

**WHAM-TV/DT, WHAM(AM), WHTK(AM), WCRR(FM),  
WDVI(FM), WFXF(FM), WKGS(FM), WVOR(FM)  
EEO PUBLIC FILE REPORT  
February 1, 2007- January 31, 2008<sup>1</sup>**

**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>
WHAM-TV/DT Assignment Manager - TV	1-38, 40-42, 44-45, 48-70, 72-79, 81-83, 86-87, 89-90, 92, 96-97, 99, 104, 106-107, 110-113, 115, 117	96
WHAM-DT General Assignment Reporter - TV	1-38, 40-42, 44-45, 48-70, 72-79, 81-83, 86-87, 89-90, 92, 98-99, 104, 106-107, 110-113, 115-117	98
WHAM-TV/DT Engineering Technician - TV	1-5, 7-38, 40-42, 44-45, 48-70, 72-79, 81-83, 86-87, 89-90, 92, 97, 99, 104, 106-107, 110-113, 115, 117	106
WHAM-TV/DT Director- TV	1-5, 7-38, 40-42, 44-45, 48-70, 72-79, 81-83, 86-87, 89-90, 92, 97, 99, 104, 106-107, 110-113, 115, 117, 120	97
WHAM-TV/DT Director of Digital Media- TV	1-5, 7-38, 40-42, 44-45, 48-70, 72-79, 81-83, 86-87, 89-90, 92, 99, 103-104, 106-107, 110-113, 115, 117	106
WHAM-DT Account Executive- TV	1-5, 7-38, 40-42, 44-45, 48-70, 72-79, 81-83, 85-87, 89-90, 92, 97, 99, 103-104, 106-107, 109-113, 117	97
WHAM-DT Account Executive- TV	1-5, 7-38, 40-42, 44-45, 48-70, 72-79, 81-83, 85-87, 89-90, 92, 97, 99, 103-104, 106-107, 109-113, 117	97
WHAM-TV/DT Producer- TV	1-38, 40-42, 44-45, 48-70, 72-79, 81-83, 86-87, 89-90, 92, 99, 103-104, 106-107, 110-113, 117	106
WHAM-TV/DT General Assignment Reporter - TV	1-38, 40-42, 44-45, 48-70, 72-79, 81-83, 86-87, 89-90, 92, 97, 99, 104, 106-107, 110-113, 116-117, 120	97
WHAM-TV/DT Producer - TV	1-38, 40-42, 44-45, 48-70, 72-79, 81-83, 86-87, 89-90, 92, 96, 99, 104, 106-107, 110-112, 117, 121	96
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99-100, 102-106, 108, 110-113, 117-118	103
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99-100, 102-106, 108, 110-113, 117-118	105
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99-100, 102-106, 108, 110-113, 117-118	105
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99-100, 102-106, 108, 110-113, 117-118	102
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99-100, 102-106, 108, 110-113, 117-118	102

<sup>1</sup> This report provides recruitment data collected from January 22, 2007 through January 21, 2008. It was revised in April 2008 to address minor reporting issues. SEU station WSNP(FM)’s call sign changed to WCRR(FM) in June 2007.

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99-100, 102-106, 108, 110-113, 117-118	105
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	102
Morning Show Announcer/Sidekick - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 88, 90, 92, 99, 102, 104-106, 108, 110-113, 117	102
General Sales Manager - Radio	129*	129
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	102
Promotions Director - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 88, 90, 92, 95, 99, 100, 104-106, 108, 110-113, 117	95
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	102
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	105
Morning Show Personality - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 88, 90, 92, 95, 99, 103-106, 108, 110-113, 117	103
Sales Coordinator - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 99, 104-106, 108, 110-113, 117	105
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	92
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	102
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	97
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	106
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	105
Production/Office Manager - Radio	6, 9, 15, 17, 22, 24, 26, 37-38, 40-41, 45, 70, 72, 75, 86, 90, 92, 103, 108, 117	103
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	103
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-113, 117-118, 128	105
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-113, 117-118, 128	106
Traffic Director - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92-93, 97, 99, 104-106, 108, 110-113, 117	97
Local Sales Manager - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 104-106, 108, 110-113, 117	97

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\* Exigent circumstances

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-113, 117-118, 128	97
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-113, 117-118, 128	113
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-113, 117-118, 128	105
Receptionist - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92-93, 99, 104-106, 108, 110-113, 117	48
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-113, 117-118, 128	93
Local Sales Manager - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-112, 117	97
Afternoon Show Announcer / Music Director - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 88, 90, 92, 97, 99, 104-106, 108, 110-112, 117	97
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-112, 117-118	106
Promotions Coordinator - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 99, 104-106, 108, 110-112, 117, 128	106
Webmaster - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 88, 90, 92, 97, 99, 104-106, 108, 110-112, 117, 123-125	90
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-112, 117-118	90
Producer/Program Coordinator - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 88, 90, 92, 97, 99, 104-106, 108, 110-112, 117	97
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-112, 117-118	103
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-112, 117-118	97
Director of Sales - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 99, 103-106, 108, 110-112, 117, 121, 126	103
Office Manager/Sales Assistant - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 99, 104-106, 108, 110-112, 117, 121, 127	127

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WDVI(FM), WFXF(FM), WKGS(FM), WVOR(FM)  
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February 1, 2007-January 31, 2008**

