

WKCY-FM, WKCY(AM), WACL(FM), WAZR(FM), WKCI(AM)
EEO PUBLIC FILE REPORT
June 1, 2006 through May 31, 2007¹

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
Account Executive	1-14, 18, 19	3
Account Executive	1-14, 17-20	5
Account Executive	1-14, 17-19, 21	1
Account Executive	1-14, 19	5
On-Line Account Executive	1-14, 19	4
Account Executive	1-14, 19	3
Account Executive	1-14, 17, 19, 22	22

¹ This report provides recruitment data collected from June 1, 2006 through May 21, 2007. It was revised in April 2008 to address minor reporting issues.

**WKCY-FM, WKCY(AM), WACL(FM), WAZR(FM), WKCI(AM)
EEO PUBLIC FILE REPORT
June 1, 2006 through May 31, 2007**

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	www.HarrisonburgHelpWanted.com	No	10
2	www.clearcareers.com	No	2
3	www.Shenandoahradio.com (Clear Channel's Harrisonburg, VA website, which also links to the following individual station websites: 98RockMe.com, CountryKCY.com, WKCYAM.com, 937KISSFM.com, wkdwam.com, mixradioonline.com) Contact: David Parks	No	4
4	Self-Referral/Walk-In/Other	No	3
5	Employee and/or Client Referral	No	6
6	Bridgewater College 402 East College Street Bridgewater, VA 22812 Contact: Sherry Talbott Phone: 540 828-5369 Email: stalbott@bridgewater.edu / awilliam@bridgewater.edu	Yes	0
7	National Business College 51B Burgess Road Harrisonburg, VA 22801 Contact: Summer Sprinkle / Barbara Carson-Campbell Phone: 540 432 0943 Email: bcarson-campbell@ncbt.edu	Yes	0
8	Eastern Mennonite University 1200 Park Road Harrisonburg, VA 22802 Career Center Contact: Helen Nafziger Phone: 540 432 4131 Email: nafzigh@emu.edu	Yes	1
9	Blue Ridge Community College Weyers Cave, VA 24486 Contact: Elizabeth Hall Phone: 540 234 9261 Email: halle@brcc.edu	Yes	0

**WKCY-FM, WKCY(AM), WACL(FM), WAZR(FM), WKCI(AM)
EEO PUBLIC FILE REPORT
June 1, 2006 through May 31, 2007**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	Mary Baldwin College Rose Marie Sena Center Staunton, VA 24402 Contact: Diane Kent / Erica Whitfield Phone: 540 887 7221 Email: sena@mbc.edu	Yes	0
11	Virginia Western Community College Career & Placement Services 3095 Colonial Avenue P.O. Box 14007 Roanoke, VA 24038 Contact: Gary Adkins Phone: 540 857 7298 e-mail: careercenter@vw.vccs.edu	Yes	0
12	Norfolk State University Career Service 700 Park Avenue Norfolk, VA 23504 Contact: Patricia Copeland / Valencia Huggins Phone: 757 823 8462 e-mail pcpeland@nsu.edu	Yes	0
13	Virginia Association of Broadcasters 630 Country Green Lane Charlottesville, VA 22902 Phone (434) 977-3716 FAX: (434) 979-2439 Contact: Amanda Jacobson Snyder / Amy Payne Whitehead Email Amanda.Snyder@easterassociates.com	Yes	0
14	The National Association of Hispanic Journalists 1000 National Press Bldg. 529 14 th Street, NW Washington, DC 20045-2001 Phone: 202 662 7145 FAX: 202 662 7144 Email jobbank@nahj.org Website http://www.nahj.org/jobbank/jobbank.shtml	Yes	0

**WKCY-FM, WKCY(AM), WACL(FM), WAZR(FM), WKCI(AM)
EEO PUBLIC FILE REPORT
June 1, 2006 through May 31, 2007**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
15	www.VARTV.com	No	0
16	www.ALLACCESS.com	No	0
17	Goods Entertainment Adam@Goodsentertainment.com Goods Entertainment/Voice Hunter.com Phone: (203) 341-0111 FAX: (801) 460-3100	Yes <i>(programming jobs only)</i>	0
18	On-Air Announcements	No	0
19	Virginia Employment Commission P.O. Box 351 Harrisonburg, VA 22803 Phone: (540) 434-2513 FAX: (540) 434-0803 Contact: Taylor Howell, Manager Email Harrisonburg@vec.virginia.gov	Yes	1
20	NCBT Career Fair (7/26/06)	No	0
21	Fall Valley Job Expo (10/19/06)	No	0
22	Virtual Career Fair (4/23-29/07)	No	2
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			29

WKCY-FM, WKCY(AM), WACL(FM), WAZR(FM), WKCI(AM)
EEO PUBLIC FILE REPORT
June 1, 2006 through May 31, 2007

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fair	On July 26, 2006, our station employment unit participated in Community Career Fair sponsored by The National College of Business & Technology at the Holiday Inn in Harrisonburg, VA. Station representatives talked with individuals about job openings and career opportunities. They also educated job fair participants about Clear Channel Radio and the radio industry. Applications were also accepted. Station participants included the General Manager, Recruitment & Retention Specialist, and Assistant Sales Manager.
2	Internship program	During June and July of 2006, we hosted a graduate student from James Madison University for a 160-hour internship with our business department. The intern assisted with record keeping, month-end billing, etc. He also worked directly with the Business Manager to establish an attendance record-keeping project.
3	Host a job fair	On October 19, 2006, our station employment unit hosted the 2006 Fall Job Expo at the Holiday Inn in Staunton, VA. Our stations recruited 30 participating local employers, arranged for booth space and promoted the event through radio announcements and flyers. We also participated as an employer with our Sales Manager, Recruitment Retention Specialist, Program Director and an Account Executive manning a booth on behalf of our stations to greet visitors, invite them to view our presentation about careers in radio, and accept applications and resumes.

WKCY-FM, WKCY(AM), WACL(FM), WAZR(FM), WKCI(AM)
EEO PUBLIC FILE REPORT
June 1, 2006 through May 31, 2007

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Participate in other activities designed by the station employment unit that are “reasonably calculated” to widely disseminate information about employment opportunities to candidates who might otherwise be unaware of such opportunities.	On December 20, 2006, we hosted a Holiday Open House/Career Open House in our newly renovated offices in Harrisonburg, Virginia. The event was promoted through radio advertisements, flyers, postings on our station websites and publication in our monthly newsletter. In addition, an invitation was sent to all those on our recruitment source list. The purpose of the event was to invite advertisers, job seekers, and the general public to visit the Harrisonburg location, meet staff and get an inside look at a career in radio. Tours were given and a power point presentation was available for those interested in learning about employment opportunities. Applications were available for interested candidates. The entire Harrisonburg staff was in attendance throughout the day, including all management staff.
5	Host Virtual Career Fair	From April 23 through April 29, 2007, our employment unit hosted an on-line career fair, recruiting local businesses interested in hiring for various positions. This unit also hosted a “booth” for the purpose of recruiting for a current vacancy at the stations. We advertised the event via broadcast and on-line commercials, website notices, flyers, and newsletters. The event was coordinated by our Recruitment/Retention Specialist and resumes/responses were monitored by the General Manager, Sales Director, and our EEO Compliance Administrator.