

**WMRV-FM, WMXW(FM), WKGB-FM, WBBI(FM), WENE(AM) & WINR(AM)**

**EEO PUBLIC FILE REPORT  
February 1, 2011 to January 31, 2012**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	6-9, 13-14, 17-18, 22, 26, 29-37, 40-42	36
Account Executive	6-9, 13-14, 17-18, 22, 26, 29-38, 40-42	35
Account Executive	6-9, 13-14, 17-18, 22, 26, 29-38, 40-42	35
Market Manager	6-9, 13-14, 17-18, 22, 26, 29-38, 40-42	7
Account Executive	6-9, 13-14, 17-18, 22, 26, 29-37, 40-42	38
Promotions Director	6-9, 13-14, 17-18, 22, 26, 29-37, 40-42	7

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
1	<b>TV Jobs.com – Broadcast Employment Services</b> P.O. Box 4116 Oceanside, CA 92052 Phone: 800-374-0119 / 800-754-8177 Fax: 760-754-2115 Website: <a href="http://www.tvjobs.com">www.tvjobs.com</a> Contact: Mark Holloway	N	0
2	<b>Medialine.com</b> P.O. Box 51909 Pacific Grove, CA 93950 Phone: 800-237-8073 Fax: 831-648-5204 Website: <a href="http://www.medialine.com">www.medialine.com</a>	N	0
3	<b>WIVT(TV) Station Website</b> 203 Ingraham Hill Road Binghamton, NY 13903 Phone: 607-771-3434 Fax: 607-723-1034 Website: <a href="http://www.newschannel34.com">www.newschannel34.com</a>	N	0
4	<b>Syracuse University</b> 215 University Place Syracuse, NY 13244-200 Phone: 315-443-3946 Email: <a href="mailto:dcsmit02@syr.edu">dcsmit02@syr.edu</a> Contact: Professor Dow Smith	N	0
5	<b>New School of Radio &amp; Television</b> 50 Colvin Avenue Albany, NY 12206 Phone: 518-438-7682 Fax: 518-438-3603 Contact: Tim Albright	N	0
6	<b>Internal Posting</b>	N	0
7	<b>Word-of-Mouth Referral</b>	N	5
8	<b>Walk-In/Self Referral</b>	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
9	<b>Broome Community College</b> P.O. Box 1017 Binghamton, NY 13902 Phone: 607-778-5207 Email: <a href="mailto:truillol@sunybroome.edu">truillol@sunybroome.edu</a>	Y	0
10	<b>Ithaca College</b> 953 Danby Road Ithaca, NY 14850 Phone: 607-274-1029 Phone: 607-274-3011 Email: <a href="mailto:mazzarel@ithaca.edu">mazzarel@ithaca.edu</a> Contact: Professor Sharon Mazzarella	N	0
11	<b>State University of New York (SUNY) – Oswego</b> Career Services Office 606 Culkin Hall Oswego, NY 13126 Phone: 315-312-2255 Contact: Bob Casper	N	0
12	<b>Columbia University</b> 2960 Broadway New York, NY 10027-6902 Phone: 212-854-1754	N	0
13	<b>Broome County Urban League</b> 43-45 Carroll Street Binghamton, NY 13901 Phone: 607-723-7303 Fax: 607-723-5827 Email: <a href="mailto:sdavis@bcul.org">sdavis@bcul.org</a>	Y	0
14	<b>Southern Tier Young Professionals</b> P.O. Box 3248 Binghamton, NY 13902 Phone: 607-748-6581 / 607-724-3004 Email: <a href="mailto:Kleornard@bckpc.com">Kleornard@bckpc.com</a> / <a href="mailto:secretary@styp.org">secretary@styp.org</a> Contact: Kimberly Leornard	Y	0
15	<b>University of Rochester – Office of Minority Affairs</b> 310 Morey Hall Rochester, NY 14627-3221 Phone: 585-275-0651 Fax: 585-473-6494	N	0
16	<b>New York State Broadcasters Association</b> 1805 Western Avenue Albany, NY 12203 Phone: 518-456-8888 Contact: Sandy Messenio	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
17	<b>State University of New York (SUNY) – Binghamton</b> P.O. Box 6000 Binghamton, NY 13902 Phone: 607-777-2553 Contact: Jillian Kroll	Y	0
18	<b>State University of New York (SUNY) – Oneonta</b> Ravine Parkway Oneonta, NY 13827 Phone: 607-436-2534 Email: <a href="mailto:career@oneonta.edu">career@oneonta.edu</a> Contact: Colleen Bulger	Y	0
