



**WCAO, WCHH, WPOC, WQSR  
EEO PUBLIC FILE REPORT**

**06/01/07 – 05/31/08**

*(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)*

**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 12-month period</b>
1	National Association of Hispanic Journalists 529 14 <sup>th</sup> Street NW 1000 Natl. Press Bldg. Washington, D.C. 20045-2001	N	0
2	Corp. for Public Broadcasting 401 9 <sup>th</sup> Street, NW Washington, D.C. 20004	N	0
3	Wider Opportunities for Women 1001 Connecticut Ave. NW S-930 Washington, D.C. 20036	N	0
4	Broadcasting Institute of Maryland 7200 Harford Road Baltimore, MD 21234	N	0
5	National Assoc. of Broadcasters 1771 N Street, NW Washington, D.C. 20036	N	0
6	NAACP/Montgomery County P.O. Box 2165 Rockville, MD 20847	N	0
7	Howard University Office for EEO/CB Powell Bldg. 525 Bryant Street NW Suite 109 Washington, D.C. 20059	N	0
8	Columbia School of Broadcasting 3947 University Drive Fairfax, VA 22030	Y	0
9	Connecticut School of Broadcasting 2170 Crystal Plaza Arcade #38 Arlington, VA 22202	N	0
10	University of Maryland Career Center 3100 Hornbake Library College Park, MD 20742	N	0
11	Bowie State University Jericho Park Road Bowie, MD 20715	N	0
12	Coppin State University 2500 W. North Ave. Baltimore, MD 21216	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
13	University of the District of Columbia 4200 Connecticut Ave. NW Washington, D.C. 20008	N	0
14	George Washington University 21211 I Street NW Washington, D.C. 20052	N	0
15	Georgetown University 37 <sup>th</sup> and O Streets NW Washington, D.C. 20057	N	0
16	George Mason University 4400 University Drive Fairfax, VA 22030	N	0
17	Montgomery College RA 108 51 Mannakee Rockville, MD 20850	N	0
18	American University 4400 Massachusetts Ave. NW Washington, D.C. 20016	N	0
19	Monster Jobs Website <a href="http://www.monster.com">www.monster.com</a>	N	4
20	Clear Channel Jobs Website <a href="http://www.clearcareers.com">www.clearcareers.com</a>	N	4
21	Clear Channel Staff Posting – email/bulletin boards Washington, D.C. All Market/ Baltimore List	N	1
22	On-Air Announcements	N	0
23	Employee Referral	N	12
24	Office Team – Temp. Service 500 East Pratt Street Ste. 1150 Baltimore, MD 21202	N	0
25	Job website – <a href="http://www.ihaveadreamjob.com">www.ihaveadreamjob.com</a>	N	0
26	Baltimore Sun Newspaper – print ad	N	0
27	Outside Referral	N	0
28	Catholic University of America Career Services Office 202 Pryzbyla Center Washington, D.C. 20064	N	0
29	Former Intern	N	0
30	Clear Channel University 3050 Post Oak Blvd Houston, TX 77056	N	0
31	Internal Promotion	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
32	Inside Radio – print ad 365 Union Street Littleton, OH 03561	N	1
33	Media Post.com 1140 Broadway 4 <sup>th</sup> Floor New York, NY 10001	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			25

### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
<b>1</b>	<p>National Association of Broadcasters Education Foundation 525 Bryant St. NW Washington, DC 20059</p> <p>- Event held 6/11/08 &amp; 06/12/08 from 9am- 2pm</p>	<p>Clear Channel Washington, D.C. and Baltimore participated in a Recruitment Fair being sponsored by the National Association of Broadcasters Education Foundation held at Howard University on June 11<sup>th</sup> and 12th, 2008 from 9am – 2pm. The in-house job fair was widely advertised via on-air ads and on each of the individual stations websites. In addition, the Job Fair information was mailed to each of the organizations listed on our current EEO mailing list. The Job Fair was attended by the Director of Recruitment and interviews were conducted on-site during the Job Fair.</p>
<b>2</b>	<p>Internship Program / WPOC</p> <p>- Internship Program held from 06/08 – 08/08</p>	<p>During the months of June 2008 – August 2008, WPOC hosted two interns. Under the supervision of the Promotion Director, each intern was provided training in the following areas – assisting with onsite events including but not limited to event set-up, assisting with live broadcasts, interacting with listeners, on-site giveaways and general assistance to promotion personnel and on-air personalities. The interns were from the following schools – Indiana University, and the University of Maryland (Baltimore, MD).</p>
<b>3</b>	<p>Internship Program / WPOC</p> <p>- Internship Program held from 01/09 – 05/09</p>	<p>During the Spring semester, WPOC hosted four interns. Under the supervision of the Promotion Director, each intern was provided training in the following areas – assisting with onsite events including but not limited to event set-up, assisting with live broadcasts, interacting with listeners, on-site giveaways and general assistance to promotion personnel and on-air personalities. In addition, the interns also assisted in the business office with prize fulfillment, database entry and station website management. The interns were from the following schools – Goucher, College of Notre Dame of MD, Gillman High School and Carolina School of Broadcasting.</p>

4	<p>Internship Program / WPOC</p> <p>- Internship Program held from 1/09 – 5/09</p>	<p>During the months of January 2009 – May 2009, WPOC hosted two interns. One intern from St. Paul’s School for Girls and one from Roland Park County School, served as interns under the supervision of the Promotion Director, each intern was provided training in the following areas – assisting with onsite events including but not limited to event set-up, assisting with live broadcasts, interacting with listeners, on-site giveaways and general assistance to promotion personnel and on-air personalities. In addition, the interns also assisted in the business office with prize fulfillment, database entry and station website management.</p>
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