 th grade students from the Delta Sigma Theta Sorority Inc, about careers and internships in the broadcasting industry.
16	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On April 13, 2009, 2008, our WKSC-FM Local Sales Manager spoke to students in a Media Planning class at Loyola University Chicago regarding sales careers in the broadcasting industry.
17	Internship Program	During the reporting period, our stations hosted approximately 30 interns per quarter from the following colleges and universities: Columbia College, SUNY Fredonia, University of Illinois, Harold Washington College, Illinois Center for Broadcasting, Illinois State University, DePaul University, Texas Southern University, Chicago State University, Howard University, East West University and Northwestern University. In addition, our stations hosted three interns as part of the Clear Channel University, Bayliss Internship Program. Interns work in the Promotions, Sales, Programming and Production Departments and receive college credit for their participation in the program. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.
18	Sponsor Job Fair	Our stations served as the media sponsor the 2007 Chicago Diversity Job Expo held at Navy Pier on November 12, 2008. Station participants included our Human Resources Assistant and Promotions Assistant, who discussed job opportunities and internships at the stations with candidates interested in broadcasting careers.
19	Provide Training to Managers Regarding Equal Employment	On November 14, 2007, all station managers participated in discrimination training conducted by the Clear Channel

	Opportunity and Discrimination	local employment council.
20	Internship Program (WVON-AM)	From May to August, WVON introduced 11 students from Columbia College Chicago; Florida A&M University; Spelman College; Northern Illinois University; Roosevelt University; Hyde Park High School; and Percy L. Julian High School to the genre of talk radio. Students had the opportunity to learn about the roles and responsibilities associated with the following departments: Sales, Promotions & Marketing; Programming; News, Traffic, Administrative & Production.