19	<b>Jacksonville State University</b> Department of Communications 700 Pelham Road N. Jacksonville, AL 36265 Contact: Tammy Mize	N	0
20	<b>NAACP</b> 39 Broadway, Suite 2220 New York, NY 10006 Phone: 212-344-7474 Fax: 212-344-1212	N	0
21	<b>Virginia State University</b> 1 Hayden Drive Petersburg, VA 23806 Phone: 804-524-5211 Fax: 804-524-5212 Contact: Lisa Townes-Jackson	N	0
22	<b>Columbia School of Broadcasting</b> Metro Washington Communications Center 3947 University Drive, 2nd Floor Fairfax, VA 22030 Phone: 703-591-6000 Fax: 730-591-6147 Email: <a href="mailto:bill@csbamerica.com">bill@csbamerica.com</a> Contact: Bill Butler	Y	0
23	<b>State University of New York (SUNY) – Potsdam</b> 44 Pierrpont Avenue Potsdam, NY 13676 Phone: 315-267-2344 Fax: 315-267-2342 Contact: Karen Ham	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
24	<b>State University of New York (SUNY) – Plattsburgh</b> Career Development Center 202 Kehoe Administration Building Plattsburgh, NY 12901 Phone: 518-564-2071 Fax: 518-564-5080 Email: <a href="mailto:career@plattsburgh.edu">career@plattsburgh.edu</a>	N	0
25	<b>Connecticut School of Broadcasting</b> 130 Birdseye Road Media Park Farmington, CT 06032 Phone: 800-887-2346 Fax: 210-288-7966 Contact: Tom DeFranco	N	0
26	<b>Goodwill Industries</b> 25 Elm Place Brooklyn, NY 11201 Email: <a href="mailto:lbrown@goodwillny.org">lbrown@goodwillny.org</a> Contact: LaTayvia Brown	Y	0
27	<b>Cornell University</b> Ithaca, NY 14853 Email: <a href="mailto:Jp326@cornell.edu">Jp326@cornell.edu</a>	N	0
28	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	1
29	<b>Office of Vocational &amp; Educational Services for Individuals With Disabilities</b> 44 Hawley Street Binghamton, NY 13901 Phone: 607-721-8400 Fax: 607-721-8390 Email: <a href="mailto:dcarson@mail.nysed.gov">dcarson@mail.nysed.gov</a>	Y	0
30	<b>YWCA Vocational / Education Department</b> 80 Hawley Street Binghamton, NY 13901 Phone: 607-723-3330 Email: <a href="mailto:mcolleyywca@yahoo.com">mcolleyywca@yahoo.com</a>	Y	0
31	<b>Community Options Inc.</b> 182-184 State Street Binghamton, NY 13901 Phone: 607-722-5971 Contact: Jo Difulvio	Y	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
32	<b>New York State Employment Center</b> 2001 Perimeter Road East, Suite 3 Endicott, NY 13760-7392 Phone: 607-778-2011 Fax: 607-778-3009 Email: <a href="mailto:Mike.puglisi@labor.state.ny.us">Mike.puglisi@labor.state.ny.us</a> Contact: Michael Puglisi	Y	0
33	<b>Partnership Employment Center</b> 204 Court Street Binghamton, NY 13902 Email: <a href="mailto:adevigili@swsinc.org">adevigili@swsinc.org</a>	Y	0
34	<b>Clear Channel Clear Careers Website</b> <a href="http://clearcareers.clearchannel.com">http://clearcareers.clearchannel.com</a>	N	3
35	<b>Job Fairs</b> (as listed in Section III)	N	15
36	<b>On-Air Announcements</b> (one or more SEU stations)	N	3
37	<b>Goods Entertainment</b> P.O. Box 1266 Weston, CT 06883 Phone: 203-341-0111 Fax: 801-460-3100 Email: <a href="mailto:Mail@GoodsEntertainment.com">Mail@GoodsEntertainment.com</a> / <a href="mailto:Adam@GoodsEntertainment.com">Adam@GoodsEntertainment.com</a> Contact: Adam Goodman	N	0
38	<b>Press &amp; Sun Bulletin</b> Classified Market Place P.O. Box 2112 Binghamton, NY 13902 Phone: 607-231-7653	N	4
39	<b>Internal Promotion/Transfer</b>	N	0
