

WMIA, WMGE, WBG, WIOD, WINZ, WHYI, WMIB

**EEO PUBLIC FILE REPORT
October 1, 2009 – September 30, 2010**

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
1. Account Executive*1	1-2, 4-17, 19-21, 23-24	17
2. Director of Sales-*1	1-2, 4-17, 19-23, 27-29	17
3. Production Assistant * 1	1-2, 4-17, 19-21, 23-24	17
4. Assistant PD WMIB-*1 & 2	1-2, 4-17, 19-23, 27-29	27
5. Account Executive*1	1-2, 4-17, 19-21, 23-24	17
6. Key Account Coordinator*1 & 2	1-2, 4-17, 19-23	21
7. Key Account Coordinator*1 & 2	1-2, 4-17, 19-23	17
8. Key Account Coordinator*1 & 2	1-2, 4-17, 19-23	17
9. Account Executive	1-15, 17, 19-21, 23-24	17
10. Account Executive	1-17, 19-24, 30	17
11. Webmaster	1-15, 17, 19-24	17
12. Account Executive	1-17, 19-24	22
13. Copywriter/Production Assistant	1-17, 19-21, 23-24, 31	31
14. On Air Talent/WMB	1-17, 19-21, 23-24	17
15. Account Executive	1-17, 19-21, 23-24, 30	17
16. Account Executive	1-17, 19-21, 23-24, 30	30
17. Senior Online Content Director	1-17, 19-24, 31	21
18. On Air Talent/WMB	1-17, 19-21, 23-24	17
19. On Air Talent/WMB	1-17, 19-24	17
20. Program Director	17, 21, 22, 23	17
21. News Anchor	1-17, 19-21, 23-24	17

*1. Source #3 closed.

*2. FAX for #24 did not work.

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	Broward Community College Danielle Flowers (via email) Employment Services 1000 Coconut Creek Blvd. Bldg. 46/Room 238 Coconut Creek FL 33066 (954) 201-2282 ph jobsearch@broward.edu	YES	0
2	Broward Workforce One 7550 Davie Road Extension Hollywood, FL 33024 954-967-1010 / Fax (954) 967-1018 Bruce Aronowitz (email then fax w/Job Form) baronowitz@wf1broward.com	YES	1
3	Connecticut School of Broadcasting 8600 NW 36 St., Suite 100 Miami FL 33166 (305) 403-3800 / Fax (305) 403-3804 Jessica Almonte, Campus Coordinator (via fax) www.csbdavie@800tvradio.com Connecticut school of Broadcasting Stacey Skinner 3450 Northlake Boulevard Palm Beach Gdns, FL 33403-1712 Telephone (561) 847-4126 Fax (561) 847-4130 Email. skinner@gocsb.com As of 1-5-10- Miami school closed	YES	0
4	Florida Atlantic University James Watson (via email and fax) Career Placement 777 Glades Road Room 222 Boca Raton FL 33431 (561) 297-3533 / Fax (561) 297-2740 jwatson@fau.edu career@fau.edu	YES	0
5	Hampton University Andre Ledoux (via email to both) 114 Wigwam Bldg. Hampton VA 23668 (757) 727-5331 ph andre.ledoux@hamptonu.edu careercenter@hamptonu.edu	YES	0

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6	Jobs for Miami Harold Clayton (via fax) Director of Employment Services Northside One Stop Center 7900 NW 27th Avenue Suite 200 Miami FL 33147 (305) 693-2075 fax	YES	0
7	Keiser University Tanya Jaikaran (via email to both) Director of Student Services 1500 NW 49th Street Ft. Lauderdale FL 33309 (954) 431-4300 Tjaikaran@keiseruniversity.edu and neali@keiseruniversity.edu (Neal Isaac=President)	YES	0
8	Miami Dade College Career Services (via email) 627 SW 27 th Avenue Room 1112 Miami, FL 33135 305-237-6247 Ph jorge.hernandez2@mdc.edu	YES	0
9	Pennsylvania State University Bob Martin (via email) College of Communications 208 Carnegie Building University Park PA 16802-5101 (814) 863-6081 ph Rpm163@psu.edu	YES	0
10	University of Miami (via email) Luis Herrera School of Communication P.O. box 249127 Miami FL 33124 (305) 284-2474 ph (305) 284-8186 fx lherrera@miami.edu	YES	1
11	Marietta Freeman (via email) New Birth Baptist Enterprize 8400 NE 2 nd Avenue Miami FL 33138 305-757-2199 ext 225 mfreeman@nbbcmiami.org	YES	0
12	Art Institute of Fort Lauderdale (via email) LuWin Sanchez, Career Svcs. Advisor 1799 SE 17th Street Fort Lauderdale FL 33316-3000 (954) 308-2615 ph lsanchez@aii.edu	YES	2

