

**WDAS AM, WDAS FM, WIOQ, WSNI, WUSL, WJZZ
CLEAR CHANNEL RADIO PHILADELPHIA
April 1, 2006 – March 31, 2007**

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hires
National Promotion Coordinator	1-15,32,36,38,40	15
Account Executive – WDAS FM	1-14,17,25-33,36,40	33
Account Executive – WDAS FM	1-16,17,22,23,24-32	2
National Sales Assistant	1-14,16,25,26,27,28-30,31,32,36,40	16
Wioq Promotion Coordinator	1-14,16,26,30,31,32,36,40	27
Account Executive – WDAS FM	1-14,16,17,19-22,23,25-32,34,36,40	16
Wioq Morning Show Host	1-14,18,25-32,36,40	16
Wioq Mid-Day Host	1-14,16,18,25-32,36-40	16
Account Executive – WUSL	1-14,16,17,18-21,23,25,26,28,-30,31,32,34,36-40,43,22,27	16
Account Executive – WUSL		23
Account Executive – WUSL		16
Account Executive – WUSL		16
Account Executive – NTR		16
Account Executive – WIOQ		16
Account Executive – WUSL		16
Account Executive – WDAS AM/FM	1-15,27-32,36,40,41	16
Account Executive – WUSL	1-18,22,23,25,26,27,28-32,36,40,41,43,45	43
Account Executive – WIOQ		22
Account Executive – WSN/WISX		16
Morning Show Talent Team – WUSL (4 Hires)	1-15,22,25-32,36,40,41	22,2,27,2
Music Director/On-Air Talent – WISX	1-15,16,18,23-32,36	18
Program Director – WUBA	1-15,16,25-32,36,40,41	16
Account Executive – WDAS AM/FM	1-15,16,17,23,24-26,28-32,36,40,41,43	2
Account Executive – WISX		1
Account Executive – WUBA		23
Account Executive – WUBA	1-14,16,17,22,25-26,29,32,36,40,41,47	17
Account Executive – WUBA		17
Account Executive – WUBA		16
Account Executive – WIOQ	1-14,16,17,25-32,36,40,41,46,47	16
*All were hired out of the same pool of applicants		2
Account Executive – NTR		16
Account Executive – WUSL		16
Account Executive – WIOQ		16
Account Executive – WUBA	1-15,16,17,25,26,27-32,36,40,41,47	16
Sales Assistant – WUBA		16
Sales Assistant – WIOQ		16
Sales Assistant – WUBA		16
Sales Assistant – WUSL		16

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
WIOQ CO-Host	1-14,16,18,25-7,28-32,36,40,41,47	27
Production Director/Part-time On-Air	1-14,16,22,25-32,34,36,40-41,47	2
On-Line Sales Director	1-16,25-32,36,40,41,47	16
Account Executive - WIOQ	1-15,16,17,22,23,25-26,28,32,34,40-41,47	16
Account Executive - WISX	41,47	1
Account Executive - WIOQ		16
Account Executive - WISX		16
Account Executive - WDAS FM		16
Account Executive - WISX		16
Account Executive - WDAS FM		16
Account Executive - WIOQ		16
Account Executive - WISX		2
Account Executive - WIOQ		22
Account Executive - WIOQ		16
General Sales Manager - WIOQ	1-15,17,24-26,28-32,36,40,41,47	16
Morning Show Talent Team - WUBA (2) hirees	1-17,22,25,26,28,32,36,40,41,47	16,16
Director of Production - CC Philadelphia	1-16,25,26,28,32,36,40,41,47	16

