

**WNIC(FM), WJLB(FM), WKQI(FM), WMXD(FM), WDTW-FM,  
WDFN(AM) & WDTW(AM)**

**EEO PUBLIC FILE REPORT**

**June 1, 2007 – May 31, 2008<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>
Sales Assistant (1)	1, 3-4, 7, 11, 14, 17, 19-20, 23-27, 29, 37-39	39
Sales Assistant (2)	1, 3-4, 7, 11, 14, 17, 19-20, 23-27, 29, 37-39	39
Sales Assistant (3)	1, 3-4, 7, 11, 14, 17, 19-21, 23-27, 29, 37-38	21
Morning Show Producer – WKQI(FM)	1, 4, 19-20, 23, 42, 50	50
Morning Show Sidekick – WDTW-FM	1, 3, 19, 23, 39, 50-51	51
Accounts Receivable Administrator	1, 3-4, 7-8, 15, 17, 20, 23, 30, 41, 52-53	52
IT Manager/Engineer	1, 3, 39, 56	56
Web Designer	1, 3-4, 7, 11, 14, 20, 23, 29, 35, 38, 52, 54-55	35
Account Executive (1)	1, 3-4, 20-27, 37-39	39
Account Executive (2)	1, 3-4, 20-27, 33, 37-38	21
Account Executive (3)	1, 3-4, 20-27, 33, 37-38	21
Account Executive (4)	1, 3-4, 20-27, 36-39	39
Account Executive (5)	1, 3-4, 20-27, 37-39	39
Account Executive (6)	1, 3-4, 20-27, 37-39	39
Account Executive (7)	1, 3-4, 20-27, 33, 37-38	21
Account Executive (8)	1, 3-4, 20-27, 37-39	39
Account Executive (9)	1, 3-4, 20-27, 33, 37-38	21
Account Executive (10)	1, 3-4, 20-27, 33, 37-38	21
Account Executive (11)	1, 3, 19, 21-22, 39, 48	21
Account Executive (12)	1, 3, 19, 22, 33, 39, 48	39
Account Executive (13)	1, 3, 19, 22, 39, 48	39
Account Executive (14)	1, 3-4, 7, 11, 14, 19-23, 29, 33, 39, 48	21
Account Executive (15)	1, 3, 19, 22, 39, 48	39
Account Executive (16)	1, 3-4, 7, 11, 14, 19-23, 29, 33, 39, 48	21
Account Executive (17)	1, 3, 19, 22, 39, 48	39
Account Executive (18)	1, 3-4, 7, 11, 14, 20, 23, 29, 33, 39, 47	47
Account Executive (19)	1, 3-4, 7, 11, 14, 20, 23, 29, 33, 39, 57	57
Account Executive (20)	1, 3-4, 7, 11, 14, 20, 23, 29, 33, 39, 47	47
Account Executive (21)	1, 3-4, 7, 11, 14, 20, 23, 29, 33, 39	39
Account Executive (22)	1, 3-4, 7, 11, 14, 20, 23, 29, 33, 39	39
Account Executive (23)	1, 3-4, 7, 11, 14, 20-21, 23, 29, 33, 39	21

<sup>1</sup> This report provides recruitment data collected from May 22, 2007 through May 21, 2008.

