

**WGRB(AM), WGCI-FM, WNUA(FM), WKSC-FM, WVAZ(FM),  
WLIT-FM & WVON(AM)**

**EEO PUBLIC FILE REPORT**

**August 1, 2008 to July 31, 2009**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Continuity Director	1-70, 72-75, 78, 83, 85	70
On-Air Host – WNUA FM	1-70, 72-75, 78, 83, 85	72
On-Air Host – WNUA FM	1-70, 72-75, 78, 83, 85	73
On-Air Host – WNUA FM	1-70, 2-75, 78, 83, 85	72
On-Air Host – WGCI FM	1-70, 72-75, 78, 83, 85	62
On-Air Host – WGCI FM	1-70, 72-75, 78, 83, 85, 79	72
On-Air Host – WKSC FM	1-70, 72-75, 78, 83, 85	72
On-Air Host - Traffic	1-70, 72-75, 78, 83, 85	83
Local Sales Manager – WNUA FM	1-70, 72-75, 78, 83, 85	70
Non-Traditional Revenue Sales Manager	1-70, 72-75, 78, 83, 85	83
Morning Show Producer – WGCI-FM	1-70, 72-75, 78, 83, 85	72
Production Director –WNUA FM	1-70, 72-75, 78, 83, 85	73
Program Director – WNUA FM	1-70, 72-75, 78, 83, 85	72
Morning Show Producer – WNUA FM	1-70, 72-75, 78, 83, 85	73
Receptionist	1-70, 72-75, 78, 83, 85	70
Web Content Coordinator	1-70, 72-75, 78, 83, 85	83
Promotions Director – WNUA FM	1-70, 72-75, 78, 83, 85	72
Account Executive (4)	1-75, 77, 78, 83, 85, 87	83, 87
National Sales Coordinator	1-70, 72-75, 78, 83, 85, 86	86
Sales Assistant – WVON AM	1-70, 72-75, 78, 83, 85	77
Producer – WVON AM	1-70, 72-75, 78, 83, 85	72
News Director – WVON AM	1-70, 72-75, 78, 83, 85	83
Controller	1-70, 72-75, 78, 83, 74	72

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**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>AACF Computer Learning Center</b> 145 Westgate Oak Park, IL 60301 (708) 848-1700 Contact: Tami Yarbrough	Y	0
	<b>Alverno College</b> (414) 382-6010 Contact: Debra Chomicka <a href="https://www.myinterfase.com/alverno/employer">https://www.myinterfase.com/alverno/employer</a> <a href="mailto:emilyruffner@clearchannel.com">emilyruffner@clearchannel.com</a> regular4	N	0
2	<b>Augustana College</b> 639 38 <sup>th</sup> Street Rock Island, IL 61201 (309) 794-7339 Email: <a href="mailto:caklauke@augustana.edu">caklauke@augustana.edu</a> Contact: Laura O'Melia	N	0
	<b>Aurora University</b> Phone: 630-844-6870 Email: <a href="mailto:career@aurora.edu">career@aurora.edu</a> <a href="http://www.collegecentral.com/aurora/Employer.cfm">http://www.collegecentral.com/aurora/Employer.cfm</a>	N	0
3	<b>Ball State University</b> Muncie, IN 47306 (765) 285-2430 Email: <a href="mailto:j212goodwin@bsu.edu">j212goodwin@bsu.edu</a> Contact: Joseph Goodwin	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
4	<b>Benedictine University</b> 5700 College Drive Lisle, IL 60532 (630) 829-6037 Contact: Julie Cosimo	Y	0
5	<b>Black College Radio Organization</b> P.O. Box 3191 Atlanta, GA 30302 (404) 523-6136 Email: <a href="mailto:BCRMail@aol.com">BCRMail@aol.com</a>	N	0
6	<b>Bradley University</b> 1501 W. Bradley Avenue Peoria, IL 61625 (309) 676-7611 Email: <a href="mailto:sandymc@bradley.edu">sandymc@bradley.edu</a> Contact: Sandy McDermott	N	0
7	<b>Centers for New Horizons</b> 4150 S. King Drive Chicago, IL 60653 (773) 373-5700 Email: <a href="mailto:charleneh@cnh.org">charleneh@cnh.org</a> Contact: Charlene Hill	N	0
8	<b>The Chicago Lighthouse</b> 1850 W. Roosevelt Rd. Chicago, IL 60608 (312)666-1331 <a href="mailto:Wesley.hill@chicagoighthouse.org">Wesley.hill@chicagoighthouse.org</a> Contact: Wesley Hill	Y	0
