

WLTW/WWPR/WKTU/WHTZ/WAXQ
EEO PUBLIC FILE REPORT
February 1, 2004-January 31, 2005¹

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Sales Assistant- WKTU	20-21,29-31	31
Sales Assistant- WHTZ	20-21, 23, 29-31	23
Sales Assistant- WAXQ	20-21, 22, 29-31, 33	31
Account Executive 1	1-2, 20-21, 27-31, 32	31
Sales Assistant- WLTW	20-21, 23-24, 27-31	23
Sales Assistant – WAXQ 2	20-21, 22, 29-31, 33	31
Account Executive- CC Traffic	27-31	31
Account Executive 2	1-2, 20-21, 27-31, 32	32
Sales Assistant- WKTU 2	20-21, 27-31	21
Sales Assistant- WHTZ 2	17, 20-21, 23, 26-31	26
Marketing Assistant- WKTU	12-13, 20-22, 27-31	30
Account Executive 3	6-9, 20-21, 27-32	21
Sales Promotions Assistant WAXQ	2, 4, 6, 17, 29-31	30
Account Executive 4	6-9, 20-21, 27-32	31
Operations Assistant- CC Traffic	1, 4, 10, 17, 18, 20, 21, 29-31	30
Event Coordinator- WWPR	1, 4, 14, 20, 21, 27, 29-31	30
Account Executive 5	6-9, 20-21, 27-32	31
Account Executive 6	20-21, 27-32	31
Sales Promotions Assistant- WKTU	2, 5, 15, 17, 20, 21, 29-31	30
Account Executive 7	20-21, 27-32	31
Production Director- WWPR	4, 6, 10, 20-22, 29-32	32
Promotions Director- WHTZ	16, 19, 20-22, 29-32	32
Morning Phone Producer- WHTZ	3, 14, 16, 17, 20-22, 29-31	30
Midday Announcer*	29-32	30
Evening Announcer*	29-32	30
Overnight Announcer*	29-32	30

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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 12-month period
1	Community Access Unlimited , Naomi Johnson-Coordinator of Community Education, NJ 07202, ph. 908-354-3040	Y	0
2	Division of Vocational Rehabilitation , Judy Ivory-Job Developer, 60 State Street Hackensack, NJ 07601, ph. 201-996-8970/ Ava Reinfeld, 438 Summit Ave, Jersey City, NJ, ph. 201-217-7180	Y	0
3	Minority Review , Kamella Dash, PO Box 15526, Phoenix, AZ 85060	Y	0
4	East Harlem Council Community of Improvement -NY Bilingual Institute, Raymond Garcia-Job Developer /Florentino Laureano-recruitment specialist, ph. 212-860-6820	Y	0
5	Focus/Hispanic Ctr. Comm. Yvelopment Inc. , Guillermo Roman-Director of Employment, 441-443 Broad Street, Newark, NJ 07103, ph. 973-624-2528	Y	0
6	The Lighthouse Inc. , Marsha Shaw-Career Services, 111 East 59 th Street, New York, NY 10022, ph. 212-821-9275	Y	0
7	La Association Benefica Cultural , Ana Lopez, 104-11 37 th Ave, Corona, NY 11268	N	0
8	Linden's Black Educators & Support Team , Saundra DeGeneste, 128 West St. Georges Ave, Linden NJ 07036	N	0

