

**WGST(AM), WUBL(FM), WKLS(FM), WWVA(FM), WBZY(FM), WWLG(FM)  
EEO PUBLIC FILE REPORT  
December 1, 2008 – November 30, 2009<sup>1</sup>**

**I. VACANCY LIST**

See **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>
Operations Manager	3-8, 36, 41-45	8
Marketing Director	3-7, 36, 41-45	7
General Sales Manager	3-8, 23, 36, 41-45	7
On-Air Personality – WUBL	3-8, 36, 39, 47	6
Outside Account Executive - WKLS	3-7, 36, 41-45	43
Outside Account Executive - WKLS	3-7, 36, 41-45	5
Producer – WUBL/WWLG	3-8, 20, 36, 39, 47	3
Outside Account Executive - WKLS	3-7, 36, 41-45	7
Outside Account Executive – WGST	3-7, 36, 41-45	43
Outside Account Executive – WKLS	3-7, 36, 41-45	4
Webmaster/Flash	3-8, 41, 43, 39, 47	41
Outside Account Executive - cluster	3-7, 36, 41-45	7
Outside Account Executive - cluster	3-7, 36, 41-45	5
Outside Account Executive – WGST	3-7, 36, 41-45	4
Outside Account Executive – WGST	3-7, 36, 41-45	5
On-Air Personality - WWVA	3-8, 27, 36, 39, 47	5
Local Sales Manager / Online Sales	3-8, 36, 39	8
Outside Account Executive – WGST	3-7, 36, 38, 41-45	38
Outside Account Executive – WWLG	3-7, 36, 41-45	6
Traffic & Continuity Manager	3-7, 41, 43, 49	6
Outside Account Executive – WUBL	3-7, 36, 41-45	43
Outside Account Executive – WWVA	3-7, 36, 41-45	5
Local Sales Manager – WUBL, WWVA, WWLG	3-8, 36, 39	6
Program Director - WWVA	3-8, 36, 41-45	8
Sales Assistant - cluster	3-7, 41, 43	3
Key Account Coordinator	3, 5-7	3
Key Account Coordinator	3, 5-7	3
Key Account Coordinator	3, 5-7	5
Key Account Coordinator Supervisor	3, 5-7	3
Program Director I (Jake Cook)	3, 6-7	7
General Sales Manager - WUBL	3-8, 23, 27, 36, 41-45	3
Director of Revenue	3, 5-7	3
Staff Accountant AP AR PR Coord	3-7, 41, 44	7

<sup>1</sup> This Report includes recruitment data from December 1, 2008 through November 30, 2009.



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\*Revised on January 19, 2010, to update Section III

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

<b>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>Atlanta Journal Constitution</b> P. O. Box 4689 Atlanta, GA 30302 fax number: 404-526-5904	N	0
2	<b>Atlanta Daily World</b> 145 Auburn Avenue NE Atlanta, GA 30303 email: <a href="mailto:classified@atlantadailyworld.com">classified@atlantadailyworld.com</a>	N	0
3	<b>Internal Posting</b> 6 locations throughout the building @ 1819 Peachtree St NE Atlanta, GA 30309 Mosetta Palmer	N	9
4	<b>Radio Station Websites</b> (all SEU stations) <a href="http://www.1053elpatron.com">www.1053elpatron.com</a> , <a href="http://www.640wgst.com">www.640wgst.com</a> , <a href="http://www.949thebull.com">www.949thebull.com</a> , <a href="http://www.967thelegend.com">www.967thelegend.com</a> , <a href="http://www.project961.com">www.project961.com</a> , <a href="http://www.vivaatlanta.com">www.vivaatlanta.com</a> , <a href="http://www.getintothegroove.com">www.getintothegroove.com</a> . Tom White	N	2
5	<b>Clear Channel employment website</b> <a href="http://www.clearcareers.com">www.clearcareers.com</a> Mary Kerr email: <a href="mailto:clearcareers@clearchannel.com">clearcareers@clearchannel.com</a>	N	<b>6</b>
6	<b>Word-of-Mouth Referral</b>	N	5
7	<b>Walk-In/Self-Referral</b>	N	6
8	<b>Inside Radio</b> P. O. Box 12533 Cincinnati, OH 45212 <a href="http://www.insideradio.com">www.insideradio.com</a>	N	3
9	<b>Clark College</b> Job Placement Office 223 James P. Brawley Dr., SW Atlanta, GA 30314	N	0
10	<b>Spelman College</b> Career Planning & Placement Office 350 Spelman Lane Atlanta, GA 30314	N	0
11	<b>Oglethorpe University</b> Career Planning & Placement Office 4484 Peachtree Rd., NE Atlanta, GA 30319	N	0
12	<b>GA Association of Broadcasters</b> 8010 Roswell Rd. Suite 260 Dunwoody, GA 30350	N	0

Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
13	<b>WRAS Radio</b> Placement Office, GA State University 33 Gilmer Street Atlanta, GA 30303	N	0
14	<b>GA Institute of Technology</b> Alumni Placement Office 225 North Avenue, NW Atlanta, GA 30332	N	0
15	<b>West Georgia College</b> Job Placement Office 1600 Maple Street Carrollton, GA 30118	N	0
16	<b>Morris Brown College</b> Career Planning & Placement Office 643 Martin Luther King Dr., NW Atlanta, GA 30314	N	0
17	<b>Morehouse College</b> Career Planning & Placement Office 830 Westview Dr., SW Atlanta, GA 30314	N	0
18	<b>Atlanta University</b> Career Planning & Placement Office 440 Westview Dr., SW Atlanta, GA 30314	N	0
19	<b>Music Business Institute</b> 3376 Peachtree Rd., NE Atlanta, GA 30326	N	0
20	<b>Connecticut School of Broadcasting</b> Job Placement Office 1355 Terrell Mill Rd. Marietta, GA 30067	N	0
21	<b>National Association of Media Women</b> 1185 Nisky Lake Rd., SW Atlanta, GA 30331	N	0
22	<b>NAACP-Resource Center</b> 1025 Vermont Avenue, NW, Suite 1120 Washington, DC 20005	N	0
23	<b>American Women in Radio &amp; Television-Atlanta Chapter</b> P.O. Box 11712 Atlanta, GA 30355	N	0
24	<b>National Association of Broadcasters</b> Employment Office 1771 N. Street, NW Washington, DC 20036	N	0
25	<b>Women's Organizational Movement</b> P. O. Box 42257 Atlanta, GA 30311 Ms. Evelyn Lowery	N	0
26	<b>Black Women's Coalition</b> 1450 Gordon St., SW, Room 207 Atlanta, GA 30310 Ms. Shirley Williams	N	0
27	<b>Latin American Assoc.</b> Director of Employment Services 2665 Buford Highway, NE Atlanta, GA 30324	N	0

Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
28	<b>Atlanta Urban League</b> Employment Service Dept. 100 Edgewood Avenue, NE, Suite 600 Atlanta, GA 30303	N	0
29	<b>NAACP, Regional Director</b> 970 Martin Luther King Dr., SW Atlanta, GA 30314	N	0
30	<b>United Youth Adult Conference</b> 1040 Gordon St., SW Atlanta, GA 30310	N	0
31	<b>Dekalb Community College</b> Career Planning Office 555 N. Indian Creek Drive Clarkston, GA 30021	N	0
32	<b>Clayton Junior College</b> Career Planning Office 5900 N. Lee Street Morrow, GA 30260	N	0
33	<b>Emory University Career Planning Office</b> 1380 S Oxford Road NE Atlanta, GA 30322	N	0
34	<b>Atlanta Association of Black Journalists</b> P. O. Box 54128 Atlanta, GA 30308	N	0
35	<b>Gwinnett Technical Institute</b> 1250 Atkinson Road, P. O. Box 1505 Lawrenceville, GA 30246	N	0
36	<b>Billboard.biz</b> <a href="http://www.billboard.biz">www.billboard.biz</a>	N	0
37	<b>Mundo Hispanico</b> P. O. Box 13808 Atlanta, GA 30324	N	0
38	<b>Internship program at SEU station(s)</b>	N	1
39	<b>All Access Atlanta</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
40	<b>Office Team Agency</b> 3424 Peachtree Rd. Atlanta, GA 30326	N	0
41	<b>Craigs List</b> <a href="http://www.craigslist.org">www.craigslist.org</a>	N	1
42	<b>MySpace.com</b> <a href="http://www.myspace.com">www.myspace.com</a>	N	0
43	<b>Monster.com</b> <a href="http://www.monster.com">www.monster.com</a>	N	3
44	<b>Georgia Department of Labor</b> North Metro Career Center 2943 North Druid Hills Road Atlanta, GA 30329 (posted on computer terminals in job centers and internet job bank) <a href="http://www.dol.state.ga.us/">www.dol.state.ga.us/</a>	N	0
45	<b>Resume Broadcaster.com</b> <a href="http://www.resumebroadcaster.com">www.resumebroadcaster.com</a>	N	0
46	<b>Clayton County Tribune</b> P.O. Box 425 Clayton, GA 30525	N	0

Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
47	<b>Talent Zoo</b> <a href="http://www.talentzoo.com">www.talentzoo.com</a>	N	0
48	<b>Cambridge Professional Staffing Group</b> Four Piedmont Cntr #200 Atlanta, GA 30305 (404) 842-2800 Attn: Brad Halhofer, Staffing Agent	N	0
49	<b>The Marquin Group</b> <a href="http://www.marquin.com">www.marquin.com</a> Atlanta, GA 30303 (678) 539-8330 Attn: Marlon Cousin, Recruiter	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			212

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	<p>On April 14, 2009, Clear Channel Atlanta participated in the GA Association of Colleges and Employers' Career Fair. This fair draws students from diverse backgrounds coming from across Georgia and surrounding states. Colleges and Universities listed onsite included: DeVry Univ, Herzing College, Univ of Phoenix, Agnes Scott College, Albany State Univ, Dalton State College, Emory Univ, GA Southern Univ, GA Southwestern State Univ, GA State Univ, Kennesaw State Univ, LaGrange College, Macon State College, Mercer Univ, Morehouse College, Clark Atl Univ, Oglethorpe Univ, Savannah State Univ, Shorter College, Univ of GA, Valdosta State Univ, Wesleyan College, West GA Tech College. Two General Sales Managers collected resumes, interviewed specific to sales, and provided candidates with follow-up information regarding job openings.</p>
2	Internship Program	<p>College and graduate students interested in radio careers were given the opportunity to work at the stations to gain real-life experience through unpaid internships for academic credit. Clear Channel Atlanta offered internship opportunities primarily to college juniors and seniors and graduate students. Interns were selected each semester to work in various departments at various stations in the SEU. During the reporting period, 30 interns successfully completed our internship program. Of the 30, three were Atlanta Broadcast Institute students, one was Chattahoochee Tech College student, one was Clark Atlanta Univ student, eleven were Connecticut School of Broadcast (CSB) students, three were Georgia Southern Univ students, three were Kennesaw State Univ students, one was Oglethorpe Univ student, one was The Atlanta Art Institute student, one was Univ of Colorado at Boulder, two were Univ of West Georgia, one was University of Alabama and two were Univ of Georgia students.</p>