9	<b>Chicago State University</b> 9501 S. King Drive Chicago, IL 60628 (773) 995-2327 Email: <a href="mailto:careers@csu.edu">careers@csu.edu</a> Contact: Tameca Blossom-Lyons	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
10	<b>Columbia College</b> 600 S. Michigan Avenue Chicago, IL 60605 (312) 344-7280 Email: <a href="mailto:columbiaworks@colum.edu">columbiaworks@colum.edu</a> Contact: Tom Joyce	Y	2
11	<b>Concordia University</b> 7400 Augusta Street River Forest, IL 60306 (708) 209-3033 Email: <a href="mailto:career.services@cuchicago.edu">career.services@cuchicago.edu</a> Contact: Darcie Campos	Y	0
12	<b>DePaul University</b> 1 E. Jackson Chicago, IL 60604 Email: <a href="mailto:aghuri@depaul.edu">aghuri@depaul.edu</a> Contact: Aisha Ghori <a href="http://careercenter.depaul.edu/employer/hire/post_a_job.aspx">http://careercenter.depaul.edu/employer/hire/post_a_job.aspx</a>	N	0
13	<b>Dominican University</b> 7900 W. Division Street River Forest, IL 60305 (708) 524-6786 Email: <a href="mailto:rscotto@dom.edu">rscotto@dom.edu</a> Contact: Roberta Scotto	Y	0
14	<b>Eastern Illinois University</b> 1301 Human Services Center 600 Lincoln Avenue Charleston IL 61920 Email: <a href="mailto:jastevens2@eiu.edu">jastevens2@eiu.edu</a> Contact: Jan Stevens	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
15	<p><b>Elmhurst College</b>  190 Prospect Avenue  Elmhurst, IL 60126-3296  (630) 617-3500  Email: <a href="mailto:anthonyc@elmhurst.edu">anthonyc@elmhurst.edu</a>  Contact: Anthony Colantoni  <a href="https://elmhurst-csm.symlicity.com/employers/index.php?cck=1&amp;au=&amp;ck=">https://elmhurst-csm.symlicity.com/employers/index.php?cck=1&amp;au=&amp;ck=</a>  username: <a href="mailto:emilvruffner@clearchannel.com">emilvruffner@clearchannel.com</a>  password: Normal4</p>	N	0
16	<p><b>Governors State University</b>  1 University Parkway  University Park, IL 60466-0975  (708) 235-3974  Email: <a href="mailto:jsloss@ccc.edu">jsloss@ccc.edu</a>  Contact: James Sloss, Jr.</p>	Y	0
17	<p><b>Harold Washington College</b>  30 E. Lake Street  Chicago, IL 60601  (312) 553-5600  Email: <a href="mailto:l-haddox@govst.edu">l-haddox@govst.edu</a>  Contact: Loretta Haddox</p>	Y	0
18	<p><b>Insite Training</b>  4343 W. 123<sup>rd</sup> Street  Alsip, IL 60803  (708) 371-9790  Email: <a href="mailto:dwillis@sertomacentre.org">dwillis@sertomacentre.org</a>  Contact: Deanna Willis</p>	Y	0
19	<p><b>Illinois Department of Employment Security</b>  33 S. State Street  Chicago, IL 60603  (312) 793-6818  Contact: Mike Poyma</p>	Y	0
20	<p><b>Illinois Center for Broadcasting</b>  55 W. 22<sup>nd</sup> Street  Lombard, IL 60148  (630) 916-1700  Email: <a href="mailto:gary@beonair.com">gary@beonair.com</a>  Contact: Gary James</p>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
21	<b>Illinois State University</b> 185 Student Services Building Normal, IL 61790 (319) 438-2689 Email: <a href="mailto:jbmunz@ilstu.edu">jbmunz@ilstu.edu</a> Contact: Jim Munz	Y	0
22	<b>Illinois Wesleyan University</b> 1312 Park Street Bloomington, IL 61701 (309) 556-1000 Email: <a href="mailto:snoonan@iwu.edu">snoonan@iwu.edu</a> Contact: Sue Noonan	Y	0