**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>Action For A Better Community</b> Ms. Cynthia Powell 550 East Main Street Rochester, NY 14604 Phone - (585) 325-5116 ext. 4207 Email - <a href="mailto:cpowell@abcinfo.org">cpowell@abcinfo.org</a>	Y	/
2	<b>Ad Council of Rochester</b> Ms. Olivia N. Ameigh 70 Linden Oaks, Third Floor Rochester, NY 14625 Phone - (585) 383-5454 Email - <a href="mailto:olivia@adcouncilroch.org">olivia@adcouncilroch.org</a> / <a href="mailto:colleen@adcouncilroch.org">colleen@adcouncilroch.org</a>	N	/
3	<b>Alfred State College</b> Ms. Elaine Antonioli SDC 204, 10 Upper College Drive Hunter Student Development Center Alfred, NY 14802 Phone - (607) 587-4385 Email - <a href="mailto:antoniem@alfredstate.edu">antoniem@alfredstate.edu</a>	Y	/
4	<b>Alfred University</b> Ms. Peggy Broderick Career Development Center Saxon Drive Alfred, NY 14802 Phone - (607) 871-2164	Y	/
5	<b>Baden St. Settlement, Inc.</b> Mr. Ron Thomas 152 Baden Street Rochester, NY 14605 Phone - (585) 325-8137	N	/
6	<b>Broadcast Image Group</b> Mr. Larry Rickel 7744 Broadway, Suite 100 San Antonio, TX 78209 Phone - (210) 828-6664 Email - <a href="mailto:lrickel@broadcastimage.com">lrickel@broadcastimage.com</a>	N	/

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	<b>Broome Community College</b> Ms. Mariah Peare/Mr. Larry Truillo PO Box 1017 Binghamton, NY 13902 Phone - (607) 778-5205 Email - <a href="mailto:nelson_l@sunybroome.edu">nelson_l@sunybroome.edu</a> / <a href="mailto:peare_m@sunybroome.edu">peare_m@sunybroome.edu</a>	Y	/
8	<b>Bryant &amp; Stratton College</b> Ms. Christine Panek 150 Bellwood Drive Rochester, NY 14606 Phone - (585) 720-0660 ext. 239 Email - <a href="mailto:cdpanek@bryantstratton.edu">cdpanek@bryantstratton.edu</a>	N	/
9	<b>California Chicano News Media Association</b> Ms. Sylvia Wells USC Annenberg School of Journalism 300 South Grand Avenue, Suite 3950 Los Angeles, CA 90071-8110 Phone - (213) 437-4408 Email - <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a>	N	/
10	<b>Career Resource Center of the Finger Lakes</b> Ms. Joan Beecher 5253 Parkside Drive Canandaigua, NY 14424 Phone - (585) 394-9300	N	/
11	<b>Career Development Services, Inc.</b> Ms. Connie Faull 150 State Street Rochester, NY 14614 Phone - (585) 244-0765 Email - <a href="mailto:cfaull@careerdev.org">cfaull@careerdev.org</a> / <a href="mailto:norbaker@careerdev.org">norbaker@careerdev.org</a>	Y	/
12	<b>Career Systems Dev. Vocational Assessment/Placement Project</b> Mr. Steven Laiosa 1787 Norton Street Rochester, NY 14609 Phone - (585) 544-4880	N	/
13	<b>Cayuga Community College</b> Ms. Meg Osborne Career Placement 197 Franklin Street Auburn, NY 13021 Phone - (315) 255-1743 ext. 2222 Email - <a href="mailto:osbornem@cayugao-cc.edu">osbornem@cayugao-cc.edu</a>	N	/
14	<b>Coventry Job Club</b> Ms. Janet Nordman 2101 Lac De Ville Boulevard, Suite 2 Rochester, NY 14618 Phone - 585-272-3500, ext. 225 Email - <a href="mailto:rochesterjobclub@hotmail.com">rochesterjobclub@hotmail.com</a>	N	/

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	<b>Connecticut Schools of Broadcasting</b> Ms. Janet Hutsebaut/Mr. Kevin Foley 377 Route 17 South Penthouse Hasbrouck Heights, NJ 07604 Phone - (201) 288-5800 Email - <a href="mailto:nicsb@aol.com">nicsb@aol.com</a> / <a href="mailto:kfoley@gocsb.com">kfoley@gocsb.com</a>	Y	/
16	<b>Educational Opportunity Center</b> Ms. Doris Hannah 305 Andrews Street Rochester, NY 14604 Phone - (585) 232-2730 ext. 215	N	/
17	<b>Emma L. Bowen Foundation for Minority Interests in Media</b> Ms. Sandra Rice 524 West 57th Street New York, NY 10019 Phone - (212) 975-2545	Y	/
18	<b>Erie Community College</b> Ms. Cheryl Wailand Career Resource Center 121 Ellicott Street Buffalo, NY 14203 Phone - (716) 851-1183 Email - <a href="mailto:crc@ecc.edu">crc@ecc.edu</a>	Y	/
19	<b>Finger Lakes Community College</b> Ms. Catherine Petruccione Career Services 4355 Lake Shore Drive Canandaigua, NY 14424 Phone - (585) 394-3500	N	0
20	<b>Finger Lakes Works-Wayne</b> Ms. Jodie Daniels 105 North Main Street Newark, NY 14513 Phone - (315) 331-2011 ext. 18 Email - <a href="mailto:jdaniels@co.wayne.ny.us">jdaniels@co.wayne.ny.us</a>	Y	/
21	<b>Genesee Community College</b> Ms. Susan H. Marschke/Ms. Carolyn Della Penna Academic Advisement Office One College Road Batavia, NY 14020-9704 Phone - (585) 343-0055 ext. 6262 Email - <a href="mailto:shmarschke@genesee.edu">shmarschke@genesee.edu</a> / <a href="mailto:cadellapenna@genesee.edu">cadellapenna@genesee.edu</a>	N	/
22	<b>Hispanic Americans for Fairness in Media</b> Ms. Esther Renteria 1304 West Beverly Boulevard, Suite 102 Montebello, CA 90640 Phone - (323) 726-1558	Y	/