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13	Florida State University Michele Burney (via fax) Career Center University Center 4 th Level Tallahassee FL 32306-2490 (850) 644-6431 ph / (850) 644-3273 Fax reception@admin.fsu.edu	YES	0
14	Johnson & Wales University Craig Skilling (via email) 1701 NE 127 Street North Miami FL 33181 (305) 892-7016 ph / (305) 892-7030 Fax craig.skilling@jwu.edu	YES	0
15	Emma Bowen Foundation/CBS Sandra D. Rice, Vice President (via email) 524 West 57 Street New York NY 10019 Email: sdrice@cbs.com (212) 975-2597 ph	Yes	0
16	Call In/Walk In	No	7
17	Clear Channel Employee Referral	No	51
18	Radio spots-all stations	No	0
19	Radio Station Websites – all stations	No	1
20	Internal Posting	No	15
21	Clear Channel Web site www.clearcareers.com	No	31
22	Word-of-Mouth Outside Referral	No	9
23	www.AllAccess.com	No	5
24	Lindsey Hopkins Gwendolyn Moorner (via fax) Job Placement Office 750 NW 20 th Street A-120 Miami FL 33127 (305) 324-6070 x7106 ph/(305) 326-1408 Fax 1-5-10 Phones don't work-reason for failed fax New contact info Contact Maggie Descartes Job Placement office 1701 NE 127 th Street North Miami, FL 33127 Ph: (305)324-6070Ext 7044 Fax: (305)545-5326 Email: mdescartes@dadeschools.net	No	0
25	Internal Promotion/Transfer	No	0
26	Craigslist.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
27	Indeed.com*	No	2
28	JuJu.com*	No	1
29	EmployFlorida.com*	No	1
30	The University of Florida*	No	2
31	SimplyHired.com*	No	2

Total Applicants Interviewed

131

*Not contacted by SEU

III RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<p>The Internship Program at Clear Channel Miami is managed by Mishelle Rivera, Internship Coordinator. WMGE Promotions interns are supervised by Sergio Duarte, WMGE Promotions Director. WMGE Programming interns are supervised by Chanel WMIB Promotion Interns are supervised by Henry Herrera, WMIB Promotions Director. WIOD/WINZ/WMIA Promotions interns are supervised by Jessie Trujillo, Promotion Director WBGG Promotions interns are supervised by Andrew Beebe, Promotions Director WHYI Interns are supervised by Mishelle Rivera, WHYI Promotion Director WHYI Sales interns are supervised by Yrving Tomasini, Executive Assistant Production Interns are supervised by Alan Leininger</p> <p style="text-align: center;">Fall 2009</p> <p>Connecticut School of Broadcasting- 1 intern</p> <p>WBGG Promotions 9-28-09 to 11-15-09</p> <p>Johnson & Wales University- 1 intern WMIB Promotions 10-1-09 to 4-30-10</p> <p>Florida International University-2 interns WHYI Promotions 8-1-09 to 12-13-09 8-1-09 to 12-13-09</p> <p>Miami Dade College-3 interns WHYI Promotions 8-1-09 to 12-13-09 WMIB Promotions 9-21-09 to 12-18-09 All Stations Production 8-24-09 to 12-18-09</p> <p>Broward College-3 interns WHYI Promotions 8-1-09 to 1-13-10 8-1-09 to 12-13-09</p>

WMGE Promotions
9-22-09 to 12-8-09

Florida Atlantic University-1 intern
WHYI Promotions
8-24-09 to 12-13-09

Florida Metropolitan Univesity-1 intern
WMIB Promotions
10-1-09 to 12-13-09

Broadcast Mentoring Group-1 intern
WBGG Promotions
11-2-09 to 12-13-09

Winter/Spring 2010

Broward College- 2 interns
WHYI Promotions 1 intern
1-2-10 to 5-1-10
Production-1 intern
2-22-10 to 6-22-10

Miami Dade College- 1 intern WHYI Promotions
1-2-10 to 4-25-10

The Art Institute-3 interns
WMGE Promotions 1 intern
1-2-10 to 3-20-10
WMGE Programming 1 intern
1-11-10 to 4-13-10
Production 1 intern
1-11-10 to 4-30-10

Florida International University- 3 interns

WMGE Promotions- 2 interns
1-2-10 to 3-26-10
1-2-10 to 3-25-10

WHYI Promotions- 1 intern
3-1-10 to 6-1-10

Johnson & Wales 1 intern WMIB Promotions
10-1-09 to 4-30-10

Florida A&M University-1 intern WMIB Promotions
2-4-10 to 7-4-10

		<p>St Thomas University University- 1 intern WBGG Promotions 1-11-10 to 5-8-10</p> <p>City College-1 intern Production 1-6-10 to 3-23-10</p> <p>ECC Broadcasting School 1 intern Production 1-2-10 to 3-25-10</p> <p>University of Miami-1 intern Production 1-25-10 to 4-30-10</p>
2	<p>Training Program regarding Responsible Broadcasting Initiatives, (to ensure our stations' broadcasts remain compliant and our licenses fully-protected)</p>	<p>February 2010, all Full and Part time employees took the RBI on-line training through the Clear Channel intranet (Created by Clear Channel University).</p> <p>This training program is to inform and educate station personnel about FCC rules on obscenity and indecency. All Full-time and Part-time employees at the SEU participated in the training.</p> <p>August 2010, all Full and Part time employees at the SEU participated in the Payola/Plugola on-line training through the Clear Channel intranet (created by Clear Channel University).</p> <p>This training program outlines the current state of Payola/Plugola laws and regulations, as well as more recent compliance requirements of the FCC Payola Consent Decree (CD) for Clear Channel employees.</p>
3	<p>HR Training</p>	<p>5-7-10 The Corporate HR Attorney Lauren Wood conducted an 8 hour management training class in Miami attended by 21 managers from Miami. Topics included motivation & recognition, harassment & discrimination, violence in the workplace, performance management, leaves of absence, and recruiting & interviewing</p>
4	<p>Engineering Training</p>	<p>3-4-10 SBE Ennes Workshop-All engineers from Miami attended this all day workshop sponsored by the SBE covering proper wiring, disaster recovery, digital signage, tower catastrophes, HD radio, inter-modulation products, and digital radio antenna design</p>