23	<b>Jobs For Youth/Chicago, Inc.</b> 17 N. State, 6 <sup>th</sup> Floor. Chicago, IL 60602 (312) 499-4778 Email: <a href="mailto:rpeden@jfychicago.org">rpeden@jfychicago.org</a> Contact: Roger Peden	Y	0
24	<b>Indiana University Kelley School of Business</b> 801 W. Michigan Street Indianapolis, IN 46202 (317) 274-2587 Email: <a href="mailto:angjmeye@iupui.edu">angjmeye@iupui.edu</a> Contact: Angie Meyer	Y	0
25	<b>Kane County Department of Employment</b> 30 DuPage Court Elgin, IL 60120 (847) 888-7900 Contact: Kathleen Wall	Y	0
26	<b>Kennedy King College</b> 6800 S. Wentworth, 2E49 Chicago, IL 60621 (773) 602-5419 Contact: Esmeralda Torres	Y	0
27	<b>Kendall College</b> 900 N. Branch Street Chicago, IL 60622 Email: <a href="mailto:careerservices@kendall.edu">careerservices@kendall.edu</a>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
28	<b>Knox College</b> 2 E. South Street Galesburg, IL 61401-4999 Email: <a href="mailto:hpoppy@knox.edu">hpoppy@knox.edu</a> Contact: Heather Poppy	Y	0
29	<b>Korean American Community Services</b> 4300 California Avenue Chicago IL 60618 (773) 583-5501, Ext. 125 Email: <a href="mailto:info@kacschgo.org">info@kacschgo.org</a> Contact: Claudia Perez	Y	0
30	<b>Lake Forest College</b> 555 N. Sheridan Road Lake Forest, IL 60045 (847) 234-3100 Email: <a href="mailto:degross@lakeforest.edu">degross@lakeforest.edu</a> Contact: Helene Degross	N	0
31	<b>Lakeland Community College</b> 5001 Lake Land Boulevard Mattoon, IL 61938 (217) 234-5430 Email: <a href="mailto:jobs@lakeland.cc.il.us">jobs@lakeland.cc.il.us</a> Contact: Heather Nohren	Y	0
32	<b>LDS Employment Resource Services</b> 1801 N. Mill Street Naperville, IL 60563 Email: <a href="mailto:wel-ec-chicago@ldsmail.net">wel-ec-chicago@ldsmail.net</a> Contact: Sally Morrison	Y	0
33	<b>Lewis University</b> 1 University Parkway Romeoville, IL 60466 (815) 836-5282 Email: <a href="mailto:breierch@lewisu.edu">breierch@lewisu.edu</a> Contact: Chris Breier  <a href="https://lewisu-csm.symplicity.com/employers/index.php?s=home&amp;ck=1&amp;au=&amp;ck=">https://lewisu-csm.symplicity.com/employers/index.php?s=home&amp;ck=1&amp;au=&amp;ck=</a>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
34	<b>Loyola University</b> 6439 N. Sheridan Road Chicago, IL 60626 (773) 508-7010 Contact: Joe Reeves <a href="http://luc.erecruiting.com/emp/sblogin">http://luc.erecruiting.com/emp/sblogin</a>	Y	0
35	<b>Malcolm X College</b> 1900 W. VanBuren Chicago, IL 60612 (312) 850-7188 Email: <a href="mailto:rholder@ccc.edu">rholder@ccc.edu</a> Contact: Renodder Holder-Brown	N	0
36	<b>Marquette University</b> Email: <a href="mailto:career.services@marquette.edu">career.services@marquette.edu</a> Phone: 414-288-7423	N	0
37	<b>Mass Media Jobs</b> 244 Fifth Avenue, Suite E235 New York, NY 10001 (866)540-4MMJ <a href="http://www.massmediajobs.com">www.massmediajobs.com</a>	N	1
38	<b>Media Advertising Club of Chicago</b> 315 New Salem Park Forest, IL 60466 (708)748-3330 E-mail: <a href="mailto:info@themacchicago.com">info@themacchicago.com</a> Contact: Carla Ross	Y	1
39	<b>Millikin University</b> 1184 W. Main Street Decatur, IL 62522 Email: <a href="mailto:pmfolger@millikin.edu">pmfolger@millikin.edu</a> Contact: Pam Folger	Y	0