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	<b>Hobart and William Smith Colleges</b> Ms. Brandi Ferrara Career Services Office Salisbury Center at Trinity Hall C/O 300 Pulteney Street Geneva, NY 14456 Phone - (315) 781-3514 Email - <a href="mailto:cso@hws.edu">cso@hws.edu</a>	N	/
24	<b>Howard University</b> Ms. Kim Wells 525 Bryant Street NW Washington, DC 20059 Phone - (202) 806-7513	Y	/
25	<b>Ibero-American Action League, Inc.</b> Ms. Mary Amparo/Ms. Elizabeth Robinson 911 East Main Street Rochester, NY 14605 Phone - (585) 454-1430 ext. 246 Email - <a href="mailto:mamparo@iaal.org">mamparo@iaal.org</a> / <a href="mailto:elisabethrobinson@iaal.org">elisabethrobinson@iaal.org</a>	Y	/
26	<b>International Women's Media Foundation</b> Ms. Lisa Woll 1625 K Street NW, Suite 1275 Washington, DC 20006 Phone - (202) 496-1992	N	/
27	<b>Ithaca College</b> Mr. Wenmouth Williams, Jr. Roy H. Park School of Communications Ithaca, NY 14850-7253 Phone - (607) 274-3331	Y	/
28	<b>Keuka College</b> Ms. Caryanne Farley Center for Experiential Learning 141 Central Avenue Keuka Park, NY 14478 Phone - (315) 279-5274 Email - <a href="mailto:experiential@mail.keuka.edu">experiential@mail.keuka.edu</a>	N	/
29	<b>Lifespan Employment Services</b> Mr. Bhagwan Gaur 1900 South Clinton Avenue Rochester, NY 14618 Phone - (585) 244-8400 ext. 195 Email - <a href="mailto:vsimpson@lifespan-roch.org">vsimpson@lifespan-roch.org</a> / <a href="mailto:bkgaur@lifespan-roch.org">bkgaur@lifespan-roch.org</a>	N	/
30	<b>Livingston County Office of Workforce Development</b> Ms. Jennifer Watkins 6 Court Street, Room #105 Geneseo, NY 14454 Phone - (585) 243-7047	N	/

<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>
31	<b>MCC Damon City Campus</b> Mr. Ivan Matthew 228 East Main Street Rochester, NY 14604 Phone - (585) 262-1660 Email - <a href="mailto:imatthew@monroecc.edu">imatthew@monroecc.edu</a>	Y	/
32	<b>Metro Justice</b> Mr. William Appel 167 Flanders Street, Suite D12 Rochester, NY 14619 Phone - (585) 325-2560	N	/
33	<b>Monroe #1 Boces Adult Career Resource Center</b> Ms. Maggie Herman 41 O'Connor Road Fairport, NY 14450 Phone - (585) 377-4660	N	/
34	<b>Boces 2 Center for Workforce Development</b> Ms. Barbara Harte 3545 Buffalo Road Rochester, NY 14624 Phone - (585) 349-9130 Email - <a href="mailto:bharte@monroe2boces.org">bharte@monroe2boces.org</a>	N	/
35	<b>Monroe Community College</b> Ms. Michelle Mayo Career Center 1000 East Henrietta Road Rochester, NY 14623-5780 Phone - (585) 292-2248 Email - <a href="mailto:jobconnection@monroecc.edu">jobconnection@monroecc.edu</a>	Y	1
36	<b>Baber AME Church</b> Ms. Melanie Trotter-Jiggetts 550 Meigs Street Rochester, NY 14607 Phone - (585) 461-1395 Email - <a href="mailto:baberamechurch@frontier.net">baberamechurch@frontier.net</a>	N	/
37	<b>National Association of Black College Broadcasters</b> Lo Jelks PO Box 3191 Atlanta, GA 30302 Phone - (404) 523-6136 Email - <a href="mailto:BCRMail@aol.com">BCRMail@aol.com</a>	Y	/
38	<b>National Association of Hispanic Journalists</b> Yaneth Guillen 1000 National Press Building Washington, DC 20045-2001 Phone - (202) 662-7145 Email - <a href="mailto:jobbank@nahj.com">jobbank@nahj.com</a>	Y	/

<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>
39	<b>National Association of Minority Media Executives</b> Ms. Nancy Osborn 1921 Gallows Road, Suite 600 Vienna, VA 22182 Phone - (703) 893-3622	N	/
40	<b>National Hispanic Media Coalition</b> Mr. Alex Nogales 1201 West 5th Street, Suite T-205 Los Angeles, CA 90017 Phone - (213) 534-3026	Y	/
41	<b>National Lesbian and Gay Journalists Association</b> Ms. Pamela Strother 1420 K Street NW, Suite 910 Washington, DC 20005 Phone - (202) 588-9888 Email - <a href="mailto:info@nlgja.com">info@nlgja.com</a>	Y	/
42	<b>Native American Cultural Center</b> Mr. Raymond G. Cook 1868 East Main Street Rochester, NY 14609 Phone - (585) 442-1100	Y	/
43	<b>Native American Journalists Association (NAJA)</b> 555 N. Dakota Street Vermillion, SD 57069 Phone - (605) 677-5282	N	/
44	<b>Nazareth College</b> Mr. Michael D. Kahl Career Services 4245 East Avenue Rochester, NY 14618-3790 Phone - (585) 389-2890 Email - <a href="mailto:mkahl6@naz.edu">mkahl6@naz.edu</a>	N	/
45	<b>New School University</b> Ms. Anna Ogier-Bloomer 65 Fifth Avenue, Room 214 New York, NY 10003 Phone - (212) 229-1324	Y	/
46	<b>New York Association of Black Journalists</b> PO Box 107 328 Flatbush Ave Brooklyn, NY 11238 Phone - (212) 608-7340	N	/
47	<i>Intentionally omitted</i>	N	/
48	<b>New York State Department of Labor</b> Ms. Pamela Shaughnessy/Ms. Mary Lynne Turner 130 West Main Street Rochester, NY 14614 Phone - (585) 546-5627 / (585) 258-8853 Email - <a href="mailto:rochesterjobbank@labor.state.ny.us">rochesterjobbank@labor.state.ny.us</a>	Y	2

