

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

**EEO PUBLIC FILE REPORT
August 1, 2007 to July 31, 2008¹**

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
Sales Assistant – WGCI-FM	1-60, 62-65, 68, 72, 74	62
Sales Assistant – WGCI-FM	1-60, 62-65, 68, 72, 74	64
Sales Assistant – WGCI-FM	1-60, 62-65, 68, 72, 74	62
Sales Assistant – WKSC-FM	1-60, 62-65, 68, 72, 74	62
Sales Assistant – WVON(AM)	1-59, 65, 75-76	75
National Sales Assistant	1-60, 62-65, 68, 72, 74	62
Afternoon & Evening Show Producer – WVON(AM)	1-59, 61-62, 65, 75	75
On-Air Host – WVAZ(FM)	1-60, 62-65, 68, 72, 74-75	75
IT Assistant	1-60, 62-65, 68, 72, 74	59
Sales Assistant – WLIT-FM	1-60, 62-65, 68, 72, 74	64
Sales Assistant – WLIT-FM	1-60, 62-65, 68, 72, 74-75	75
Morning Show Producer – WKSC-FM	1-60, 62-63, 65, 68, 72, 74-75	75
Online Content Coordinator	1-60, 62-65, 68-69, 72, 74	69
Online Content Coordinator	1-60, 62-65, 68-69, 72, 74	69
Program Director – WVON(AM)	1-59, 61-65, 75	75
Promotions Coordinator – WGCI-FM/WNUA(FM)	1-60, 62-65, 68, 72, 74-75	75
Assistant Controller	1-60, 62-65, 68, 72, 74-75	75
Executive Sales Assistant	1-60, 62-63, 65, 68, 72, 74	62
Executive Sales Assistant	1-60, 62-63, 65, 68, 72, 74-75	75
Executive Sales Assistant	1-60, 62-63, 65, 68, 72, 74-75	75
Account Executive – WVON(AM)	1-59, 61-62, 65, 75-76	75
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	72
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	62
Account Executive	1-69, 71-72, 74	60
Account Executive	1-69, 71-72, 74	59

¹ This report provides recruitment data collected from July 22, 2007 through July 21, 2008.