40	<b>Miller Broadcast Management, Inc.</b> 616 W. Fulton Street, Suite 516 Chicago, IL 60661 (312) 454-1111 Email: <a href="mailto:info@millerbroadcast.com">info@millerbroadcast.com</a> Contact: Matt Miller	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
41	<b>Moraine Valley Community College</b> 9000 College Parkway Palos Hills, IL 60465 (708) 974-5737 Email: <a href="mailto:kelsay@morainevalley.edu">kelsay@morainevalley.edu</a> Contact: Lisa Kelsay	Y	0
42	<b>Moody Bible Institute</b> 820 N. LaSalle Chicago, IL 60610 (312) 329-2155 Email: <a href="mailto:careerdev@moody.edu">careerdev@moody.edu</a> Contact: Katie Issak	Y	0
43	<b>National Association of Minority Media Executives</b> 7950 Jones Branch Drive McLean, VA 22107 (703) 854-7179 Contact: Nancy Osborn	N	0
44	<b>North Central College</b> 30 N. Brainerd Street Naperville, IL 60563 (630) 637-5141 Contact: Marlene Staryzk	Y	0
45	<b>Northern Illinois University</b> Campus Life Building, Room 220 DeKalb, IL 60115 (815) 753-8344 Email: <a href="mailto:careerservices@niu.edu">careerservices@niu.edu</a> Contact: Kathy Zuidema	N	0
46	<b>Northeastern Illinois University</b> 5500 N. St. Louis Avenue Chicago, IL 60625-4699 (773) 442-4680 Email: <a href="mailto:B-Cosentino@neiu.edu">B-Cosentino@neiu.edu</a> Contact: Barbara Cosentino	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
47	<b>Northwestern University</b> 633 Clark Street Evanston, IL 60208 (847)491-3741 <a href="https://northwestern-csm.symplicity.com/employers/index.php?mode=list&amp;&amp;">https://northwestern-csm.symplicity.com/employers/index.php?mode=list&amp;&amp;</a>	N	0
48	<b>Northwestern Business College</b> 1805 F Mill Street Naperville, IL 60568 (630) 753-9091 Email: <a href="mailto:jclarke@nwbc.edu">jclarke@nwbc.edu</a> Contact: Jennifer Clarke	Y	0
49	<b>Olivet Nazarene University</b> One University Avenue Bourbonnais, IL 60914-2345 Phone: (800) 648-1463 <a href="http://oodb.olivet.edu/forms/career/JobPosting/jobposting.cgi">http://oodb.olivet.edu/forms/career/JobPosting/jobposting.cgi</a>	N	0
50	<b>Parkland College</b> 2400 W. Bradley Champaign, IL 61821 (217) 351-2536 Email: <a href="mailto:CMartin@parkland.edu">CMartin@parkland.edu</a> Contact: Carolyn Martin	Y	0
51	<b>Purdue University – Calumet</b> 2200 169 <sup>th</sup> Street Hammond, IN 46323-2094 (219) 989-2600 Email: <a href="mailto:careerservices@calumet.purdue.edu">careerservices@calumet.purdue.edu</a> Contact: Donna Weidenfeller	Y	0
52	<b>Rainbow/Operation Push</b> 930 E. 50 <sup>th</sup> Street Chicago, IL 60615 (773) 373-3366 Contact: Tannis Williamson	Y	0
53	<b>Radio Center for People With Disabilities</b> 230 E. Ohio Street, Suite 101 Chicago, IL 60611 (312) 640-5000 Email: <a href="mailto:RC4PD@aol.com">RC4PD@aol.com</a> Contact: Brad Saul	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
54	<b>Robert Morris College</b> 401 S. State Street Chicago, IL 60605 (312) 935-4042 Email: <a href="mailto:bboersma@robertmorris.edu">bboersma@robertmorris.edu</a> Contact: Bonnie Boerema	Y	0
55	<b>Right Track Mentoring &amp; Employment</b> (708) 647-9904 Contact: Michelle Rouse	Y	0
56	<b>Roosevelt University</b> 430 S. Michigan Ave Chicago, IL 60605 312-341-3500 <a href="http://roosevelt.erecruiting.com/emp/sblogin">http://roosevelt.erecruiting.com/emp/sblogin</a>	N	0