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9	Mayor's Office of Employment & Training , Rasheed Jackson-Job Developer, 990 Broad Street, Newark, NJ 07102, ph. 973-424-4258	N	0
10	New York Urban League, Inc. Jodi Brockington, 204 West 136 th Street, New York, NY 10030, ph. 212-926-8000	N	0
11	Urban League of Hudson County , Dorothy Grayson-Job Coordinator, 253 Martin Luther King Drive, Jersey City, NJ 07305, ph. 201-451-8888	Y	0
12	Aspira , 390 Broad Street, Newark, NJ 07102, Robert Del Rio	N	0
13	Casa Cor Agency for Spanish Americans , Luis Vasquez, 239 Fulton Ave, Hemstead, NY 11550	N	0
14	SOBRO , Iris Laluz-Director of Operations, 55 Bergen Ave, 3 rd Floor, Bronx, NY 10455, ph. 201-451-8888	Y	0
15	The College of Westchester -Career Services Department, Anna Kokkinakis 325 Central Park Avenue, White Plains, NY 10606, ph. (914) 831-0400,	N	0
16	Berkeley College , Lorraine Burt-Director of Business Development, 3 East 43 rd Street, 4 th Floor, New York, NY 10017, ph. 212-986-4343	Y	0
17	Connecticut School of Broadcasting , Nate Little-Assistant Campus Director, 80 Ferry Blvd, Stratford, CT 06497, ph. 203-378-5155	Y	2
18	WBMB 87.9 FM- Baruch College Radio -Jenny Fernandez-GM, 55 Lexington Ave, Suite 3-280, New York, NY 10010, ph. 646-312-4722	Y	0
19	St. John's University , Alumni Association, 8000 Utopia Parkway Jamaica, New York 11439 Ph. (718) 990-2000 (locally)	Y	1
20	Hire Diversity Website , www.hirediversity.com , Sonya Delgado, 425 Pine Ave., Santa Barbara, CA 93117, ph. 805- 964-4554. est. 804, email: hd@hirediversity.com	Y	2

RS Number	RS Information	Source Entitled to Vacancy Notification ? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
21	Clear Careers Website, www.clearcareers.com , Clear Channel Radio, 200 East Basse Road, San Antonio, TX 78209, ph. 210-822-2828	Y	66
22	New York Market Radio, Deborah Beagan, Executive Director, 261 Madison Avenue, 23rd Floor New York, NY 10016 ph. 646.254.4493, Fax: 646.254.4498	Y	1
23	Entertainment Careers Website, www.entertainmentcareers.net , ph. 310-441-9963, fax. 310-475-8985	N	15
24	Craigslist (Online Community Website, www.craigslist.com , email: questions@craigslist.com	N	6
25	Career Builder, www.careerbuilder.com , 866-438-1485	N	0
26	Yahoo website, hotjobs.yahoo.com	N	1
27	Website Recruitment EEO and Job Contact info included on: www.power1051fm.com www.ktu.com www.z100.com www.1067litefm.com www.q104.com www.walkradio.com	N	2
28	On-Air Recruitment You can contact Managers at each station at the below numbers: WWPR-FM: 212-704-1051 WLTW-FM: 212-603-4600 WAXQ-FM: 212-575-1043 WHTZ-FM: 201-209-6200 WLTW-FM: 212-603-4600 WALK-FM: 631-475-5200	N	1
29	Unsolicited Resume/Resume on File	N	7
30	Internal Positng/Notification	N	36
31	Word of Mouth/Referral	N	71
32	Transfer	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification ? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
33	Amsterdam news <u>www.amsterdamnews.org</u> (newspaper and online source) part of BlackPressUSA Network, email: <u>info@amsterdamnews.com</u>	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			211

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	On-Air Organization Recruitment Program	:30 second spots scheduled on WWPR, WKTU, WHTZ, WLTW, WAXQ, WALK asking organization who wish to become aware open positions in the organization to contact us. Those groups that respond are added to our master recruitment distribution list. If an individual responds, we instruct individual to send in resume for interview opportunity or to check the sites for job openings.
2	On-Going EEO Management/Training	On-going conference-call EEO training for the entire North East region. Conferences are organized by Vice President of Operations Jon Erdahl, Corporate Labor/Employment Council/Director of Diversity James Dockery, Paralegal/Labor & Employment Terrie Ingram. Calls include Q&A, EEO compliance, new ideas & developmental recaps. Helpful material such as training manuals, forms, outreach lists are additionally distributed. Calls were held on 5/27/04, 6/3/04, 7/27/04, 11/5/04, 1/13/05.
3	100 Black Men Scholarship Fund	Five WWPR Account Executives attended the Annual 100 Black Men Benefit Gala on November 11, 2004. All Proceeds from the Benefit Gala go to various 100 Black Men programs, which includes the Educational College Scholarship and Mentoring Program. Scholarships are given to selected NY City Public H.S. students towards College Funds and are additionally assigned mentors throughout the four year period in efforts of career development.
4	Internship Program	All Five Stations offer a wide range of internship opportunities each semester (Fall/Spring/Summer), for those students who are interested in learning about broadcast radio careers. Application to this program is open to all students who are enrolled in an accredited school, college, or university and are receiving school credit for the program. Students not only learn the of jobs are available but also develop contacts with the staff for any future possible opportunities. Areas covered include Marketing, Sales, Programming, with a heavy concentration and "hands on" experience with Promotions. Interns are Interviewed by our Promotional