**WDAS AM, WDAS FM, WIOQ, WISX, WUSL, WUBA
CLEAR CHANNEL RADIO PHILADELPHIA
APRIL 1, 2006 – March 31, 2007
II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 1-Year period
1	SEU Station Websites (www.wdasfm.com , www.wdasas.com , www.q102philly.com , www.sunny1045.com , www.power99.com , www.wllzfm.com)	N	14
2	CLEAR CHANNEL JOB BANK ClearCareers.clearchannel.com	N	49
3	PENNSYLVANIA ASSOCIATION OF BROADCASTERS) jobs@pab.org	N	
4	Debi Swamer, M. A. Office of Career Services PENN STATE LEHIGH VALLEY 8380 Mohr Lane 105 Administration Building Fogelsville, PA 18051-9999 Phone: 610.285.5002 Fax: 610.285.5220 www.blkb.psu.edu/careerservices	N	
5	Gardella Cardwell Assistant Director/Job Developer CITE BUSINESS SCHOOL 714 Market Street, Suite 433 Philadelphia, PA 19106 Phone: 215.922.6555 Fax: 215.922.2064 gcardwell@citephl.com	N	
6	Ann Lockett-Stephens EASTLAWN AREA HUMAN SERVICES 202 East 35 th Street Wilmington, DE 19802 Phone: 302.764.4323 Fax: 302.764.2855 Eastlawnahs@aol.com	N	
7	Bonnie Hahn PROJECT H.O.M.E. 1515 Fairmount Avenue Philadelphia, PA 19130 Phone: 215.232.7272 Ext. 3034 Fax: 215.232.7277 bonniehahn@projecthome.org	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 1-Year period
8	NAACP 1619 West Cecil B. Moore Avenue Philadelphia, PA 19121 Phone: 215 978.7500 info:sunday@naacp.org	Yes	
9	Evelyn Hudson PARKSIDE ASSOCIATION OF PHILADELPHIA 5180 Viola Street Philadelphia, PA 19128 Phone: 215.878.1304 Fax: 215-821.7799 Maze1@earthlink.net	N	
10	Anne Bussey HARDY WILLIAMS & ASSOCIATES 3801 Market Street, Suite 200 Philadelphia, PA 19104 Abriqgs621@aol.com	N	
11	Anita Cooper Job Developer PHILADELPHIA UNEMPLOYMENT PROJECT 1201 Chestnut Street, Suite 702 Philadelphia, PA 19107 Phone: 215.557.0822 Fax: 215.557.6981 Anita@palmtree@hotmail.com	N	
12	Rev. Colleen M. Butler FRANKFORD CAREER SERVICE 4625 Frankford Avenue, 2 nd Floor Philadelphia, PA 19124 Phone: 215.743.9201 Fax: 215.743.9242 Frankford_career_services@yahoo.com	N	
13	Julia P. Davis Employment Coordinator Victim and Community Service Unit FIRST JUDICIAL DISTRICT OF PENNSYLVANIA Court of Common Pleas Family Division Room 101-M 1801 Vine Street Philadelphia, PA 19103 Phone: 245.686.7747 Fax: 215.686.4286 Julia.davis@courts.phila.gov	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 1-Year period
14	Meredith Amos Coordinator of Student Employment Camden County College Community Center Room 101A.2 P.O. Box 200 College Drive Blackwood NJ 08012 Phone: 856 227-7200 ext 4345 mamos@camdencc.edu	Y	
15	Internal Promotion	N	
16	Employee Referrals	N	61
17	On-Air Radio Ads (Ads broadcast on one or more of the following stations: WDAS (AM), WDAS-FM, WIOQ(FM), WSNJ-FM, WUSL(FM), WJZZ (FM))	N	28
18	All Access Music Group 28955 Pacific Coast Highway, 210-5 Malibu, CA 90265; 310-457-6616 www.allaccess.com		10
19	Job Circle Diversity Career Fair April 7 th 2005 Kimmel Center 260 South Board Street Suite 901 Phila, Pa 19102 www.jobcircle.org	N	
20	Shomex Career Fair August 2 nd 2005 Pennsylvania Convention Center 1101 Arch Street Phila, Pa 19107	N	
21	Job Circle Diversity Career Fair October 12 th 2005 Kimmel Center 260 South Board Street Suite 901 Phila, Pa 19102 www.jobcircle.org	N	
22	Non Employee Referral		14
23	Self/Walk-In		12

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 1-Year period
24	Open House		
25	Temple University 2 nd Floor Mitten Hall Phila, Pa 06122-6092, 215 204-7891, 215 204-4462 (f), e-mail careerd@temple.edu		
26	Drexel University 3201 Arch Street, Suite 250 Phila, Pa 19104, 215 895-2185 e-mail srcmail@drexel.edu		
27	In-House Job Posting/Station Posting Board Clear Channel Radio 111 Presidential Blvd Bala Cynwyd Pa 19004	N	16
28	Philadelphia Workforce Development 1617 JFK Blvd Philadelphia, Pa 19103 jgaines@pwc.org	Y	
29	Cabrini College 610 King of Prussia Rd Radnor, PA 19087 610 902-8305 nch722@cabrini.edu	Y	
30	Nancy Dachille Director of Career Services Chestnut Hill College 9601 Germantown Ave Phila, PA 19118 215 248-7109 jobpost@chc.edu	Y	

RS Number	RS Information	Source Entitled to Vacancy? (Yes/No)	No. of Interviewees Referred by RS over 1-Year period
31	Community College of Philadelphia Center for Business & Industry Phila, PA 19130 jharris@ccp.edu	N	
32	Lincoln University 1570 Baltimore Pike - P.O. Box 179 Lincoln University, PA 19352 610 932-8300 mmcgill@lincoln.edu	N	
33	Former employee (re-hire)	N	
34	Non-specific web site indicated	N	12
36	National Association of Hispanic Journalists NAHJ Job Bank, 1000 National Press Building Washington, DC 20045 jobbank@nahj.org 202 6627145	Y	
37	Shomex Diversity - Career Fair 2/28/06 Hilton Hotel 4200 City Ave Bala Cynwyd, Pa 19004	N	1
38	Celebrate Diversity Job Circle Career Fair 3/15/06 Kimmel Center	N	
39	Word of Mouth	N	
40	Philadelphia Urban League Amber Jaynes ajaynes@urbanleague.org		