<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>
49	<b>SUNY Onondaga Community College</b> Ms. Rose Martens/Ms. Michele Carey 4941 Onondaga Road W307 Syracuse, NY 13215-2099 Phone - (315) 498-2494 Email - <a href="mailto:taggarte@sunyocc.edu">taggarte@sunyocc.edu</a> / <a href="mailto:martensr@sunyocc.edu">martensr@sunyocc.edu</a> / <a href="mailto:careym@sunyocc.edu">careym@sunyocc.edu</a>	N	/
50	<b>Ontario County Employment &amp; Training Dept.</b> Ms. Kathy Bailey 3010 County Complex Drive Canandaigua, NY 14424 Phone - (585) 396-4020	N	0
51	<b>Plattsburgh State University</b> Ms. Maureen Lavigne Kehoe 202 101 Broad Street Plattsburgh, NY 12901 Phone - (518) 564-2071	Y	/
52	<b>PRSA C/O St. Joseph's Villa</b> Ms. Mary Ellen McArdle Local Chapter of Public Relations Society of America 3300 Dewey Avenue Rochester, NY 14616 Phone - (585) 581-4617 Email - <a href="mailto:mmcardle@stjosephsvilla.org">mmcardle@stjosephsvilla.org</a>	Y	/
53	<b>Puerto Rican Youth Development &amp; Resource Center</b> Ms. Mildred D. Vazquez, Executive Director 997 North Clinton Avenue Rochester, NY 14621 Phone - (585) 325-3570	N	/
54	<b>RIT Student Employment Office</b> Ms. Julie Harrison A350 Student Alumni Union 49 Lomb Memorial Drive Rochester, NY 14623-5603 Phone - (585) 475-2068 Email - <a href="mailto:jahseo@rit.edu">jahseo@rit.edu</a>	N	2
55	<b>Roberts Wesleyan College</b> Ms. Mary Flaherty 2301 Westside Drive Rochester, NY 14624 Phone - (585) 594-6540 Email - <a href="mailto:Flahertym@roberts.edu">Flahertym@roberts.edu</a>	N	/
56	<b>Rochester Black Media Coalition</b> Mr. James Norman 550 East Main Street Rochester, NY 14604	N	/

<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>
57	<b>Rochester Business Institute</b> Ms. Sharon Seccombe-Coia 1850 Ridge Road East Rochester, NY 14622 Phone - (585) 336-0899 Email - <a href="mailto:sseccombe@cci.edu">sseccombe@cci.edu</a>	N	/
58	<b>Rochester Institute of Technology</b> Ms. Kristine Stehler / Ms. Maria Richart Cooperative Education and Career Services Bausch & Lomb Center 57 Lomb Memorial Drive Rochester, NY 14623-5603 Phone - (585) 475-5479 Email - <a href="mailto:kwsocce@rit.edu">kwsocce@rit.edu</a> / <a href="mailto:mjroce@rit.edu">mjroce@rit.edu</a>	N	/
59	<b>Spanish Action Coalition</b> Mr. Carlos Santana 821 North Clinton Avenue Rochester, NY 14605 Phone - (585) 232-4050	Y	/
60	<b>St. John Fisher College</b> Ms. Betsy McDermott 3690 East Avenue Rochester, NY 14618 Phone - (585) 385-8143 Email - <a href="mailto:career@sjfc.edu">career@sjfc.edu</a>	Y	3
61	<b>SUNY Buffalo</b> Ms. Judy Applebaum 259 Capen Hall Buffalo, NY 14260-1635 Phone - (716) 645-6858	Y	/
62	<b>SUNY College at Brockport</b> Ms. Helen Wunderlich 350 New Campus Drive Brockport, NY 14420 Phone - (585) 395-2392 Email - <a href="mailto:jobs@brockport.edu">jobs@brockport.edu</a>	Y	0
63	<b>SUNY Cortland</b> Mr. John Shirley PO Box 2000 Cortland, NY 13045 Phone - (607) 753-2224 Email - <a href="mailto:Johns@em.cortland.edu">Johns@em.cortland.edu</a>	Y	/
64	<b>Empire State College Genesee Valley Center</b> Ms. Audrey Lynch 1475 North Winton Road Rochester, NY 14609-5803 Phone - (585) 224-3210 Email - <a href="mailto:Audrey.Lynch@esc.edu">Audrey.Lynch@esc.edu</a>	N	/