40	<b>National Association of Hispanic Journalists</b> 1000 National Press Building Washington, DC 20045 Phone: 202-662-7145 Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	N	0
41	<b>State University of New York (SUNY) – Cobleskill</b> State Route 7 Cobleskill, NY 12043 Phone: 518-255-5700 Email: <a href="mailto:pestadh@cobleskill.edu">pestadh@cobleskill.edu</a>	N	0
42	<b>State University of New York (SUNY) – New Paltz</b> 1 Hawk Drive New Paltz, NY 12561 Phone: 845-257-7869 Email: <a href="mailto:careers@newpaltz.edu">careers@newpaltz.edu</a>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>31</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Internship Program (Spring 2011)	From February 2011 to June 2011, our stations hosted one intern from SUNY Binghamton. The intern worked with station managers from all departments to assist with various aspects of radio operations, and also worked with our Promotions Director to assist with promotion events.
<b>2</b>	Internship Program (Fall 2011)	From September 2011 to December 2011, our stations hosted one from Broome Community College. The intern worked with station managers from all departments to assist with various aspects of radio operations, and also worked with our Promotions Director to assist with promotion events.
<b>3</b>	Participate in Event/Program Sponsored by or on Behalf of a Community Organization Relating to Careers in Broadcasting	On October 20, 2011, our Program Director attended Disability Mentor Day presented by New York State Vocational and Educational Services for People With Disabilities (VESID). As part of this program, people with disabilities are paired up with a mentor in their occupation of interest and brought to the workplace where they are taught the basic skills needed to seek employment in that field. Our Program Director participated as a mentor, and also spoke to a group of several people with disabilities about the broadcasting field and employment opportunities.
<b>4</b>	Co-Sponsor Job Fair	On June 17, 2011, Clear Channel Radio Binghamton served as a media co-sponsor of a Greater Binghamton Chamber of Commerce job fair open to the public held at the Broome Community College Ice Rink in Binghamton, NY. Our stations promoted the event by broadcasting announcements over the two weeks prior to the event. Station participants included our Program Director and Account Executive, who participated on

		<p>the Publicity and Implementation Committees to assist with planning for the job fair, discussed job opportunities at the stations with individuals interested in broadcast employment at the event, and interviewed attendees.</p>
<b>5</b>	Co-Sponsor Job Fair	<p>On December 29, 2011, Clear Channel Radio Binghamton served as a media co-sponsor of the Greater Binghamton Chamber of Commerce Project Homecoming Job Fair held at the Oakdale Mall in Johnson City, NY. Our stations promoted the event by broadcasting announcements over the two weeks prior to the event. Station participants included our Program Director, Account Executive and Promotions Director, who participated on the Publicity and Implementation Committees to assist with planning for the job fair, discussed job opportunities at the stations with individuals interested in broadcast employment at the event, and interviewed attendees.</p>