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 1-Year period
41	Pennsylvania Institute of Technology 800 Manchester Avenue Media, Pa 19063 Attn. Tina S. Gaddy, MHS Director of Career Placement and Transfer tgaddy@pit.edu	Y	
42	Open House – Casting Call Clear Channel Philadelphia 111 Presidential Blvd Bala, Gwynyd, PA 19004 4/3/2006	N	
43	Clear Channel Career Expo 111 Presidential Blvd Bala, Gwynyd, Pa 19004 6/21/2006	N	6
44	Open House – Casting Call Clear Channel Philadelphia 111 Presidential Blvd Bala, Gwynyd, PA 19004 6/26/2006	N	
45	Job Circle – Grand Slam Career Fair Citizens Bank Park Patterson Ave 7/19/06	N	
46	Open House – Casting Call Clear Channel Philadelphia 111 Presidential Blvd Bala, Gwynyd, PA 19004 9/20/2006	N	

* SEPCHH - COLLEGES WERE ADDED TO THE LIST IN MARCH 2007

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 1-Year period
47	Montgomery County Community Action Development Commission 113 East Main Street Norristown, Pa 19401 610 277-6363 jberry@cadacom.org or Carmen Cruz- Bilingual Family Development Specialist	Y	
	SEPCHH - COLLEGES-Arcadia University, Cabrini College, Chestnut Hill College, Gwynedd Mercy College, Holy Family University, Immaculata University, Newumman College, Rosemont College www.collegecentral.com/sepche	Y	
			228

TOTAL INTERVIEWEES OVER 12 - MONTH PERIOD

WDAS AM, WDAS FM, WIOQ, WISX, WUSL, WUBA

III. RECRUITMENT INITIATIVES

Type of Recruitment Initiative	Brief Description of Activity
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<p>1. WDAS (FM), WDAS(AM), WUSL(FM) Promotion Casting Call</p> <p>On April 3rd, 2006 WDAS (AM) WDAS (FM) hosted an open house, "Casting Call", inviting candidates interested in a promotion/marketing career in broadcasting. The event was advertised on stations Wdas (fm) and Wdas (am) at 111 Presidential Blvd, Bala Cynwynd, Pa 19004. Station participants included Lisa Acchione, Renie Hale, Janie Brunson, and Stacy Thomas.</p> <p>On June 21st, 2006 our stations held a career fair for Account Executive at 111 Presidential Blvd, Bala Cynwyd, Pa 19004. Station participants included all General and Local Sales Managers, Ron Decastro, Gary Steel, Wes Franks, Marian Staino, Brit Goldstein, Steve Gonzales, and Stephanie Hawkins - Sales Assistant. The event was advertised on WDAS (AM), WDAS (FM), WJZ (FM), WIOQ (FM), WSNI (FM), WUSL (FM)</p> <p>On June 26th, 2006 WDAS (AM), WDAS (FM) hosted an open house, "Casting Call", inviting candidates interested in a promotion/marketing career in broadcasting. The event was advertised on station WDAS (AM), WDAS (FM) at 111 Presidential Blvd, Bala Cynwyd, Pa 19004. Station participants included Lisa Acchione, Rene Hale, and Janie Brunson.</p>	<p>1. WDAS (FM), WDAS(AM), WUSL(FM) Promotion Casting Call</p> <p>2. The Clear Channel Career Expo/Held by Clear Channel Radio Philadelphia</p> <p>3. WDAS- (FM) & WDAS - (Am) Promotion Dept - Casting Call</p>
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<p>On July 7, 2006 Clear Channel Philadelphia participated in the Grand Slam Career Fair held at Citizen Bank Park in Philadelphia. Station participants included Sidonne Hicks, and Brit Goldstein.</p> <p>On July 20, 2006 WUBA (FM) Hosted an open house, "Casting Call", inviting candidates interested in a promotion/marketing career in broadcasting. The event was advertised on stations WUBA (FM) at 111 Presidential Blvd, Bala Cynwynd, Pa 19004. Station participants included Renie Hale, and Stacy Thomas.</p> <p>Starting November 17th - December 31st, 2006 our stations ran radio recruitment spots on WDAS (FM), WUBA (FM), WISX (FM), WIOQ (FM), and WUSL (FM) recruiting sales assistants.</p> <p>Starting January 15th, 2007 our stations ran radio recruitment spots on WUBA (FM) recruiting Account Executives.</p> <p>Starting February 14th, 2007 - March 31st, 2007 our stations ran radio recruitment spots on WDAS (FM), WIOQ (FM), WISX (FM), WUSL (FM), and WUBA (FM) recruiting Account Executives.</p>	<p>4. Job Circle - Career Fair</p> <p>5. WUBA (FM) Promotion Dept - Open Casting Call</p> <p>6. Recruitment on-air spot</p> <p>7. Recruitment on-air spot</p> <p>8. Recruitment on-air spot</p>
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