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
65	<b>SUNY Fredonia</b> Mr. Christopher LaGrow Career Development Office Fredonia, NY 14063 Phone - (716) 673-3327 Email - <a href="mailto:careers@fredonia.edu">careers@fredonia.edu</a>	Y	/
66	<b>SUNY Geneseo</b> Ms. Andrea DiGiorgio Blake A104 1 College Circle Geneseo, NY 14454 Phone - (585) 245-5734	Y	0
67	<b>SUNY Oswego</b> Ms. Michele Miller 142 Campus Center Oswego, NY 13126 Phone - (315) 312-2255 Email - <a href="mailto:gmorris@oswego.edu">gmorris@oswego.edu</a> / <a href="mailto:careerservicesoa@yahoo.com">careerservicesoa@yahoo.com</a>	Y	/
68	<b>SUNY Rochester Educational Opportunity Center</b> Ms. Patricia Beaudrie 305 Andrews Street Rochester, NY 14604 Phone - (585) 232-2730 Email - <a href="mailto:pbeaudri@brockport.edu">pbeaudri@brockport.edu</a> / <a href="mailto:sgonzale@brockport.edu">sgonzale@brockport.edu</a> / <a href="mailto:gsherman@brockport.edu">gsherman@brockport.edu</a> / <a href="mailto:jhanselm@brockport.edu">jhanselm@brockport.edu</a>	Y	/
69	<b>Syracuse University</b> Ms. C. Halpin Career Services 303 University Place, Suite 235 Syracuse, NY 13244 Phone - (315) 443-9093 Email - <a href="mailto:careers@syr.edu">careers@syr.edu</a>	N	/
70	<b>TalentTrainers.com</b> Ms. Shirley Brice 10807 Waring Place Charlotte, NC 28277 Phone - (704) 541-0892 Email - <a href="mailto:brice@talenttrainers.com">brice@talenttrainers.com</a>	Y	/
71	<b>The Association of Women In Communications, Inc.</b> 780 Ritchie Highway, Suite 28-S Severna Park, MD 21146 Phone - (410) 544-7442	N	/
72	<b>The Leadership Institute</b> Mr. Jim Cromwell 1101 North Highland Street Arlington, VA 22201-2854 Phone - (703) 647-3301 Email - <a href="mailto:mtarelton@limail.us">mtarelton@limail.us</a> / <a href="mailto:jcromwell@limail.us">jcromwell@limail.us</a>	Y	/

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
73	<b>The Urban League of Rochester</b> Ms. Monet Evans 265 North Clinton Avenue Rochester, NY 14605 Phone - (585) 325-6530 ext. 3013 Email - <a href="mailto:glopez@ulr.org">glopez@ulr.org</a> / <a href="mailto:jrombaut@ulr.org">jrombaut@ulr.org</a> / <a href="mailto:mevans@ulr.org">mevans@ulr.org</a> / <a href="mailto:hr@ulr.org">hr@ulr.org</a>	Y	/
74	<b>University of Buffalo</b> Mr. Daniel Ryan Career Planning & Placement 259 Capen Hall Buffalo, NY 14260-1635 Phone - (716) 645-6858	Y	0
75	<b>University of Pittsburgh at Bradford</b> Mr. Jeff Guterman 300 Campus Drive Bradford, PA 16701 Phone - (814) 362-7587 Email - <a href="mailto:guterman@exchange.upb.pitt.edu">guterman@exchange.upb.pitt.edu</a>	Y	/
76	<b>University of Rochester</b> Ms. Amber Graham Schult 302 Meliora Hall PO Box 270028 Rochester, NY 14627 Phone - (585) 275-2366 Email - <a href="mailto:recruit@mail.rochester.edu">recruit@mail.rochester.edu</a>	Y	/
77	<b>Veterans Outreach Center, Inc.</b> Ms. Nena Silverd 457 South Avenue Rochester, NY 14620 Phone - (585) 546-4250 Email - <a href="mailto:rescent@frontiernet.net">rescent@frontiernet.net</a> / <a href="mailto:na.silverd@veteransoutreachcenter.org">na.silverd@veteransoutreachcenter.org</a> / <a href="mailto:donna.mauro@veteransoutreachcenter.org">donna.mauro@veteransoutreachcenter.org</a>	Y	/
78	<b>WE-MO-CO Career &amp; Technical Education Center</b> Ms. Arlene Covella/Mr. Jack Dennis 3589 Big Ridge Road Spencerport, NY 14559 Phone - (585) 352-2759 Email - <a href="mailto:acovella@monroe2boces.org">acovella@monroe2boces.org</a> / <a href="mailto:jdennis@monroe2boces.org">jdennis@monroe2boces.org</a>	Y	/
79	<b>YWCA</b> Ms. Diane Sass 175 North Clinton Avenue Rochester, NY 14604 Phone - (585) 546-5820 ext. 254 Email - <a href="mailto:earchibald@ywcarrowchester.org">earchibald@ywcarrowchester.org</a>	N	/
80	<b>American Women in Radio and Television</b> Ms. Jennifer Harman 8405 Greensboro Drive, Suite 800 McLean, VA 22102-5120 Phone - (703) 506-3290	N	/

