

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Akron Community Service Center and Urban League, Inc. Yolanda Clay 250 East Market Street, Akron, Ohio 44308 (330) 434-1132 E-mail: aulyclay@aol.com	No	0
2	AllAccess.com www.allaccess.com	No	9
3	American Sportscasters Association, Inc. 225 Broadway, Suite 2030, New York, New York 10007 (212) 227-8080 Fax: (212) 571-0556 E-mail: LSchwa8918@aol.com	Yes	0
4	Clear Careers www.ClearCareers.com	No	8
5	Cleveland Chapter of the National Association of Black Journalists Sandy Scott c/o 16608 Invermeer Avenue, Cleveland, Ohio 44128 (216) 344-3300	No	0
6	Cleveland Chapter of the Society of Professional Journalists Tom Moore E-mail: Clevelandspj@aol.com / newsprof@earthlink.net	No	0
7	Employment Connection Cathy Eberhart 11699 Brookpark Road, Parma, Ohio 44130 (216) 898-6104 E-mail: eberhc@odjfs.state.oh.us	Yes	2
8	EntertainmentCareers.Net www.entertainmentcareers.net/employers	No	0
9	Esperaza, Inc. 4115 Bridge Avenue, Cleveland, Ohio 44113 (216) 651-7178 Fax: (216) 651-7183	No	0
10	Inside Radio P.O. Box 442, Littleton, New Hampshire 03561 (800) 640-8852 Fax: (877) 270-3998 E-Mail: ads@insideradio.com	No	1
11	Monster.com www.Monster.com	No	0
12	Office of Equal Opportunity Debra Linn Talley, Director 601 Lakeside Avenue, Room 335, Cleveland, Ohio 44114 (216) 664-4152	Yes	0
13	Ohio Association of Broadcasters 88 East Broad Street, Suite 1180, Columbus, Ohio 43215 (614) 228-4052 www.oab.org	No	6
14	NAACP Placement Office 2131 Stokes Road, Cleveland, Ohio 44106 (216) 231-6260	No	0
15	National Association of Hispanic Journalists Job Bank 1000 National Press Building, Washington, D.C. 20045 (202) 662-7145 E-mail: jobbank@nahj.org (As 12/09, we no longer use this source)	Yes	0

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16	Plain Dealer 1801 Superior Avenue, Cleveland, Ohio 44114 (216) 999-3783 Fax: (216) 999-6350 E-mail: recruitads@plains.com (Also posts on affiliated website www.cleveland.com for one week)	No	0
17	President's Council Collette Appolito, President 1120 Chester Avenue, Suite 100, Cleveland, Ohio 44105 (216) 771-8702	No	0
18	Spanish American Committee Emma 4407 Lorain Road, Cleveland, Ohio 44102 (216) 961-2100 E-mail: emmag@spanishamerican.org	No	0
19	The Association for Women in Communications P.O. Box 40502, Cleveland, Ohio 44140 (216) 556-4890	No	0
20	Urban League of Greater Cleveland Dorothea Santiago 1255 Euclid Avenue, Suite 205, Cleveland, Ohio 44115 (216) 622-0999 E-mail: dsantiago@ULCleveland.org	No	0
21	Vocational Guidance Services-I.T. Training Program Kathy Piotrowski 2239 E. 55 th Street, Cleveland, Ohio 44103 (216) 881-6124 E-mail: kathypiotrowski@vgsjob.org	Yes	0
22	Ashland University 401 College Avenue, Ashland, Ohio 44805 E-mail: careers@ashland.edu	Yes <i>(only for jobs requiring college degree)</i>	0
23	Baldwin Wallace College Linda, Career Services 275 Eastland Road, Berea, Ohio 44017 (440) 826-2101 Fax: (440) 826-2162 www.bw.edu/career	Yes	0
24	Bowling Green State University 360 Saddlemire, Bowling Green, Ohio 43403 (419) 372-2356 www.bgsu.edu/offices/sa/career	Yes	0
25	Cleveland State University 2121 Euclid Avenue, RTW 280, Cleveland, Ohio 44115-2214 (216) 687-5534 www.csucareerline.erecruiting.com/emp/sblogin	Yes	1
26	Cuyahoga Community College 2415 Woodland Avenue, Room 239, Cleveland, Ohio 44115 (216) 987-4913 Fax: (216) 987-3198 www.keycareerplace.info	Yes <i>(as of 7/06, not entitled for sales positions)</i>	0
27	DeVry University Dan English 6000 Lombardo, Independence, Ohio 44131 (216) 328-8754 E-mail: denglish@keller.edu	No	0

