

**WASH, WMZQ, WBIG, WIHT, WWDC
EEO PUBLIC FILE REPORT**

06/01/08 – 5/31/09

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

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	National Assoc. of Hispanic Journalists 529 14 th Street NW 1000 Natl. Press Bldg. Washington, D.C. 20045]	N	0
2	Corporation for Public Broadcasting 401 9 th 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 MD 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 PO 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	Towson University Career Center 7800 York Road Towson, MD 21252	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	Bowie State University Jericho Park Road Bowie, MD 20715	N	0
13	Coppin State University 2500 W. North Ave. Baltimore, MD 21216	N	0
14	University of the District of Columbia 4200 Connecticut Ave. NW Washington, D.C. 20008	N	0
15	George Washington University 2121 I Street NW Washington, D.C. 20052	N	0
16	Georgetown University 37 th and O Streets NW Washington, D.C. 20057	N	0
17	George Mason University 4400 University Drive Fairfax, VA 22030	N	0
18	Montgomery College RA 108 51 Mannakee Rockville, MD 20850	N	0
19	American University 4400 Massachusetts Ave. NW Washington, D.C. 20016	N	0
20	United Planning Organization 301 Rhode Island Ave, NW Washington, D.C. 20001	N	0
21	National Council of Negro Women 633 Pennsylvania Ave. NW Washington, D.C. 20004	N	0
22	National Lesbian and Gay Journalists Assoc. 1420 K Street, NW Suite 910 Washington, D.C. 20005	N	0
23	Asian Women's Self-Help Assoc. 1140 Connecticut Ave Suite 1200 Washington, D.C. 20036	N	0
24	Hispanic Committee of Virginia 5827 Columbia Pike Suite 200 Falls Church, VA 22041	N	0
25	Japanese American Citizens League 1001 Connecticut Ave, NW Suite 730 Washington, D.C. 20036	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
26	Korean Community Service Center 7700 Little River Turnpike #406 Annandale, VA 22003	N	0
27	NAACP – Washington Bureau 1156 – 15 th St. NW Washington, D.C. 20005	N	0
28	Organization of Chinese Americans 1001 Connecticut Ave, NW Suite 601 Washington, D.C. 20005	N	0
29	Southeast Asian Resource Action Center 1628 16 th Street, NW 3 rd Floor Washington, D.C. 20009	N	0
30	United Black Fund PO Box 7051 Washington, D.C. 20032	Y *as of 4/25/08*	0
31	Women of Washington 1666 K Street, NW Suite 440 Washington, D.C. 20006	N	0
32	Forty Plus of Greater Washington 1718 P Street, NW Suite T-2 Washington, D.C. 20036	Y *as of 4/30/08*	0
33	Women Empowered Against Violence 1111 16 th Street, NW Suite 410 Washington, D.C. 20036	N	0
34	Workforce Organizations for Regional Collaboration 1725 I Street, NW Suite 200 Washington, D.C. 20006	N	0
35	Greater Baltimore Urban League 512 Orchard Street Baltimore, MD 21211	N	0
36	National Assoc. of Black Journalists 8701-A Adelphi Road Adelphi, MD 20873-1716	N	0
37	Monster Jobs Website www.monster.com	N	18
38	Clear Channel Jobs Website www.clearcareers.com	N	11
39	Clear Channel Staff Posting – email/bulletin boards Washington, D.C. All Market/Baltimore List	N	4
40	On-Air Announcements	N	2
41	Employee Referral	N	11
42	Outside Referral	N	0
43	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
44	Inside Radio – Print ad PO Box 12533 Cincinnati, OH 45212	N	1
45	Washington Post – Print ad www.washingtonpost.com	N	6
46	Clear Channel Job Fair 1801 Rockville Pike Rockville, MD 20852	N	0
47	Clear Channel Internship Program 1801 Rockville Pike Rockville, MD 20852	N	0
48	Clear Channel University 3050 Post Oak Blvd. Houston, TX 77056	N	0
49	Radio Station Websites www.dc101.com www.idigbig.com www.wmzq.com	N	3
50	Walk-in	N	0
51	Catholic University of America Career Services Office 202 Pryzbyla Center Washington, D.C. 20064	N	0
52	Media Bistro Website www.mediabistro.com	N	0
53	Washington Post – online ad www.washingtonpost.com	N	0
54	Robert Half Temp. Service	N	0
55	All Access Website www.allaccess.com	N	4
56	Baltimore Vet Center 223 W. Bel Air Ave Aberdeen, MD 21216	N	
57	Elkton Vet Center 103 Chesapeake Blvd Ste A Elkton, MD 21921	N	
58	Jewish War Vets of the USA Attn: Col. Erwin Burtnick Dept. of MD 1 Ivory Crest Ct Baltimore, MD 21209	N	
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			60

