



**WTAM(AM), WGAR-FM, WMJI(FM), WMMS(FM), WMVX(FM), WAKS(FM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2008 – May 31, 2009**

**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	<b>Akron Community Service Center and Urban League, Inc.</b> Yolanda Clay 250 East Market Street, Akron, Ohio 44308 (330) 434-1132 E-mail: aulyclay@aol.com	No	0
2	<b>AllAccess.com</b> www.allaccess.com	No	1
3	<b>American Sportscasters Association, Inc.</b> 225 Broadway, Suite 2030, New York, New York 10007 (212) 227-8080 Fax: (212) 571-0556 E-mail: LSchwa8918@aol.com	Yes	0
4	<b>Clear Careers</b> www.ClearCareers.com	No	13
5	<b>Cleveland Chapter of the National Association of Black Journalists</b> Sandy Scott c/o 16608 Invermeer Avenue, Cleveland, Ohio 44128 (216) 344-3300	No	0
6	<b>Cleveland Chapter of the Society of Professional Journalists</b> Tom Moore E-mail: Clevelandspj@aol.com / newsprof@earthlink.net	No <i>(News and on-air positions only)</i>	0
7	<b>Employment Connection</b> Cathy Eberhart 11699 Brookpark Road, Parma, Ohio 44130 (216) 898-6104 E-mail: <a href="mailto:eberhc@odjfs.state.oh.us">eberhc@odjfs.state.oh.us</a>	Yes	0
8	<b>EntertainmentCareers.Net</b> www.entertainmentcareers.net.employers	No <i>(not entitled for sales positions)</i>	0
9	<b>Esperaza, Inc.</b> 4115 Bridge Avenue, Cleveland, Ohio 44113 (216) 651-7178 Fax: (216) 651-7183	No	0
10	<b>Inside Radio</b> P.O. Box 442, Littleton, New Hampshire 03561 (800) 640-8852 Fax: (877) 270-3998 E-mail: <a href="mailto:ads@insideradio.com">ads@insideradio.com</a>	No	0
11	<b>Monster.com</b> <a href="http://www.Monster.com">www.Monster.com</a>	No	8
12	<b>Office of Equal Opportunity</b> Director 601 Lakeside Avenue, Room 335, Cleveland, Ohio 44114 (216) 664-4152	Yes	0

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13	<b>Ohio Association of Broadcasters</b> 88 East Broad Street, Suite 1180, Columbus, Ohio 43215 (614) 228-4052 <a href="http://www.oab.org">www.oab.org</a>	No	2
14	<b>NAACP Placement Office</b> 2131 Fairhill Road, Cleveland, Ohio 44120 (216) 231-6260	No	0
15	<b>National Association of Hispanic Journalists Job Bank</b> 1000 National Press Building, Washington, D.C. 20045 (202) 662-7145 E-mail: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	Yes	0
16	<b>Plain Dealer</b> 1801 Superior Avenue, Cleveland, Ohio 44114 (216) 999-3783 Fax: (216) 999-6350 E-mail: <a href="mailto:recruitads@plains.com">recruitads@plains.com</a> (Also posts on affiliated website <a href="http://www.cleveland.com">www.cleveland.com</a> for one week)	No	18
17	<b>President's Council</b> Collette Appolito, President 1120 Chester Avenue, Suite 100, Cleveland, Ohio 44105 (216) 771-8702	No	0
18	<b>Spanish American Committee</b> Emma 4407 Lorain Road, Cleveland, Ohio 44102 (216) 961-2100 E-mail: <a href="mailto:emmag@spanishamerican.org">emmag@spanishamerican.org</a>	No	0
19	<b>The Association for Women in Communications</b> P.O. Box 40502, Cleveland, Ohio 44140 (216) 556-4890	No	0
20	<b>Urban League of Greater Cleveland</b> Dorothea Santiago 1255 Euclid Avenue, Suite 205, Cleveland, Ohio 44115 (216) 622-0999 E-mail: <a href="mailto:dsantiago@ULCleveland.org">dsantiago@ULCleveland.org</a>	No	0
21	<b>Vocational Guidance Services-I.T. Training Program</b> Kathy Piotrowski 2239 E. 55 <sup>th</sup> Street, Cleveland, Ohio 44103 (216) 881-6124 E-mail: <a href="mailto:kathypiotrowski@vgsjob.org">kathypiotrowski@vgsjob.org</a>	Yes	0
22	<b>Ashland University</b> 401 College Avenue, Ashland, Ohio 44805 E-mail: <a href="mailto:careers@ashland.edu">careers@ashland.edu</a> <a href="http://ashland.recruiting.com">http://ashland.recruiting.com</a> or <a href="http://careers@ashland.edu">http://careers@ashland.edu</a>	Yes <i>(only for jobs requiring college degree)</i>	0
23	<b>Baldwin Wallace College</b> Linda, Career Services 275 Eastland Road, Berea, Ohio 44017 (440) 826-2101 Fax: (440) 826-2162 <a href="http://www.bw.edu/career">www.bw.edu/career</a>	Yes	3
24	<b>Bowling Green State University</b> 360 Saddlemire, Bowling Green, Ohio 43403 (419) 372-2356 <a href="http://www.bgsu.edu/offices/sa/career">www.bgsu.edu/offices/sa/career</a>	Yes	0