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28	Hiram College Barbara Kundus, Career Center P.O. Box 67, Hiram, Ohio 44234 (330) 569-5131 E-mail: careercenter@hiram.edu	Yes	0
29	Indiana Wesleyan University Alayne Barrett 4100 Rockside Road, Independence, Ohio 44131 (216) 525-6200 E-mail: Alayne.barrett@Apollogrp.edu	No	0
30	ITT Technical Institute Barbara Womak 4700 Richmond Road, Warrensville Heights, Ohio 44128 (216) 896-6512 E-mail: bawomack@ITT-Tech.edu	Yes	0
31	John Carroll University 20700 North Park Boulevard, Cleveland, Ohio 44118 (216) 397-4237 www.jcu.edu/careercenter	Yes	0
32	Kent State University Career Services Center P.O. Box 5190, Kent, Ohio 44242-0001 (330) 672-2360 E-mail: CSCjobs@kent.edu	Yes	0
33	Lake Erie College 391 W. Washington Street, Painesville, Ohio 44077 (440) 375-7507 www.www.ecampusrecruiter.com/lec	Yes	0
34	Lakeland Community College 7700 Clocktower Drive, Kirtland, Ohio 44094 (440) 525-7222 www.careers.lakelandcc.edu	Yes	0
35	Lorain County Community College Marci Pelsey 1005 Abbe Road, N., Elyria, Ohio 44089 (440) 366-7663 www.loraincsm.symphlicity.com/employers	Yes	0
36	Malone College Career Services 515 25 th Street, N.W., Canton, Ohio 44709 (330) 471-8100 www.MaloneCareerConnections.com	No	0
37	Marietta College Natalie Wood, Asst/Recruiting Coordinator, Career Center 215 Fifth Street, Marietta, Ohio 45750 (740) 376-4645 E-mail: natalie.wood@marietta.edu	Yes	0
38	Notre Dame College 4545 College Road, Cleveland, Ohio 44121 (216) 373-5290 Fax: (216) 373-5282 www.notredamecollege-csm.symphlicity.com	Yes	0
39	Oberlin College 155 N. Professor Street, Oberlin, Ohio 44074 (440) 775-8104 E-mail: career.services@oberlin.edu	Yes	0

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40	Ohio Center for Broadcasting Gary James 9000 Sweet Valley Drive, Valley View, Ohio 44125 (216) 447-9117 E-mail: gary@beonair.com	Yes	2
41	Ohio State University Scott Kustis, Arts & Sciences Career Services 05 Brown Hall, 190 W. 17 th Avenue, Columbus, Ohio 43210 (614) 247-8698 E-mail: Kustis.1@osu.edu	Yes	0
42	Ohio University Debby Lax Office of Career Services Center, Division of Student Affairs Baker University Center, One Park Place, Athens, Ohio 45701 E-mail: lax@ohio.edu	No	0
43	Radio 1 Broadcast School Joe Deschler 700 3 rd Street, N, Suite , La Crosse, Wisconsin 54601 (800) 889-2221 E-mail: Radio1school@charterinternet.net	Yes	0
44	Specs Howard School of Broadcast Arts Kevin Seguin-Scollin 19900 W. Nine Mile Road, Southfield, Michigan 48075 (248) 358-9000 E-mail: KScollin@specsHoward.edu	Yes	0
45	Stark State College Patty Meeks 6200 Frank Avenue, N.W., Canton, Ohio 44720 (330) 497-6313 www.collegecentral.com/starkstate	No	0
46	University of Phoenix Cleveland Campus, 5005 Rockside Rd., Suite 130, Independence, Ohio 44131 (216) 447-8807	No	0
47	Ursuline College Gerry Sullivan 2550 Lander Road, Pepper Pike, Ohio 44124 (440) 646-8324 E-mail: gsullivan@ursuline.edu	Yes	0
48	Youngstown State University Career Services 1 University Plaza, Youngstown, Ohio 44555 (330) 941-3515 www.yzu.edu/career-services	Yes	0
49	Campus Visits by General Sales Managers	No	0
50	Career Fairs	No	0
51	Clear Channel Cleveland Websites (all SEU stations)	No	5
52	Employee Referral	No	32
53	Former Employee Re-hire	No	1
54	Internal Promotion/Transfer	No	2
55	Internal Posting	No	1
56	Non-Employee Referral	No	0
57	On-Air Announcements (one or more SEU stations)	No	4

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58	Unknown Referral Source ¹	No	7
59	Walk-In/Self-Referral (including other)	No	3
60	Bryant & Stratton College (added 8/11/09) Traci Mallery, Career services Representative 1700 East 13 th Street, Cleveland, Ohio 44114 (216) 771-1700; fax (216) 771-7787 trmallery@bryantstratton.edu	Yes	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			84

¹ This category represents interviewees who failed to adequately identify the referral source upon inquiry.