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<p>National Association of Broadcasters Education Foundation 525 Bryant St. NW Washington, DC 20059</p> <p>- Event held 6/11/08 & 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 11th 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>
2	<p>Internship Program / WIHT</p> <p>- Internship Program held from 06/08 – 08/08</p>	<p>During the 2008 Summer semester, (06/08-08/08), WIHT hosted an intern, exposing the intern to the many aspects of the radio industry. Under the supervision of the Promotions Director, the student was provided training in the promotions department. The intern represented the University of Maryland</p>
3	<p>Internship Program / WBIG</p> <p>- Internship Program held from 06/08 – 08/08</p>	<p>During the 2008 Summer semester, (06/08-08/08), WBIG hosted three interns, exposing the intern to the many aspects of the radio industry. Under the supervision of the Promotions Director, the student was provided training in the promotions department. The interns represented James Madison University and the University of Maryland</p>
4	<p>Internship Program / WIHT</p> <p>- Internship Program held from 06/08 – 08/08</p>	<p>During the 2008 Summer semester (06/08 – 08/08), WITH hosted 9 interns, exposing each to the many aspects of the radio industry. Under the direct supervision of the Music Director, the interns received hands-on experience with programming, research and production. The interns represented the following schools: James Madison University, Northern Virginia</p>

		Community College, Montgomery College (Rockville), Howard University, Morgan State University, VA Polytechnic Institute and State University, Bowie State University, West VA University and American University
5	<p>Internship Program / WMZQ</p> <p>- Internship Program held from 06/08 – 08/08</p>	<p>During the 2008 Summer semester (06/08 – 08/08), WMZQ hosted 2 interns, exposing each to the many aspects of the radio industry. Under the direct supervision of the Music Director, the interns received hands-on experience with programming, research and production. The interns represented the following schools: Radford University and University of Southern California.</p>
6	<p>Internship Program / WDC101</p> <p>- Internship Program held from 08/08 – 12/08</p>	<p>WDC101 hosted three interns during the months of August 08 – December 08. Under the supervision of the Promotions Director, the interns gained hands-on experience in the Promotions Department. The interns were from the following colleges: George Mason University and University of Maryland</p>
7	<p>Internship Program / WIHT</p> <p>- Internship Program held from 08/08 – 01/09</p>	<p>During the months of August 08 – January 09 WITH hosted four interns. The interns participated in hands-on learning in the programming department. The interns were from the following: CSB School of Broadcasting, Howard University, George Mason</p>
8	<p>Internship Program / WDC101</p> <p>- Internship Program held from 06/08 – 08/08</p>	<p>During the Summer semester, WDC101 hosted 6 interns. The interns participated in hands-on learning in the following departments – Programming, Productions and Promotions. The interns represent the following: University of MD, American University and Northeastern University.</p>
9	<p>Internship Program / WASH & WBIG</p> <p>- Internship Program held from 09/08 – 12/08</p>	<p>During the 2008 Fall semester (09/08 – 12/08), WASH/WBIG hosted 6 interns, exposing each to the many aspects of the radio industry. Under the direct supervision of the Music Director, the interns received hands-on experience with programming, research and production. The interns represented the following schools: Thomas Wootton High School, The Madeira School, American University and Thornton Friends School</p>

10	<p>Internship Program / WASH & WBIG</p> <p>- Internship Program held from 01/09 – 05/09</p>	<p>During the Spring semester, WASH/WBIG hosted 5 interns. The interns participated in hands-on learning in the following departments – Programming, Productions and Promotions. The interns represent the following: University of MD, Columbia School of Broadcasting and John F. Kennedy High School</p>
11	<p>Internship Program / WDC101</p> <p>- Internship Program held from 01/09 – 05/09</p>	<p>During the months of January 09 – May 09 WDC101 hosted four interns. The interns participated in hands-on learning in the promotions department. The interns were from the following: Mount Saint Mary’s University and the University of MD</p>