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25	<b>Cleveland State University</b> 2121 Euclid Avenue, RTW 280, Cleveland, Ohio 44115-2214 (216) 687-5534 <a href="http://csucareerline.erecruiting.com/emp/blogin">http://csucareerline.erecruiting.com/emp/blogin</a>	Yes	4
26	<b>Cuyahoga Community College</b> 2415 Woodland Avenue, Room 239, Cleveland, Ohio 44115 (216) 987-3029 Fax: (216) 987-3198 <a href="http://www.keycareerplace.info">www.keycareerplace.info</a>	Yes <i>(as of 7/06, not entitled for sales positions)</i>	0
27	<b>DeVry University</b> Dan English 6000 Lombardo, Independence, Ohio 44131 (216) 328-8754 E-mail: denglish@keller.edu	No	0
28	<b>Hiram College</b> Barbara Kundus, Career Center P.O. Box 67, Hiram, Ohio 44234 (330) 569-5131 E-mail: careercenter@hiram.edu	Yes	0
29	<b>Indiana Wesleyan University</b> Alayne Barrett 4100 Rockside Road, Independence, Ohio 44131 (216) 525-6200 E-mail: Alayne.barrett@Apollogrp.edu	No	0
30	<b>ITT Technical Institute</b> Barbara Womack 4700 Richmond Road, Warrensville Heights, Ohio 44128 (216) 896-6512 E-mail: bawomack@ITT-Tech.edu	Yes	0
31	<b>John Carroll University</b> 20700 North Park Boulevard, Cleveland, Ohio 44118 (216) 397-4237 <a href="http://www.jcu.edu/careercenter">www.jcu.edu/careercenter</a>	Yes	0
32	<b>Kent State University</b> Career Services Center P.O. Box 5190, Kent, Ohio 44242-0001 (330) 672-2360 E-mail: CSCjobs@kent.edu	Yes	1
33	<b>Lake Erie College</b> 391 W. Washington Street, Painesville, Ohio 44077 (440) 375-7507 <a href="https://lec-csm.symplicity.com">https://lec-csm.symplicity.com</a>	Yes	0
34	<b>Lakeland Community College</b> Mary Elyn Bove, Career Services 7700 Clocktower Drive, Kirtland, Ohio 44094 (440) 525-7222 <a href="http://www.careers.lakelandcc.edu">www.careers.lakelandcc.edu</a>	Yes	0
35	<b>Lorain County Community College</b> 1005 Abbe Road, N., Elyria, Ohio 44089 (440) 366-7663 <a href="https://lorain-csm.symplicity.com/employers">https://lorain-csm.symplicity.com/employers</a>	Yes	0
36	<b>Malone College</b> Career Services 515 25 <sup>th</sup> Street, N.W., Canton, Ohio 44709 (330) 471-8100 <a href="https://malone-csm.symplicity.com">https://malone-csm.symplicity.com</a>	No	0