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

<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 12-month period</b>
1	<b>Clear Channel Clear Careers Website</b> www.clearcareers.com	N	3
2	[intentionally omitted]	N	0
3	<b>Internal Posting</b>	N	0
4	<b>National Association of Broadcasters</b> Job Placement 1771 N Street NW Washington, DC 20036 (202) 429-5498 www.nab.org	N	0
5	<b>MediaRecruiter.com Website</b> www.mediarecruiter.com	N	0
6	<b>MarketingJobs.com Website</b> www.marketingjobs.com	N	0
7	<b>Black United Fund of Michigan</b> 2187 West Grand Boulevard Detroit, MI 48208 (313) 894-2200 (313) 894-7562 (fax) Attn: John McClain	N	0
8	<b>Detroit Black Media Coalition</b> 15787 Fairfield Street Detroit, MI 48238 Attn: Robert A. Hood	N	0
9	<b>Davenport University</b> Career Services (313) 581-4400 Attn: Libbie Hall	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	<b>Lewis College of Business</b> 17370 Meyers Road Detroit, MI 48235 (313) 862-6300, Ext. 217 Attn: Dr. Phyllis Ponders www.lewiscollege.edu	N	0
11	<b>Urban League of Pontiac</b> 295 W. Huron Street Pontiac, MI 48341 (248) 338-4581 (248) 335-8130 (fax) Attn: John Buckley	N	0
12	<b>Wayne State University</b> Job Placement 6050 Cass Avenue Detroit, MI 48202 (313) 577-2424 Attn: Arlinda Pringle	N	0
13	<b>Wayne County Community College</b> Job Placement 1001 W. Fort Street Detroit, MI 48226 (313) 496-2617 Attn: Richard Lightbody www.wccc.edu	N	0
14	<b>American Indian Services, Inc.</b> 1110 Southfield Road Lincoln Park, MI 48146 (313) 388-4100 (313) 388-6566 (fax) Attn: Fay Givens	N	0
15	<b>Jewish Vocational Services &amp; Community Workshop</b> 29699 Southfield Road Southfield, MI 48076 (248) 559-5000 Attn: Teresa Swartz	N	0
16	<b>Latin Americans For Social and Economic Development</b> 4138 W. Vernor Highway Detroit, MI 48209 Attn: Maria Guerrero (313) 554-3233	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
17	<b>Latino Family Services, Inc.</b> 3815 W. Fort Street Detroit, MI 48216 (313) 841-7380 (313) 841-3730 (fax) Attn: Arlene Nixon	N	0
18	<b>NAACP</b> 2990 E. Grand Boulevard Detroit, MI 48202 (313) 871-2087, Ext. 225 Attn: Lori Moore or Stephanie Brown www.detroitnaacp.org	N	0
19	<b>Specs Howard School of Broadcast Arts</b> 19900 W. Nine Mile Road Southfield, MI 48075 (248) 358-9000 (248) 746-9772 (fax) Attn: Dick Kernan www.specshoward.edu	N	0
20	<b>Michigan Association of Broadcasters</b> Job Placement 819 N. Washington Avenue Lansing, MI 48906 (517) 484-7444 Attn: Sarah Beeskow, Member Services Director www.michmab.com	N	0
21	<b>Word-of-Mouth Referral</b>	N	23
22	<b>Station On-Air Announcements</b> (all SEU stations)	N	5
23	<b>National Association of Hispanic Journalists</b> 1000 National Press Building 529 14th Street NW Washington, DC 20045 (202) 662-7145 Email: jobbank@nahj.org	Y	0
24	<b>Central Michigan University</b> Mount Pleasant, MI 48859 (989) 774-4000 Email: merte1sj@cmich.edu	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 12-month period</b>
25	<b>Western Michigan University</b> 1903 W. Michigan Avenue Kalamazoo MI 49008-5200 (269) 387-1000 Email: broncojobs@groupwise.emich.edu	N	0
26	<b>Eastern Michigan University</b> 202 Welch Hall Ypsilanti, MI 48197 (734) 487-1849 Email: maryjones@emich.edu	N	0
27	<b>Henry Ford Community College</b> 5101 Evergreen Road Dearborn, MI 48128 Attn: Christine Mastroberto Email: emastro@hfcc.net	N	0
28	<b>Experience E-Recruiting Network</b> <a href="http://www.erecruiting.com/stu/pick_school">http://www.erecruiting.com/stu/pick_school</a>	N	0
29	<b>Detroit Urban League</b> 15770 James Couzens Freeway Detroit, MI 48206 (313) 863-0300 (313) 895-2500 (fax) Attn: Thoepa Thomas	N	0
30	<b>Women's Economic Club</b> 155 West Congress Street, Suite 310 Detroit, MI 48226 (313) 578-3230 Attn: Cindy Wowk	N	0
31	<b>Adcrafter Advertising</b> 3011 West Grand Boulevard Detroit, MI 48202 Email: bjentzen@adcraft.org	N	0
32	<b>Spots 'n' Dots Website</b> <a href="http://www.spotsndots.com">www.spotsndots.com</a>	N	0
33	<b>Job Fairs</b>	N	8
34	<b>Detroit News</b> 615 W. Lafayette Detroit, MI 48226 (313) 222-2300	N	0
35	<b>Career Builder Website</b> <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
36	<b>Station Open Houses</b> (held on August 15, 2007 and March 5, 2008)	N	0
37	<b>Oakland University</b> Career Services 275 W. Vandenberg Hall Rochester, MI 48309-4401 (248) 370-3250 <a href="http://www4.oakland.edu/?id=61&amp;sid=68">http://www4.oakland.edu/?id=61&amp;sid=68</a>	N	0
38	<b>University of Michigan—Dearborn</b> Career Services 4901 Evergreen Road Dearborn, MI 48128 (313) 593-5000 <a href="http://www.umd.umich.edu/CareerServices">www.umd.umich.edu/CareerServices</a>	N	1
39	<b>Clear Channel Detroit Station Websites</b> <a href="http://www.wnic.com">www.wnic.com</a> ; <a href="http://www.fm98wjlb.com">www.fm98wjlb.com</a> ; <a href="http://www.channel955.com">www.channel955.com</a> ; <a href="http://www.mix923fm.com">www.mix923fm.com</a> ; <a href="http://www.1067thedrive.com">www.1067thedrive.com</a> ; <a href="http://www.1310wdtw.com">www.1310wdtw.com</a> ; <a href="http://www.wdfn.com">www.wdfn.com</a>	N	54
40	<i>[intentionally omitted]</i>	N	0
41	<b>American Women in Radio &amp; Television</b> 8405 Greensboro Drive, Suite 800 McLean, VA 22102 (703) 506-3290 (703) 506-3266 (fax) <a href="http://www.awrt.org">www.awrt.org</a>	N	0
42	<b>African American Media Incubator</b> 2164 Wisconsin Avenue, NW Washington, DC 20007 (202) 342-6661 (202) 342-6667 (fax) Attn: Executive Director	N	0
43	<b>Black Broadcasters Alliance</b> 3474 William Penn Highway Pittsburgh, PA 15235 (412) 829-9788 (412) 829-0313 (fax) Email: <a href="mailto:e-mail@thebba.org">e-mail@thebba.org</a>	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 12-month period</b>
44	<b>Asian American Journalists Association</b> 1182 Market Street, Suite 320 San Francisco, CA 94102 (415) 346-2051 (415) 346-6343 (fax) Email: national@aja.org www.aja.org	N	0
45	<b>The Association for Women in Communications</b> 3337 Duke Street Alexandria, VA 22314 www.womcom.org	N	0
46	<b>National Black Media Coalition</b> 1738 Elton Road, Suite 314 Silver Spring, MD 20903 (301) 445-2600 (301) 445-1693 (fax)	N	0
47	<b>Walk-Ins/Self Referral</b>	N	10
48	<b>DiversityJobFairs.com Website</b> <a href="http://diversityjobfairs.com">http://diversityjobfairs.com</a>	N	0
49	<b>IM Diversity Website</b> <a href="http://www.iminorities.com">www.iminorities.com</a>	N	0
50	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	1
51	<b>Bit Board Website</b> <a href="http://www.bitboard.com">www.bitboard.com</a>	N	1
52	<b>Michigan Department of Labor &amp; Economic Growth (DLEG) – Talent Bank Website</b> <a href="http://www.michworks.org">www.michworks.org</a>	N	3
53	<b>Monster.com Website</b> <a href="http://www.monster.com">www.monster.com</a>	N	6
54	<b>Craigslist Detroit Website</b> <a href="http://detroit.craigslist.org/">http://detroit.craigslist.org/</a>	N	0
55	<b>ITT Technical Institute</b> Email: sream@itt-tech.edu <a href="http://www2.itt-tech.edu">http://www2.itt-tech.edu</a>	N	3
56	<b>Former Employee (Rehire)</b>	N	1
57	<b>Internal Transfer/Promotion</b>	N	1
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>123</b>