57	<b>Southern Illinois University</b> Woody Hall B-204, Mailcode 4703 Carbondale, IL 62901-6606 (618) 453-7112 Email: <a href="mailto:bevj@siu.edu">bevj@siu.edu</a> Contact: Beverly Robbins	N	0
58	<b>Spanish Coalition for Jobs</b> 2011 W. Pershing Road Chicago, IL 60609 (773) 247-0707 Email: <a href="mailto:scj@scj-usa.org">scj@scj-usa.org</a> Contact: Celia Lopez	N	0
59	<b>Saint Xavier University</b> <a href="mailto:counselingandcareerservices@sxu.edu">counselingandcareerservices@sxu.edu</a>	N	0
60	<b>Trinity Christian College</b> 6601 W. College Drive Palos Heights, IL 60463 (708) 239-4821 Email: <a href="mailto:careercenter@trnty.edu">careercenter@trnty.edu</a> Contact: Jackie Medenblik	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
61	<b>Truman College</b> 1145 W. Wilson Chicago, IL (773) 907-4737 / (773) 907-4714 Email: <a href="mailto:amarin17@ccc.edu">amarin17@ccc.edu</a> Contact: Amanda Marin	Y	0
62	<b>University of Illinois</b> 119 Gregory Hall Champaign, IL 61820 (217) 333-0709 Email: <a href="mailto:jasweet@uiuc.edu">jasweet@uiuc.edu</a> Contact: Julie Sweet <a href="https://tcc-uiuc-csm.symplicity.com/employers/">https://tcc-uiuc-csm.symplicity.com/employers/</a>	Y	0*
63	<b>University of Illinois – Chicago</b> 1200 W. Harrison Street Chicago, IL 60607 (773) 702-1234 Email: <a href="mailto:mbrooks@uchicago.edu">mbrooks@uchicago.edu</a> Contact: Max Brooks <a href="https://uic-csm.symplicity.com/employers/index.php?mode=list&amp;&amp;">https://uic-csm.symplicity.com/employers/index.php?mode=list&amp;&amp;</a>	Y	1
64	<b>University of Wisconsin-Milwaukee</b> Contact: Angie Visgin 414-229-4487 <a href="mailto:cdc@uwm.edu">cdc@uwm.edu</a> – full and part time Linda Walker 414-229-4487 <a href="mailto:walkel@uwm.edu">walkel@uwm.edu</a>	Y*	0*
65	<b>Wilbur Wright College</b> 4300 N. Narragansett Chicago, IL 60634 (773) 481-8527 Email: <a href="mailto:job_placement_wright@ccc.edu">job_placement_wright@ccc.edu</a> Contact: Irene Horne	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
66	<b>The Write Design Company</b> 1803 W. 95 <sup>th</sup> Street Ste. 270 Chicago, IL 60643 (877)570-5228 Email: <a href="mailto:shorty@goshorty.net">shorty@goshorty.net</a> Contact: Marcie Hill	Y	0*
67	<b>Veteran Improvement Program</b> 1240 E. 79 <sup>th</sup> Street Chicago, IL 60619 (773) 374-9800 Email: <a href="mailto:jobsforveterans@yahoo.com">jobsforveterans@yahoo.com</a> Contact: Jackie Collins	Y	0
68	<b>YWCA of Metropolitan Chicago</b> 360 N. Michigan Avenue, Suite 800 Chicago, IL 60601 (312) 372-6600 Email: <a href="mailto:cynthia.anglin@ywcachicago.org">cynthia.anglin@ywcachicago.org</a> Contact: Cynthia Anglin	N	0
69	<b>Station Websites</b> <a href="http://www.gospel1390.com">www.gospel1390.com</a> ; <a href="http://www.wgci.com">www.wgci.com</a> ; <a href="http://www.wnuu.com">www.wnuu.com</a> ; <a href="http://www.kiss1035.com">www.kiss1035.com</a> ; <a href="http://www.v103.com">www.v103.com</a> ; <a href="http://www.litefm.com">www.litefm.com</a> ; <a href="http://www.wvon.com">www.wvon.com</a>	N	7
70	<b>Clear Channel Clear Careers Website</b> 200 E. Basse Road San Antonio, TX 78209 <a href="http://www.clearcareers.com">www.clearcareers.com</a>	N	11