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37	<b>Marietta College</b> 215 Fifth Street, Marietta, Ohio 45750 (740) 376-4645 <a href="http://www.collegecentral.com/marietta">http://www.collegecentral.com/marietta</a>	Yes	0
38	<b>Notre Dame College</b> 4545 College Road, Cleveland, Ohio 44121 (216) 373-5290 Fax: (216) 373-5282 <a href="https://notredamecollege-csm.symplicity.com">https://notredamecollege-csm.symplicity.com</a>	Yes	0
39	<b>Oberlin College</b> 155 N. Professor Street, Oberlin, Ohio 44074 (440) 775-8104 E-mail: <a href="mailto:career.services@oberlin.edu">career.services@oberlin.edu</a>	Yes	0
40	<b>Ohio Center for Broadcasting</b> Gary James 9000 Sweet Valley Drive, Valley View, Ohio 44125 (216) 447-9117 E-mail: <a href="mailto:gary@beonair.com">gary@beonair.com</a>	Yes	2
41	<b>Ohio State University</b> Scott Kustis, Arts & Sciences Career Services 05 Brown Hall, 190 W. 17 <sup>th</sup> Avenue, Columbus, Ohio 43210 (614) 247-8698 E-mail: <a href="mailto:Kustis.1@osu.edu">Kustis.1@osu.edu</a>	Yes	0
42	<b>Ohio University</b> Amy Meeks Office of Career Services Center, Division of Student Affairs Baker University Center, One Park Place, Athens, Ohio 45701 E-mail: <a href="mailto:meeksa@ohio.edu">meeksa@ohio.edu</a>	No	0
43	<b>Radio 1 Broadcast School</b> Joe Deschler 700 3 <sup>rd</sup> Street N., Suite LL7, La Crosse, Wisconsin 54602 (800) 889-2221 E-mail: <a href="mailto:Radio1school@charterinternet.net">Radio1school@charterinternet.net</a>	Yes	0
44	<b>Specs Howard School of Broadcast Arts</b> Kevin Seguin-Scollin 19900 W. Nine Mile Road, Southfield, Michigan 48075 (248) 358-9000 E-mail: <a href="mailto:KScollin@specsHoward.edu">KScollin@specsHoward.edu</a>	Yes	0
45	<b>Stark State College</b> 6200 Frank Avenue, N.W., Canton, Ohio 44720 (330) 497-6313 <a href="http://www.collegecentral.com/starkstate">http://www.collegecentral.com/starkstate</a>	No	0
46	<b>University of Phoenix</b> Cleveland Campus, 5005 Rockside Rd., Suite 130, Independence, Ohio 44131 (216) 447-8807	No	0
47	<b>Ursuline College</b> Gerry Sullivan 2550 Lander Road, Pepper Pike, Ohio 44124 (440) 646-8324 E-mail: <a href="mailto:gsullivan@ursuline.edu">gsullivan@ursuline.edu</a>	Yes	0
48	<b>Youngstown State University</b> Bernie Cummins, Office of Career Services 1034 Jones Hall, Youngstown, Ohio 44555 (330) 941-3515 E-mail: <a href="mailto:careerservices@cc.yzu.edu">careerservices@cc.yzu.edu</a>	Yes	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>
49	<b>Campus Visits by General Sales Managers</b>	No	6
50	<b>Career Fairs</b>	No	13
51	<b>Clear Channel Cleveland Websites</b> (all SEU stations)	No	9
52	<b>Employee Referral</b>	No	25
53	<b>Former Employee Re-hire</b>	No	1
54	<b>Internal Promotion/Transfer</b>	No	2
55	<b>Internal Posting</b>	No	1
56	<b>Non-Employee Referral</b>	No	5
57	<b>On-Air Announcements</b> (one or more SEU stations)	No	2
58	<b>Unknown Referral Source</b> <sup>1</sup>	No	5
59	<b>Walk-In/Self-Referral</b>	No	3
****	<b>Massmediajobs.com (Not posted by Clear Channel Cleveland)</b>	No	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			125

<sup>1</sup> This category represents interviewees who failed to adequately identify the referral source upon inquiry.

### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fairs	<p>a) On February 24, 2009, WTAM Program Director participated in the Cleveland Cavaliers 10<sup>th</sup> Annual Career Fair. Local and regional companies from a variety of industries were in attendance. The intent was to appeal to college students and professionals seeking a career in a business and educate those attending the Fair on the different opportunities available. Although we didn't have any current openings, resumes were collected. We also recruited for our internship program.</p> <p>b) On April 29, 2009, WGAR/WMJJ/WMVX Local Sales Manager participated in Ohio Center for Broadcastings' annual Job Fair where current jobs were posted and resumes collected.</p>
2	Participate in Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting.	<p>a) On June 24, 2008, WGAR General Sales Manager was a guest speaker at the Ohio Center for Broadcasting's morning class. She spoke about the world of radio sales.</p> <p>b) On August 26, 2008, WMJJ Morning Show Producer was a guest speaker at Ohio Center for Broadcasting's afternoon class. She spoke about the world of radio programming.</p> <p>c) On November 3, 2008, Clear Channel Engineering Assistant spoke to a class of perspective students at the Ohio Center for Broadcasting.</p> <p>d) On November 6, 2008, the students in the Introduction to Mass Communication Class from Cuyahoga Community College were at the Clear Channel offices and studios for a tour and a session on radio held by the Marketing Director/Promotion Director-WAKS/WMMS/WTAM.</p> <p>e) On November 24, 2008, Clear Channel News Anchor spoke to a journalism class at Cuyahoga Community College's Western Campus about the basics of writing radio news.</p> <p>f) On December 18, 2008, WMMS General Sales Manager spoke to the Media Communications Class at Strongsville High School regarding his career in radio broadcasting.</p> <p>g) On March 26, 2009, Clear Channel Engineering Assistant spoke to a class of perspective students at the Ohio Center for Broadcasting.</p> <p>h) On March 30, 2009, WAKS/WMMS General Sales Manager and WMMS Account Executive spoke to two classes of students at Cleveland State University about a career in broadcast sales.</p> <p>i) On March 31, 2009, WGAR/WMVX/WMVX Account Executive made a presentation to the Medina County Career Center senior class on advertising and the web.</p> <p>j) On April 3, 2009, three WGAR/WMJJ/WMVX Account Executives were interviewed by some students from Cuyahoga Community College's JMC 1011 Introduction to Mass Communications class. Their class project was to do a live</p>