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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	AACF Computer Learning Center 145 Westgate Oak Park, IL 60301 (708) 848-1700 Contact: Tami Yarbrough	Y	0
2	Augustana College 639 38 th Street Rock Island, IL 61201 (309) 794-7339 Email: caklauke@augustana.edu Contact: Laura O'Melia	N	0
3	Ball State University Muncie, IN 47306 (765) 285-2430 Email: j212goodwin@bsu.edu Contact: Joseph Goodwin	N	0
4	Benedictine University 5700 College Drive Lisle, IL 60532 (630) 829-6037 Contact: Julie Cosimo	Y	0
5	Black College Radio Organization P.O. Box 3191 Atlanta, GA 30302 (404) 523-6136 Email: BCRMail@aol.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
6	Bradley University 1501 W. Bradley Avenue Peoria, IL 61625 (309) 676-7611 Email: kwiedman@bradley.edu Contact: Kay Wiedman	N	0
7	Centers for New Horizons 4150 S. King Drive Chicago, IL 60653 (773) 373-5700 Email: charleneh@cnh.org Contact: Charlene Hill	N	0
8	Chicago State University 9501 S. King Drive Chicago, IL 60628 (773) 995-2327 Email: careers@csu.edu Contact: Tameca Blossom-Lyons	N	0
9	Columbia College 600 S. Michigan Avenue Chicago, IL 60605 (312) 344-7280 Email: columbiaworks@colum.edu Contact: Tom Joyce	Y	2
10	Concordia University 7400 Augusta Street River Forest, IL 60306 (708) 209-3033 Email: career.services@cuchicago.edu Contact: Darcie Campos	Y	0
11	DePaul University 1 E. Jackson Chicago, IL 60604 Email: aghor@depaul.edu Contact: Aisha Ghori	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
12	Dominican University 7900 W. Division Street River Forest, IL 60305 (708) 524-6786 Email: rscotto@dom.edu Contact: Roberta Scotto	Y	0
13	Eastern Illinois University 600 N. Lincoln Avenue Charleston, IL 61920 Email: lmoore@eiu.edu Contact: Linda Moore	Y	0
14	Elmhurst College 190 Prospect Avenue Elmhurst, IL 60126-3296 (630) 617-3500 Email: anthonyc@elmhurst.edu Contact: Anthony Colantoni	N	0
15	Governors State University 1 University Parkway University Park, IL 60466-0975 (708) 235-3974 Email: jsloss@ccc.edu Contact: James Sloss, Jr.	Y	0
16	Harold Washington College 30 E. Lake Street Chicago, IL 60601 (312) 553-5600 Email: l-haddox@govst.edu Contact: Loretta Haddox	Y	0
17	Insite Training 4343 W. 123 rd Street Alsip, IL 60803 (708) 371-9790 Email: dwillis@sertomacentre.org Contact: Deanna Willis	Y	0
18	Illinois Department of Employment Security 33 S. State Street Chicago, IL 60603 (312) 793-6818 Contact: Mike Poyma	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
19	Illinois Center for Broadcasting 55 W. 22 nd Street Lombard, IL 60148 (630) 916-1700 Email: gary@beonair.com Contact: Gary James	Y	7
20	Illinois State University 185 Student Services Building Normal, IL 61790 (319) 438-2689 Email: jbmunz@ilstu.edu Contact: Jim Munz	Y	0
21	Illinois Wesleyan University 1312 Park Street Bloomington, IL 61701 (309) 556-1000 Email: snoonan@iwu.edu Contact: Sue Noonan	Y	0
22	Jobs For Youth/Chicago, Inc. 50 E. Washington Street, Fourth Floor Chicago, IL 60602 (312) 499-4778 Email: info@jfychicago.org Contact: Carla Outten	Y	0
23	Indiana University Kelley School of Business 801 W. Michigan Street Indianapolis, IN 46202 (317) 274-2587 Email: angjmeye@iupui.edu Contact: Angie Meyer	Y	0
24	Kane County Department of Employment 30 DuPage Court Elgin, IL 60120 (847) 888-7900 Contact: Kathleen Wall	Y	0
25	Kennedy King College 6800 S. Wentworth, 2E49 Chicago, IL 60621 (773) 602-5419 Contact: Esmeralda Torres	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
26	Kendall College 900 N. Branch Street Chicago, IL 60622 Email: careerservices@kendall.edu	Y	0
27	Knox College 2 E. South Street Galesburg, IL 61401-4999 Email: hpoppy@knox.edu Contact: Heather Poppy	Y	0
28	Korean American Community Services 4300 California Avenue Chicago IL 60618 (773) 583-5501, Ext. 125 Email: info@kacschgo.org Contact: Claudia Perez	Y	0
29	Lake Forest College 555 N. Sheridan Road Lake Forest, IL 60045 (847) 234-3100 Email: degross@lakeforest.edu Contact: Helene Degross	N	0
30	Lakeland Community College 5001 Lake Land Boulevard Mattoon, IL 61938 (217) 234-5430 Email: jobs@lakeland.cc.il.us Contact: Heather Nohren	Y	0