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fairs	<p>a) On July 27, 2009, the SEU participated in the Cleveland Career Fair, where current jobs were posted and resumes collected. Station participants included WAKS/WMMS General Sales Manager and WTAM Program Director who spoke to job fair attendees about career opportunities at Clear Channel.</p> <p>b) On September 29, 2009, the SEU participated in the Indians Sports and Entertainment Internship Fair where resumes were collected. Station participants included WTAM Promotions Director and WMVX/WMJI Promotions Director who presented attendees with information on the Internship Program at Clear Channel.</p> <p>c) On October 8, 2009, the SEU participated in the Bryant & Stratton Job Fair where resumes were collected. Station participants were WMMS Program Director and Clear Channel On-Line Content Director who spoke to job fair attendees about career opportunities at Clear Channel.</p> <p>d) On February 23, 2010, the SEU participated in the 11th Annual Cavaliers Career Fair presented by Dale Carnegie Training where current jobs were posted and resumes were collected. Station participants were WTAM General Sales Manager & WTAM Program Director who spoke to attendees about career opportunities at Clear Channel.</p>
2	Participate in Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting.	<p>a) On October 23, 2009, WTAM On-Air Personality, WGAR On-Air Personality and WGAR Account Executive all spoke at Heidelberg College sharing their broadcast careers.</p> <p>b) On December 11, 2009, WGAR On-Air Personality was a guest speaker at the Ohio School of Broadcasting's morning class. He spoke on the world of radio morning show programming and other related topics.</p> <p>c) On February 26, 2010, WTAM News Reporter was a guest speaker at the Ohio School of Broadcasting's night class. He spoke on the world of news broadcasting.</p> <p>d) On March 4, 2010, WMVX On-air Personality participated in Junior Exploration Day @ Central Catholic High School.</p> <p>e) On March 1, 2010, WTAM Promotions Director gave a tour of our facility to John Carroll students interested in broadcasting.</p> <p>f) On March 23, 2010, WTAM News Anchor participated in a roundtable discussion at the Alumni Advisory Board of the School of Broadcasting and Cinematic Arts.</p> <p>g) On May 4, 2010, WAKS Account Executive presented his</p>

		<p>WAKS radio career at Career Day at Artemus Ward School.</p> <p>h) On May 10, 2010, WGAR On-Air Personality was a guest speaker at the Ohio School of Broadcasting's night class. He spoke on the world of radio morning show programming and other related topics.</p>
3	Participate in Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting	<p>Throughout this reporting period, local schools request that their students be allowed to "shadow" employees at Clear Channel Cleveland's radio stations as part of their "senior project" or "career day". During this reporting period, we hosted 4 students from local high schools as "shadows" in the Programming Department (1 – Lakewood High School and 3 – St. Edwards High School). In connection with this shadowing program, our WTAM News Anchor hosted an Eagle Scout – planning a future career in broadcasting. The Eagle Scout was matched with a corporate, business or community leader working in the Eagle Scout's career path of interest.</p>
4	Internship Program	<p>Clear Channel Cleveland has an on-going internship program through which students interested in broadcasting careers are given the opportunity to gain hands-on experience through unpaid internships for academic credit. During this reporting period, we hosted 73 student interns ~ (1 - IT, 2 - Graphics, 2 - Engineering and 68 - Programming/Promotions). 51 of these students were from the Ohio Center for Broadcasting & 22 of these students were from the following colleges & high schools: 1 - Baldwin Wallace, 2 - University of Akron, 1 - Bowling Green, 1 - Normandy High, 3 - Ohio University, 4 - Kent State, 1 - Euclid High, 1 - Ohio State University, 2 - Virginia Marti, 1 - John Carroll, 1 - Cleveland State, 1 - Central Michigan, 1 - Mount Union and 1 - University of Arizona. The interns were provided with multiple opportunities to learn about SEU operations and were supervised by various SEU personnel.</p>
5	Participate in Events Sponsored by Organizations Representing Groups in the Community Interested in Broadcast Employment Issues	<p>a) On September 29, 2009, WTAM Promotions Director was chosen to be a guest speaker on the Indians Sports and Entertainment Internship Fair Speaker's Panel to more than 300 students.</p> <p>b) On September 30, 2009, Director of News Programming was a guest speaker to a panel for PR Newswire Event.</p> <p>c) On October 13, 2009, Director of News Programming participated in a media panel discussion on CEO's and marketers learning about dealing with media.</p> <p>d) On February 15, 2010, WTAM Promotions Director worked with students at WJCU radio at John Carroll University with their radiothon event.</p>