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**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 21, 2007, our stations participated in the Detroit Urban League Empowerment Expo. As an "Empowerment Supporter," Clear Channel Detroit Radio advertised our job openings in the program brochure for this event.
<b>2</b>	Participate in Job Fair	On September 19, 2007, our stations participated in the Career Concepts Sales and Management Job Fair held in Detroit, MI. Station participants included our Retail Sales Manager, Internet Sales Manager and Account Executive, who discussed job opportunities at the stations with individuals interested in broadcasting careers.
<b>3</b>	Participate in Job Fair	On February 22, 2008, our stations participated in the 8 <sup>th</sup> Annual Career Fair sponsored by the Detroit Pistons held in Auburn Hills, MI. Station participants included our Payroll Administrator, Marketing Director, NTR Director, Retail Sales Manager and WJLB(FM) Sales Manager, who discussed job opportunities at the stations with individuals interested in broadcasting careers.
<b>4</b>	Host In-House Job Fair	On August 15, 2007, our stations hosted an In-House Recruitment Fair, which we promoted through on-air announcements. Station participants included our Sales Managers and Human Resources Director, who interviewed candidates interested in career opportunities at our stations.

5	Host In-House Job Fair	<p>On March 5, 2008, our stations hosted an In-House Recruitment Fair, which we promoted through on-air announcements. Station participants included our Sales Managers and Human Resources Director, who interviewed candidates interested in career opportunities at our stations.</p>
6	Internship Program	<p>During the reporting period, our stations hosted interns from local colleges and universities in various departments. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.</p> <p>In Summer 2007, our stations participated in the Bayliss Foundation internship program, which was sponsored by Clear Channel and designed to introduce recent college graduates into the workforce. As part of the program, our stations hosted one intern to work in various departments.</p>
7	Participate in Activities Designed to Disseminate Information on Broadcast Employment Opportunities	<p>Summer of 2007, our stations participated in the Emma Bowen Foundation, a program designed for minority college students interested in broadcast careers. As part of the program, our stations served as a host employer for minority college students during four consecutive summers. Participating students are paid an hourly wage and their total earnings are matched at the end of the summer towards tuition. This summer our stations hosted two participating students.</p>
8	Participate in Event Sponsored by Educational Institution Related to Broadcasting Career Opportunities	<p>On April 29, 2008, our WDFN(AM) Sports Show Host spoke to students about broadcasting careers at a Career Day hosted by Specs Howard School of Broadcasting.</p>
9	Participate in Event Sponsored by Educational Institution Related to Broadcasting Career Opportunities	<p>On April 8, 2008, our WJLB(FM) Production Director spoke to students about broadcasting careers at Central State University's 13<sup>th</sup> Annual Communication Week.</p>

<b>10</b>	Participate in Event Sponsored by Educational Institution Related to Broadcasting Career Opportunities	On April 10, 2008, our Production Director spoke to students about broadcasting careers at Wagner Middle School's Career Day 2008.
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