<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>
81	<b>MediaLine</b> Mr. Mark Shilstone Box 51909 Pacific Grove, CA 93950 Phone - (800) 237-8073 Email - <a href="mailto:mark@medialine.com">mark@medialine.com</a>	Y <i>(television jobs only)</i>	/
82	<b>Native American Public Telecommunications, Inc.</b> Ms. Becky Fauver PO Box 83111 Lincoln, NE 68510 Phone - (402) 472-3522 Email - <a href="mailto:native@unl.edu">native@unl.edu</a>	Y <i>(television jobs only)</i>	/
83	<b>Project Neutral Zone</b> Ms. Patricia Brunson PO Box 19352 Rochester, NY 14619 Phone - (585) 458-3869 Email - <a href="mailto:neutralzone@savingsbox.org">neutralzone@savingsbox.org</a>	Y <i>(television jobs only)</i>	/
84	<b>Radio &amp; Television News Directors Association</b> Ms. Sharon Hammon 1600 K Street, NW Washington, DC 20006 Phone - (202) 467-5258	N	/
85	<b>Spots N Dots publication</b> 167 Oakdale Road Johnson City, NY 13790 Phone - (888) 884-2630 Email - <a href="mailto:selltv@aol.com">selltv@aol.com</a>	N	/
86	<b>The New York State Broadcasters Association, Inc.</b> Ms. Sandra Messineo 1805 Western Avenue Albany, NY 12203 Phone - (518) 456-8888 Email - <a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a>	Y	/
87	<b>TVJobs.com DBA Broadcast Employment Services</b> Mr. Mark Holloway PO Box 4116 Oceanside, CA 92052 Phone - (800) 374-0119 Email - <a href="mailto:markch@tvjobs.com">markch@tvjobs.com</a>	Y <i>(television jobs only)</i>	0
88	<b>AllAccess.com</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	1
89	<b>BEDA (Broadcast Executive Directors Association) and NASBA (National Alliance of State Broadcasters Association)</b> <a href="http://www.careerpage.org">www.careerpage.org</a>	N	/
90	<b>Clear Careers</b> <a href="http://www.clearcareers.com">www.clearcareers.com</a>	N	07
91	<b>Journalismnext.com</b> Phone - (703) 739-0408	N	/

<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>
92	<b>NABEF - National Association of Broadcasters Education Foundation</b> Karen Hunter, Outreach & Diversity Manager 1771 N Street NW Washington, DC 20036-2891 Phone - (202) 429-5498 <a href="http://www.nab.org">www.nab.org</a>	N	0
93	<b>Democrat &amp; Chronicle</b> Classified Ads 55 Exchange Boulevard Rochester, NY 14614 Phone - (585) 454-1111 (Posts online to CareerBuilder.com)	N	3
94	<i>Intentionally omitted</i>	N	/
95	<b>Clear Channel Rochester Radio Internship Program</b>	N	2
96	<b>Internal Promotion</b>	N	1
97	<b>Employee Referral</b>	N	17
98	<b>Internal Transfer</b>	N	0
99	<b>Internal Posting</b>	N	08
100	<b>Job Fair</b>	N	3
101	<b>VarietyCareers.com</b> <a href="http://www.Varietycareers.com">www.Varietycareers.com</a> (Reed Business Information paid online postings, which includes Broadcasting & Cable, Multichannel News, and Variety)	N	/
102	<b>On-Air Announcements</b> (one or more SEU stations)	N	20
103	<b>Non-Employee Referral</b>	N	15
104	<b>RochesterWorks! Career Center</b> Mr. Joe Palmeri/Ms. Erin Vandamme 255 North Goodman Street Rochester, NY 14604 Phone - (585) 258-3530 Email - <a href="mailto:jobpost@RochesterWorks.org">jobpost@RochesterWorks.org</a> / <a href="mailto:EVanDamme@rochester.org">EVanDamme@rochester.org</a> / <a href="mailto:cbakewicz@rochesterworks.org">cbakewicz@rochesterworks.org</a> / <a href="mailto:jpalmeri@rochesterworks.org">jpalmeri@rochesterworks.org</a>	N	1
105	<b>RochesterHelpWanted.com</b> <a href="http://www.rochesterhelpwanted.com">www.rochesterhelpwanted.com</a>	N	34
106	<b>Station Websites</b> <a href="http://www.clearchannelrochester.com">www.clearchannelrochester.com</a>	N	17
107	<b>KVR News (University of Texas)</b> Ms. Crystal Hall 2500 Whitis Court PO Box D Austin, TX 78750 Phone - (512) 471-7899 Email - <a href="mailto:cvhall@mail.utexas.edu">cvhall@mail.utexas.edu</a>	Y <i>(television jobs only)</i>	/
108	<b>Goods Entertainment</b> Mr. Adam Goodman PO Box 1266 Weston, CT 68883 Phone - (203) 341-0111 Email - <a href="mailto:Adam@GoodsEntertainment.com">Adam@GoodsEntertainment.com</a>	Y <i>(radio programming jobs only)</i>	/

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
109	<b>TVB</b> Ms. Hope Etheridge 3 East 54th Street New York, NY 10022-3108 Phone - (212) 486-1111 Email - <a href="mailto:hope@tvb.org">hope@tvb.org</a>	N	/
110	<b>DePaul Addition Services</b> Director of Vocational Services Ms. Cecilia Coulter/Ms. Marty Leary 774 West Main Street Rochester, NY 14611 Phone - (585) 279-5440 Email - <a href="mailto:ccoulter@depaul.org">ccoulter@depaul.org</a> / <a href="mailto:mleary@depaul.org">mleary@depaul.org</a>	N	/
111	<b>Alfred University</b> Dr. Robyn Goodman Associate Professor, Communications Studies Career Development Center Saxon Drive Alfred, NY 14802 Phone - (607) 871-2164 Email - <a href="mailto:fgoodman@alfred.edu">fgoodman@alfred.edu</a>	Y	/
112	<b>National Association of Youth Service Consultants</b> Sarah Maxwell 5575 East River Road, Suite 121-147 Tucson, AZ 85750-6737 Phone: (888) 201-3228	Y	/
113	<b>RochesterJobs.com</b> <a href="http://www.rochesterjobs.com">www.rochesterjobs.com</a>	N	0
114	<b>TheJobWire.com</b> <a href="http://www.thejobwire.com">www.thejobwire.com</a>	N	/
115	<b>SnagAJob.com</b> Ms. Martha Samper 5300 South Laburnum Avenue Richmond, VA 23231 Tel: (804) 236-9934 ext. 124	N	/
116	<b>Michaels Media</b> (For: Collective Talent) Mr. Mike Von Ende 1721 Richardson Place Tampa, FL 33606 Tel: (248) 737-2572	Y <i>(television on-air jobs only)</i>	/
117	<b>Howard University</b> Ms. Carol Y. Dudley 525 Bryant Street NW, Suite C-107 Washington, DC 20059 Phone - (202) 806-5806 Email - <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	Y	/