31	LDS Employment Resource Services 1801 N. Mill Street Naperville, IL 60563 Email: wel-ec-chicago@ldsmail.net Contact: Sally Morrison	Y	0
32	Lewis University 1 University Parkway Romeoville, IL 60466 (815) 836-5282 Email: breierch@lewisu.edu Contact: Chris Breier	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
33	Loyola University 6439 N. Sheridan Road Chicago, IL 60626 (773) 508-7010 Contact: Joe Reeves	Y	0
34	Malcolm X College 1900 W. VanBuren Chicago, IL 60612 (312) 850-7188 Email: rholder@ccc.edu Contact: Renodder Holder-Brown	N	0
35	Millikin University 1184 W. Main Street Decatur, IL 62522 Email: pmfolger@millikin.edu Contact: Pam Folger	Y	0
36	Miller Broadcast Management, Inc. 616 W. Fulton Street, Suite 516 Chicago, IL 60661 (312) 454-1111 Email: info@millerbroadcast.com Contact: Matt Miller	N	0
37	Moraine Valley Community College 9000 College Parkway Palos Hills, IL 60465 (708) 974-5737 Email: kelsay@morainevalley.edu Contact: Lisa Kelsay	Y	0
38	Moody Bible Institute 820 N. LaSalle Chicago, IL 60610 (312) 329-2155 Email: careerdev@moody.edu Contact: Katie Issak	Y	0
39	National Association of Minority Media Executives 7950 Jones Branch Drive McLean, VA 22107 (703) 854-7179 Contact: Nancy Osborn	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
40	North Central College 30 N. Brainerd Street Naperville, IL 60563 (630) 637-5141 Contact: Marlene Staryzk	Y	1
41	Northern Illinois University Campus Life Building, Room 220 DeKalb, IL 60115 (815) 753-8344 Email: careerservices@niu.edu Contact: Kathy Zuidema	N	0
42	Northeastern Illinois University 5500 N. St. Louis Avenue Chicago, IL 60625-4699 (773) 442-4680 Email: B-Cosentino@neiu.edu Contact: Barbara Cosentino	N	0
43	Northwestern Business College 1805 F Mill Street Naperville, IL 60568 (630) 753-9091 Email: jclarke@nwbc.edu Contact: Jennifer Clarke	Y	0
44	Parkland College 2400 W. Bradley Champaign, IL 61821 (217) 351-2536 Email: CMartin@parkland.edu Contact: Carolyn Martin	Y	0
45	Purdue University – Calumet 2200 169 th Street Hammond, IN 46323-2094 (219) 989-2600 Email: careerservices@calumet.purdue.edu Contact: Donna Weidenfeller	Y	0
46	Rainbow/Operation Push 930 E. 50 th Street Chicago, IL 60615 (773) 373-3366 Contact: Tannis Williamson	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
47	Radio Center for People With Disabilities 230 E. Ohio Street, Suite 101 Chicago, IL 60611 (312) 640-5000 Email: RC4PD@aol.com Contact: Brad Saul	N	0
48	Robert Morris College 401 S. State Street Chicago, IL 60605 (312) 935-4042 Email: bboersma@robertmorris.edu Contact: Bonnie Boerema	Y	0
49	Right Track Mentoring & Employment (708) 647-9904 Contact: Michelle Rouse	Y	0
50	Southern Illinois University Woody Hall B-204, Mailcode 4703 Carbondale, IL 62901-6606 (618) 453-7112 Email: bevj@siu.edu Contact: Beverly Robbins	N	0
51	Spanish Coalition for Jobs 2011 W. Pershing Road Chicago, IL 60609 (773) 247-0707 Email: scj@scj-usa.org Contact: Celia Lopez	N	0
52	Trinity Christian College 6601 W. College Drive Palos Heights, IL 60463 (708) 239-4821 Email: careercenter@trnty.edu Contact: Jackie Medenblik	N	0
53	Truman College 1145 W. Wilson Chicago, IL (773) 907-4737 / (773) 907-4714 Email: amarin17@ccc.edu Contact: Amanda Marin	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
54	University of Illinois 119 Gregory Hall Champaign, IL 61820 (217) 333-0709 Email: jasweet@uiuc.edu Contact: Julie Sweet	Y	1
55	University of Illinois – Chicago 1200 W. Harrison Street Chicago, IL 60607 (773) 702-1234 Email: mbrooks@uchicago.edu Contact: Max Brooks	Y	0
56	Wilbur Wright College 4300 N. Narragansett Chicago, IL 60634 (773) 481-8527 Email: job_placement_wright@ccc.edu Contact: Irene Horne	Y	0
57	Veteran Improvement Program 1240 E. 79 th Street Chicago, IL 60619 (773) 374-9800 Email: jobsforveterans@yahoo.com Contact: Jackie Collins	Y	0
58	YWCA of Metropolitan Chicago 360 N. Michigan Avenue, Suite 800 Chicago, IL 60601 (312) 372-6600 Email: cynthia.anglin@ywcachicago.org Contact: Cynthia Anglin	N	0
59	Station Websites (all SEU stations) www.gospel1390.com ; www.wgci.com ; www.wnua.com ; www.kiss1035.com ; www.v103.com ; www.litefm.com ; www.wvon.com	N	16
60	Clear Channel Clear Careers Website 200 E. Basse Road San Antonio, TX 78209 www.clearcareers.com	N	15