		Team at each respective station.
5	Participation in Minority Workshop	Clear Channel Radio Stations set up a couple of booths at the IRTS Minority Career Workshop on 3/26/04. Staff from all Five Stations attended the workshop and spoke to interested candidates about radio broadcasting careers, particularly in Clear Channel. Participants also exchanged contact information with interested individuals. Other Co-Sponsor included NYMRAD (NY Market Radio) which provides a wide source of job recruitment online.
6	Participated in Job Fairs	“Campus Invasion” (Spring & Summer 04/ Fall 05) - A recruitment program executed by the Promotions teams of WWPR-FM and WKTU-FM. The radio stations visit approximately 15-30 Career Fairs each semester at College Campus's all around the Tri State Area. Students are given station paraphernalia and have the opportunity to inquire about jobs and internships in broadcast radio and specifically at Clear Channel Radio New York. Students also could submit their resumes for review for future intern and/or job availability. Participants of the station includes Part –time promotions Staff known as our “Street Team.” Campus Invasion is a program scheduled by our Events Coordinators Adam Savage of WKTU and Antoine Amay of WWPR.
7	Internet Program Designed To Promote Outreach Generally	Our job openings are posted on www.hirediversity.com , which provides extensive job hunting advice and background information in addition to individual job listings.
8	United Negro College Fund- City Fellowship Program	WWPR Representatives carry out monthly visits to Manhattan City Wide High Schools. Different outreach topics are discussed. Representatives mainly talk about College and Careers in Radio. Visits occurred on 2/19/04,3/24/04 by Shetellia Riley, WWPR Account Executive.
9	Professional Mentor’s Program	WWPR Representative spent an hour each month with kids with crisis at the Repertory School. WWPR mentors kids on how to “flip the switch” from crisis to success. \$50 Scholarship was included.
10	Participation in Local Organization Event with Recruitment initiative.	NYC Marathon Expo in NYC -All day WKTU Promotions staff appearance which involved setting up a table and sound system...The part

		time staff handed out promotional giveaways, as well as, recruited potential promotion assistants and interns through interacting with participants and the crowd while handing out brochures and applications. Date was November 6 th from 10-6p. Station participants included Gary Parascondola and Julio Gonzalo.
11	Participation in Local Organization Event with Recruitment initiative.	Gay Life Expo at the Javitz Center- All day WKTU promotions staff appearance which involved setting up a table and sound system...The part time crew handed out promotional giveaways, as well as, recruited potential promotion assistants and interns through interacting with participants and the crowd while handing out brochures and applications. Dates include November 6 th and 7 th and station participants included part time staff Steven Jameson, Jamie Cafone, Bobby Saverino, Megan Maligno.
12	Participation in Local Organization Event with Recruitment initiative.	Latino Expo at Westchester Center- All WKTU promotions staff appearance which involved setting up a table and sound system...The part timers handed out promotional giveaways, as well as, recruited potential promotion assistants and interns through interacting with participants and the crowd while handing out brochures and applications. Dates included November 13 th & 14 th , Station participants were part timers Ana Maria Caraballo, Karen Simone, Alejandro Mercado and Geniris Rullan.

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