71	<b>Chicago Tribune</b> (312) 222-2222 Contact: Chad Jones	N	1
72	<b>Employee Referral</b>	N	19
73	<b>Walk-Ins/Self Referral</b>	N	3
74	<b>Internship Program</b>	N	0
75	<b>Internal Posting</b>	N	0
76	<b>Inside Radio</b> P.O. Box 442 Littleton, NH 03561 (800) 640-8852 <a href="http://www.insideradio.com">www.insideradio.com</a> Contact: Gene McKay	N	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>
77	<b>On-Air Announcements (all SEU stations)</b>	N	6
78	<b>Job Fairs</b>	N	0
79	<b>Facebook</b> <a href="http://www.facebook.com">www.facebook.com</a> Contact: Kenard Karter		1
80	<b>Craigslist Website</b> <a href="http://www.chicago.craigslist.com">www.chicago.craigslist.com</a>	N	0
81	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
82	<b>Monster.com Website</b> <a href="http://www.monster.com">www.monster.com</a>	N	0
83	<b>Non-Employee Referral</b>	N	11
84	<b>Clear Channel University</b> Macon Cauthen (713)830-8434 <a href="mailto:maconcauthen@clearchannel.com">maconcauthen@clearchannel.com</a>	N	2
85	<b>Illinois Broadcasters Association Website</b> <a href="http://www.ilba.org">www.ilba.org</a>	N	0
86	<b>Internal Transfer/Promotion</b>	N	0
87	<b>NJ W Associates</b> 134 North LaSalle – Suite 1030 Chicago, IL 60602 (312)857-1999	N	4
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			59

**WGRB(AM), WGCI-FM, WNUA(FM), WKSC-FM, WVAZ(FM),  
WLIT-FM & WVON(AM)**

**EEO PUBLIC FILE REPORT**

**August 1, 2008 to July 31, 2009\***

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in Job Fair	On September 3, 2008, our stations participated in the Loyola University Chicago Community Service and Job Fair. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities and internships at the stations with students interested in broadcasting careers.
<b>2</b>	Participate in Job Fair	On September 18, 2008, our stations participated in the Harold Washington College Career Fair. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities at the stations with individuals interested in broadcasting careers.
<b>3</b>	Participate in Job Fair	On November 7, 2008, our stations participated in the East-West University Job Fair. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities at the stations with students interested in broadcasting careers.
<b>4</b>	Participate in Job Fair	On November 11, 2008, our stations participated in the Elmhurst College Career Expo. Station participants included our Executive Assistant, WVAZ-FM On-Air Personality and WVAZ-FM Promotions Director, who discussed job opportunities at the stations with students interested in broadcasting careers.
<b>5</b>	Participate in Job Fair	On February 10, 2009, our stations participated in the AIM High Career Fair. Station participants included our Human Resources Manager, WGCI-FM On-Air Personality and WGCI-FM Promotions Director, who discussed job opportunities and internships at the stations with students interested in broadcasting careers.

<b>6</b>	Participate in Job Fair	On February 24, 2009, our stations participated in the Loyola University Chicago Spring 2009 School of Communication Career Event. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities at the stations with individuals interested in broadcasting careers.