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
61	Chicago Tribune (312) 222-2222 Contact: Chad Jones	N	2
62	Employee Referral	N	47
63	Walk-Ins/Self Referral	N	0
64	Internship Program	N	15
65	Internal Posting	N	6
66	Inside Radio P.O. Box 442 Littleton, NH 03561 (800) 640-8852 www.insideradio.com Contact: Gene McKay	N	0
67	On-Air Announcements (all SEU stations)	N	5
68	Job Fairs	N	2
69	Craigslist Website www.chicago.craigslist.com	N	4
70	All Access Website www.allaccess.com	N	0
71	Monster.com Website www.monster.com	N	1
72	Non-Employee Referral	N	21
73	Clear Channel University (713) 830-8434 Email: maconcauthen@clearchannel.com Contact: Macon Cauthen	N	1
74	Illinois Broadcasters Association Website www.ilba.org	N	1
75	Internal Transfer/Promotion	N	11
76	NJW Associates 134 North LaSalle, Suite 1030 Chicago, IL 60602 (312) 857-1999	N	6
TOTAL INTERVIEWEES OVER REPORTING PERIOD			164

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EEO PUBLIC FILE REPORT

August 1, 2007 to July 31, 2008

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	On August 30, 2007, our stations participated in the Loyola University Chicago Internship and Part-Time 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.
2	Participate in Job Fair	On September 28, 2007, our stations participated in the Illinois Broadcasters Association Career Fair held at Illinois State University. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities at the stations with individuals interested in broadcasting careers.
3	Participate in Job Fair	On February 21, 2008, our stations participated in the Loyola University Chicago Communications Career Night. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities at the stations with students interested in broadcasting careers.
4	Participate in Job Fair	On February 26, 2008, our stations participated in the DePaul University Music and Entertainment Career 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.
5	Participate in Job Fair	On March 3, 2008, our stations participated in the Knox College Internship Fair. Station participants included our Human Resources Assistant, who discussed job opportunities and internships at the stations with students interested in broadcasting careers.

6	Participate in Job Fair	On July 1, 2008, our stations participated in a job fair at the Rainbow PUSH Coalition Annual Conference. Station participants included our Human Resources Manager and Human Resources Assistant, who discussed job opportunities at the stations with individuals interested in broadcasting careers.
7	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On October 30, 2007, our stations participated in the Chicago Public Schools “Principal for a Day” Program. Station participants included our Vice President of Communications and Account Executive, who spoke to students about their careers in the broadcast industry.
8	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On November 1, 2007, our Vice President of Communications and Communications Coordinator spoke to the students in a Radio Management class at Columbia College about the process required for managing a radio station and about career opportunities in broadcasting.
9	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On October 27, 2007, our stations participated in the Intercollegiate Broadcasting System (IBS) Radio Conference held at Columbia College. Station participants included our WKSC-FM Production Director, WKSC-FM On-Air Personality, and WGCI-FM On-Air Personality, who provided information to the students about the duties of an on-air host and about the production aspects of the radio industry.
10	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On February 1, 2008, our stations participated in the Chicago Vocational Career Academy National Job Shadow Day. Station participants included our WGCI-FM Promotions Director, WLIT-FM/WNUA(FM) Promotions Director, and WVAZ(FM) Program Director, who provided information to the students about radio operations and broadcasting careers.
11	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On March 4, 2008, our stations hosted students from Northshore Academy to participate in a job shadow day. Station participants included our WKSC-FM On-Air Personality, WLIT-FM Assistant Program Director, and WKSC-FM Production Director, who provided information to the students about radio operations and broadcasting careers.
12	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On April 17, 2008, our Programming Assistant participated in the New Trier High School Annual Career Day and spoke to students about internships and career opportunities in broadcasting.

13	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On April 25, 2008, our WKSC-FM General Sales Manager participated in the Scullen Middle School Career Speaker's Day and spoke to eighth grade students about the sales aspect of the broadcasting industry.
14	Internship Program	<p>During the reporting period, our stations hosted approximately 20 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.</p> <p>From May to July 2008, WVON(AM) hosted 11 students as interns 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. Students had the opportunity to learn about the roles and responsibilities associated with the following departments: Sales, Promotions & Marketing; Programming; and News, Traffic, Administrative & Production.</p>
15	Co-Sponsor Job Fair	On August 16, 2007, our stations co-sponsored the 2007 Hispanic Business Expo held at Navy Pier. Station participants included our Director of Market Research, who presented at the Marketing and Sales Workshop and discussed job opportunities at the stations with individuals interested in broadcasting careers.
16	Provide Training to Managers Regarding Equal Employment Opportunity and Discrimination	On November 6, 2007, all station managers participated in diversity and inclusion training conducted by the Clear Channel Corporate Talent and Diversity Manager. This training was also provided to all full-time employees on November 7, 2007.