<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>
118	<b>Frontier Communications</b> Ms. Sheila O'Leary FrontierPages 180 South Clinton Avenue Rochester, NY 14646 Phone - (585) 777-1000	N	/
119	<b>Jobs Weekly, Inc.</b> Western New York Jobs Magazine <a href="http://www.wnyjobs.com">www.wnyjobs.com</a> 31 Buffalo Street Hamburg, NY 14075 Phone - (716) 648-5627	N	/
120	<b>TV News Gigs</b> Ms. Stacey Chaloux 1012 SE Country Lane Lee's Summit, MO 64063 Phone - (816) 392-4341 Email - <a href="mailto:info@tvnewsgigs.com">info@tvnewsgigs.com</a>	Y <i>(television news talent jobs only, as of 2/5/07)</i>	/
121	<b>Unity Health Action Toward Employment Program</b> Ms. Courtney Lepinskie 46 Prince Street, Third Floor Rochester, NY 14607 Phone - (585) 368-6620 Email - <a href="mailto:Clepinskie@unityhealth.org">Clepinskie@unityhealth.org</a>	Y <i>(as of 10/17/07)</i>	/
122	<b>Rochester AudioVisual Association (RAVA)</b> Mr. Paul Tracy 92 Legacy Oak Trail Pittsford, NY 14534 Phone - (585) 586-5862	Y <i>(as of 1/4/08)</i>	/
123	<b>Internet Recruitment Consultant</b> Ms. Erin Murphy Monster.com 1-800-MONSTER ext. 2878 <a href="http://www.monster.com">www.monster.com</a>	N	/
124	<b>Craigslist.org</b> <a href="http://www.craigslist.org">www.craigslist.org</a>	N	1
125	<b>Indeed.com</b> 470 West Avenue, Suite 2002 Stamford CT, 06902	N	/
126	<b>Inside Radio Classifieds</b> 365 Union Street Littleton, NH 03561 Phone - (603) 444-5720	N	1
127	<b>Daily Messenger</b> 73 Buffalo St Canandaigua, NY 14424 Phone - (585) 394-0770	N	8
128	<b>Unknown Referral Source<sup>2</sup></b>	N	7

<sup>2</sup> This category represents interviewees who failed to adequately identify the referral source upon inquiry.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
129	Former Employee	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>255</b>

**WHAM-TV/DT, WHAM(AM), WHTK(AM), WCRR(FM),  
WDVI(FM), WFXF(FM), WKGS(FM), WVOR(FM)  
EEO PUBLIC FILE REPORT  
February 1, 2007-January 31, 2008**

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Radio Internship Program	<p>Clear Channel Radio-Rochester gives students interested in broadcasting careers the opportunity to gain real-life experience through unpaid internships at the stations for academic credit.</p> <p><u>Spring 2007</u>: This SEU hosted two interns in its promotions department from Bryant &amp; Stratton College and Cayuga Community College.</p> <p><u>Summer 2007</u>: This SEU hosted four interns, three in its promotions department from: Shepard University (one intern), St. Bonaventure University (one intern), and SUNY Geneseo (one intern) and one intern in its programming department from Ithaca College.</p> <p><u>Fall 2007</u>: This SEU hosted two interns in its promotions department from Hobart College.</p> <p><u>Winter 2007/2008</u>: This SEU hosted one intern in its promotions department from Keuka College and one intern in its administrative department from Monroe Community College.</p>
2	WHAM-TV Internship Program	<p>WHAM-TV gives students interested in broadcasting careers the opportunity to gain real-life experience through unpaid internships at the stations for academic credit. Station employees involved in mentoring the students included our Executive Producer, Sports Reporter, Chief Meteorologist, and Director.</p> <p><u>Spring 2007</u>: This SEU hosted four interns in the news and production departments from St. John Fisher College (two interns), Roberts Wesleyan College (one intern), and Churchville-Chili High School (one intern in production).</p> <p><u>Summer 2007</u>: This SEU hosted 11 interns in the news department from SUNY Oswego (three interns), Syracuse University (two interns), Ithaca College (two interns), Nazareth College (one intern), University of Buffalo (one intern), Alfred University (one intern), CUNY Graduate School of Journalism (one intern), Gettysburg College (one intern), and SUNY Brockport (one intern).</p> <p><u>Fall/Winter 2007/2008</u>: This SEU hosted 12 interns in the news department from SUNY Brockport (four interns), SUNY Cortland (one intern), Syracuse University (three interns), Monroe Community College (one intern), University of Rochester (one intern), Hobart College (one intern), and St. John Fisher College (one intern).</p>
3	Internship Program - The New York State Broadcasters Association	<p>In connection with an internship program sponsored by the New York State Broadcasters Association, WHAM-TV's news department hosted one intern from St. Bonaventure University for six weeks during June and July of 2007. WHAM-</p>