<b>7</b>	Participate in Job Fair	On April 6, 2009, our stations participated in the Columbia College Spring 2009 Job Fair. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities at the stations with individuals interested in broadcasting careers.
<b>8</b>	Participate in Job Fair	On April 16, 2009, our stations participated in the Harold Washington College Spring Career Fair. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities at the stations with individuals interested in broadcasting careers.
<b>9</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On August 22, 2008, our stations participated in the L.I.F.E. Support Incorporated's Job Shadow Day. Station participants included our President and Market Manager, Executive Assistant and Account Executive, who spoke to students about their careers in the broadcast industry.
<b>10</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On October 7, 2009, our stations participated in the Marketing Roundtable discussion held at Columbia College. Station participants included our WLIT-FM Promotions Director, who provided information to the students about the career path to a promotions and marketing job in the broadcasting industry.
<b>11</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On October 10, 2008, our Programming Assistant, WKSC-FM Board Operator, WVAZ-FM Sales Assistant and WKSC-FM On-Air Host participated in New Trier High School's Latin American job shadow day and spoke to students about their careers in the broadcast industry.
<b>12</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On October 29, 2008, our WVAZ-FM Program Director spoke to a class at Kennedy King College regarding his career in the broadcasting industry, as well as the business side of broadcasting and how to start and advance a career in broadcasting.
<b>13</b>	Participate in Event Sponsored by	On October 30, 2009, our stations participated in the

	Educational Institution Relating to Career Opportunities in Broadcasting	Chicago Public Schools “Principal for a Day” Program. Station participants included WGCI-FM On-Air Hostess, who spoke to students about her career in the broadcast industry.
14	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On Saturdays during the month of November 2008, our WLIT-FM Promotions Director participated in Science Chicago and spoke to students about internships and career opportunities in broadcasting.
15	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On April 7, 2009, our WGCI-FM and WVAZ-FM Program Directors, Production Directors, On-Air Hosts, Engineers, Promotions Directors, Vice President of Communications, and Accounts Executives spoke to 6 <sup>th</sup> -12 <sup>th</sup> grade students from the Delta Sigma Theta Sorority Inc, about careers and internships in the broadcasting industry.
16	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On April 13, 2009, 2008, our WKSC-FM Local Sales Manager spoke to students in a Media Planning class at Loyola University Chicago regarding sales careers in the broadcasting industry.
17	Internship Program	During the reporting period, our stations hosted approximately 30 interns per quarter from the following colleges and universities: Columbia College, SUNY Fredonia, University of Illinois, Harold Washington College, Illinois Center for Broadcasting, Illinois State University, DePaul University, Texas Southern University, Chicago State University, Howard University, East West University and Northwestern University. In addition, our stations hosted three interns as part of the Clear Channel University, Bayliss Internship Program. Interns work in the Promotions, Sales, Programming and Production Departments and receive college credit for their participation in the program. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.
18	Sponsor Job Fair	Our stations served as the media sponsor the 2007 Chicago Diversity Job Expo held at Navy Pier on November 12, 2008. Station participants included our Human Resources Assistant and Promotions Assistant, who discussed job opportunities and internships at the stations with candidates interested in broadcasting careers.
19	Provide Training to Managers Regarding Equal Employment	On November 14, 2007, all station managers participated in discrimination training conducted by the Clear Channel

	Opportunity and Discrimination	local employment council.
<b>20</b>	Internship Program (WVON-AM)	From May to August, WVON introduced 11 students from Columbia College Chicago; Florida A&M University; Spelman College; Northern Illinois University; Roosevelt University; Hyde Park High School; and Percy L. Julian High School to the genre of talk radio. Students had the opportunity to learn about the roles and responsibilities associated with the following departments: Sales, Promotions & Marketing; Programming; News, Traffic, Administrative & Production.

\* 12/2/09 – Pages 2 and 15 were corrected to reflect the correct year, 2008-2009. In Section II of the report, #62 and #66 were updated with a number in Column 4. Also in Section II, #64 columns 3 and 4 were updated to reflect the correct information.