		<p>taping/interview with radio reps.</p> <p>k) On April 24, 2009, students from the Cuyahoga Community College’s JMC 1011 Introduction to Mass Communications class toured our facilities. Clear Channel Director of News Programming, Clear Channel News Anchor and WGAR/WMJI/WMVX salesperson spoke to the students about news and radio sales.</p> <p>l) On April 30, 2009, WAKS/WMMS Local Sales Manager spoke to the Media Communications class at Strongsville High School about his career in radio broadcasting.</p> <p>m) On May 4, 2009, WAKS/WMMS Local Sales Manager spoke to at media sales class at Ohio University.</p> <p>n) On May 7, 2009, a group of students from the Ohio Center of Broadcasting toured our facilities. WGAR Morning Show Host spoke to the students.</p> <p>o) Clear Channel President &amp; Market Manager is on Ohio Center for Broadcasting’s Advisory Committee. They meet twice a year to discuss how to do a better job with curriculum and preparing students for a career in radio and television.</p> <p>p) Clear Channel Graphics Art Director is on the Advisory Committee for Virginia Marti College. The Committee meets quarterly to discuss different department’s curriculum, placement rates and how to improve on these areas. They then fill out evaluations and answer questions given by their accreditation board.</p>
3	<p>Participate in Events Sponsored by Organizations Representing Groups in the Community Interested in Broadcast Employment Issues</p>	<p>On October 17, 2008, WTAM General Sales Manager and WTAM Program Director were panelists on “NBS Radio Workshop” at the OSTN (Open Student Television Network) NBS International Media Fest. The current state of the radio industry was discussed with focus on employment opportunities for new professionals. The Fest is to attract college students from all over the world to the city of Cleveland to this media convention.</p>
4	<p>Participate in Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting</p>	<p>Throughout the reporting period, local schools request that their students be allowed to “shadow” employees at Clear Channel Cleveland’s radio stations as part of their “senior” project or “career day. During this reporting period, we hosted a total of two students from the following high schools as “shadows” in the Programming Department: Independence High School and St. Edward High School. We also hosted one “shadow” from John Carroll University (Electronic Sales and Marketing Class) in the Sales Department.</p>
5	<p>Internship Program</p>	<p>Clear Channel Cleveland has an on-going internship program through which students interested in broadcasting careers are given the opportunity to gain hands-on experience through unpaid internships for academic credit. During this reporting period, we hosted a total 63 student interns. From the Ohio Center for Broadcasting, we hosted 45 students in the following departments: Creative Services/Production (1 intern), Engineering (1 intern), Programming (42 interns) and Promotion (1 intern). In addition, 18 students from the following universities and colleges interned in the Graphics, News, Programming, Sales and Web Departments: Ashland University (1 intern), Baldwin-Wallace College (2</p>

		interns), Bowling Green State University (3 interns), Huntington College (1 intern), Kent State University (1) Notre Dame College (1 intern), Ohio University (1 intern) and Virginia Marti College (8 interns).
<b>6</b>	Other	a) On October 14, 2008, Clear Channel Office Manager participated in the Ohio Association of Broadcasters' Teleconference on the "FCC's Equal Employment Opportunity Rules: A Primer for Ohio Broadcast Stations." The call focused on both EEO compliance and how stations can increase diversity through the establishment and maintenance of an effective EEO program.