		TV's Community Affairs Director mentored the student.
4	Host Job Fair	This SEU hosted the Online Career Fair "RochesterCareerFair.com" from February 26, 2007 through March 4, 2007. Fifteen registered recruiters and 784 registered job seekers participated in the career fair. Clear Channel Rochester promoted the event on-air and on station websites.
5	Participate in Job Fair	Clear Channel Rochester participated in the New York State Broadcasters Association online "Broadcasters Career Fair" on March 19, 2007 through March 25, 2007. During the online job fair, Clear Channel posted jobs in its "booth" on the New York State Broadcasters' website, and individuals interested in broadcast careers had the opportunity to post resumes and apply for these positions. The event was promoted on-air and on station websites, with WHAM-TV's website linking to the New York State Broadcasters' career fair website.
6	Participate in Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting	<p>Clear Channel Rochester's WHAM-TV participates in the TV Job Shadow Experience Program. As part of this job shadow work experience program, the SEU hosted:</p> <p>a) One student from Brighton High School in its engineering and news departments on February 21, 2007. WHAM-TV Engineering Technician and Assignment Manager mentored the student.</p> <p>b) One student from Rush-Henrietta High School in its news department on February 22, 2007. WHAM-TV Assignment Manager mentored the student.</p> <p>c) One student from Albion High School in its engineering department, for one day per week from February 26, 2007 through May 31, 2007. WHAM-TV Engineering Technician mentored the student.</p> <p>d) One student from Dansville High School in its news (weather) department on March 8, 2007. WHAM-TV Staff Meteorologists mentored the student.</p> <p>e) Two students from Hilton High School in its news department on March 19, 2007. WHAM-TV Assignment Manager and Executive Producer mentored the students.</p> <p>f) Two students from Honeoye Falls-Lima High School in its news department, one on March 21, 2007 and one on April 10-11, 2007. WHAM-TV Assignment Manager and Executive Producer mentored the students.</p> <p>g) One student from Gates-Chili High School in its news department on April 12, 2007. WHAM-TV Assignment Manager and Executive Producer mentored the student.</p> <p>h) One student from Medina High School in its news (weather) department on May 10, 2007. WHAM-TV Staff Meteorologists mentored the student.</p> <p>g) One student from Allendale Columbia High School in its sales department from May 14, 2007 through June 1, 2007. WHAM-TV Marketing Director mentored the student.</p> <p>h) One student from School of the Arts High School in its news department on June 7, 2007. WHAM-TV Assignment Manager and Executive Producer mentored the student.</p> <p>i) One student from Greece Arcadia High School in its news department on August</p>

		<p>15, 2007, mentored by the WHAM-TV Assignment Manager.</p> <p>j) Two students from Rush-Henrietta Senior High School in its news department on October 8, 2007, mentored by the WHAM-TV Assignment Manager.</p> <p>k) One student from Wayne Central High School in its news department on November 12, 2007, mentored by the WHAM-TV Assignment Manager.</p> <p>l) One student from Pal-Mac High School in its news department on December 3, 2007, mentored by the WHAM-TV Assignment Manager.</p>
7	Participate in Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting	<p>a) On February 7, 2007, one of our WHAM-TV News Reporters spoke at an Edison Tech High School Career Day seminar about her career in broadcasting.</p> <p>b) On February 22, 2007, our WHAM-TV News Producer and Sports Producer spoke to a Media Coverage class at St. John Fisher College, discussing their career paths as broadcasters.</p> <p>c) On March 13, 2007, one of our WHAM-TV News Anchors spoke to high-school students at Nazareth Academy about careers in broadcasting.</p> <p>d) On March 21, 2007, one of our WHAM-TV Account Executives spoke to a class at RIT (Rochester Institute of Technology) about careers in sales.</p> <p>e) On March 27, 2007, our WHAM-TV Meteorologist participated in a career day at Greece Athena High School.</p> <p>f) On March 28, 2007, one of our WHAM-TV News Anchors spoke to students at Churchville-Chili High School about careers in broadcasting.</p> <p>g) On March 29, 2007, our WHAM-TV Internet Sales Manager spoke to a class at St. John Fisher College about ethics in television.</p> <p>h) On March 29, 2007, one of our WHAM-TV News Reporters spoke to students at Lyons High School about careers in broadcasting.</p> <p>i) On April 27, 2007, one of our WHAM-TV Account Executives spoke to a broadcast sales class at SUNY Oswego about careers in sales.</p> <p>j) On September 28, 2007, our WHAM-TV News Content Editor spoke to a web news writing class at SUNY Geneseo about her job responsibilities.</p> <p>k) On November 2, 2007, one of our WHAM-TV Account Executives spoke to a Broadcast Sales class at SUNY Oswego about careers in television sales.</p> <p>l) On November 9, 2008, our WHAM-TV Meteorologist spoke to students at Wilson Magnet High School about careers in meteorology.</p> <p>m) On November 28, 2007, our WHAM-TV Internet Sales Manager spoke to a Communications 101 class at Monroe Community College about careers in sales.</p> <p>n) On January 9, 2009, our WHAM-TV Marketing Services Producer/Director spoke to students at Gates Chili High School about careers in television.</p>
8	Participate in Events Sponsored by Organization Representing Group in the Community	<p>a) Our WHAM-TV General Manager participated in a leadership seminar panel sponsored by the Radio and Television News Directors Foundation (RTNDF) during the National Association of Broadcasters Conference in Las Vegas, NV on April 17-</p>

	Interested in Broadcast Employment Issues	<p>18, 2007. RTNDF's News Leadership Workshop offers leadership training for news managers working in television and radio.</p> <p>b) Our WHAM-TV General Manager participated in a leadership seminar panel at the RTNDF News Leadership Workshop in Minneapolis, MN, on September 14-15, 2007. RTNDF's News Leadership Workshop offers leadership training for news managers working in television and radio.</p>
9	EEO Training for Management	<p>The Director of Operations for Clear Channel Radio Northeast hosted a regional EEO Conference Call on April 10, 2007. Our Market Controller, HR/Business Manager, and EEO Coordinator participated in the program, which addressed topics such as the FCC's EEO rules, local protocol for the hiring process, record keeping, and internship documentation and implementation.</p>