

**WDAS-FM, WIOQ-FM, WISX-FM, WRFF-FM, WUBA-AM, WUSL-FM****EEO PUBLIC FILE REPORT****April 1, 2010 - March 31, 2011****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Continuity Coordinator	1-3, 5-9, 11-15, 17-22, 29, 31-37, 39-42	13
Account Executive	2-3, 5-9, 11-15, 19, 21-22, 26-29, 31-42	26
Account Executive	2-3, 5-9, 11-15, 19, 21-22, 26-29, 31-42	13
Account Executive	2-3, 5-9, 11-15, 19, 21-22, 26-29, 31-42	40
Account Executive	2-3, 5-9, 11-15, 19, 21-22, 26-29, 31-42	38
Account Executive	2-3, 5-9, 11-15, 18-19, 21-22, 26-27, 29, 31-42	13
Account Executive	2-3, 5-9, 11-15, 18-19, 21-22, 26-27, 29, 31-42	13
Account Executive	2-3, 5-9, 11-15, 18-19, 21-22, 26-27, 29, 31-42	40
Account Executive	2-3, 5-9, 11-15, 18-19, 21-22, 26-27, 29, 31-42	18
National Sales Promotions Coordinator	2-3, 5-9, 11-17, 21-22, 25, 28-43	38
Digital Producer	1-12, 14-16, 19-22, 24-25, 27-29, 31-42	38
Community Manager	1-3, 5-9, 11-15, 17, 19, 21-22, 28-29, 31-37, 39-42	13
National Sales Assistant	2-3, 5-9, 11-12, 14-15, 18-19, 21-22, 25, 28-37, 39-42	18
Assistant Program Director/Music Director	2-3, 5-9, 11, 13-15, 19, 21-22, 24, 28- 29, 31-41	13
Sales Assistant	2-3, 5-9, 11-15, 19, 21-23, 26, 28-33, 35-37, 39-42	13

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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 Reporting Period</b>
1	All Access.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : Email : Fax : Manual posting Career Services	N	0
2	Cabrini College 610 King of Prussia Rd. Radnor, Pennsylvania 19087 Phone : (610) 902-8305 Email : nch722@cabrini.edu Fax : 1--- Nancy Hutchison	Y	1
3	Camden County College P.O. Box 200 College Drive Blackwood, Pennsylvania 8012 Phone : (856) 227-7200 ext.4345 Email : mamos@camdencc.edu Fax : 1--- Meredith Amos	Y	0
4	Careerbuilder.com 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : Email : Fax : 1-800-891-8880 Career Services	N	0
5	CBS School of Broadcasting 1 Mall Drive Ste.203 Cherry Hill, Pennsylvania 8002 Phone : (856) 755-1200 Email : csbcherryhill@gocsb.com Fax : 1--- Hope Willis	Y	0
6	Chestnut Hill College 9601 Germantown Ave Philadelphia, Pennsylvania 19118 Phone : 215 248 7109 Email : jobpost@chc.edu Fax : 1--- Nancy Dacheille	Y	0

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7	Cite Business School 714 Market Street Ste.433 Philadelphia, Pennsylvania 19106 Phone : (215) 922-6555 Email : gcardwell@citephl.com Fax : 1-215-922-2064 Gardella Cardwell	N	0
8	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Phone : Email : Fax : Manual posting Career Services	N	9
9	Community College of Philadelphia 1700 Spring Garden Street C1-34 Philadelphia, Pennsylvania 19130 Phone : (215) 496-6176 Email : careerservices@ccp.edu Fax : 1-267-299-5937 Jan Harris	Y	0
10	Craig's List P.O. Box 225159 San Francisco, California 94122 Phone : Email : Fax : Career Services	N	5
11	Drexel University 3201 Arch Street Ste.250 Philadelphia, Pennsylvania 19104 Phone : (215) 895-2185 Email : SCDC@drexel.edu Fax : 1-215-895-1473 Andrew Duffy	Y	0
12	East Lawn Area Human Services 202 E. 35th Street Wilmington, Pennsylvania 19802 Phone : (302) 764-4323 Email : Eastlawnahs@aol.com Fax : 1-302-764-2855 Ann Lockett-Stephens	N	0

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13	Employee Referral	N	18
14	First Judicial District of PA. 1801 Vine Street Rm.101-M Philadelphia, Pennsylvania 19103 Phone : (215) 686-7747 Email : Juila.davis@court.phila.gov Fax : 1-215-686-4286 Juila Davis	N	0
15	Frankford Career Service 4625 Frankford Ave. 2nd Fl. Philadelphia, Pennsylvania 19124 Phone : (215) 743-9201 Email : Frankford_carrer_servicesw@yahoo.com Fax : 1-215-743-9242 Colleen Butler	N	0
16	Indeed.com Texas Phone : Email : Fax : Career Services	N	2
17	Internal Posting	N	6
18	Internal Transfer/Promotion 111 Presidential Blvd. Ste.100 Bala Cynwyd, Pennsylvania 19004 Phone : Email : ninamoore@clearchannel.com Fax : 1--- Nina Moore	N	2
19	Lincoln University 1570 Baltimore Pike P.O. Box 179 Lincoln University, Pennsylvania 19352 Phone : (484) 365-8190 ext.7102 Email : mmcgrill@lincon.edu Fax : 1-484-365-8097 Maria Mc Gill	N	0

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20	MONSTER 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Email : Fax : 1-402-472-8675 Brendan McCauley	N	0
21	Montgomery County Community Action Development Commission 113 E. Main Street Norristown, Pennsylvania 19401 Phone : (610) 277-6363 Email : jberry@cadcom.org Fax : 1-610-277-2123 J. Berry	Y	0
22	NAACP 1619 W. Cecil B Moore Ave. Philadelphia, Pennsylvania 19121 Phone : (215) 978-7500 Email : infosundaysun@yahoo.com Fax : 1--- Jerry Minasuire	Y	0
23	National Assoc of Hispanic Journalists 1193 National Press Bldg Washington, District of Columbia 20045-2100 Phone : Email : jobbank@nahj.org Fax : 1--- Career Services	N	0
24	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Email : Fax : 1-301-314-1714 Ryan Williams	N	0
25	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : Fax : 1-202-429-5343 Career Services	N	0

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26	Non- Employee Referral	N	5
27	On-Air Announcements 111 Presidential Blvd. Ste.100 Bala Cynwyd, Pennsylvania 19004 Phone : (610) 784-3333 Email : ninamoore@clearchannel.com Fax : 1--- Nina Moore	N	13
28	PA. Association of Broadcasters 8501 Paxton Street Hummelstown, Pennsylvania 17036 Phone : (717) 482-4820 Email : jobs@pab.org Fax : 1--- Career Services	N	0
29	Parkside Association of Philadelphia 5180 Viola Street Philadelphia, Pennsylvania 19128 Phone : (215) 878-1304 Email : Maze1@Earthlink.net Fax : 1-215-821-7799 Evelyn Hudson	N	0
30	Penn State Career Services 413 Bouke Bldg. University Park University Park, Pennsylvania 16802 Phone : 814-865-2377 Email : Fax : 814-863-0226	N	0
31	Penn State Lehigh Valley 8380 Mohr Lane 105 Administration Building Fogelsville, Pennsylvania 18051-9999 Phone : 610 285 5002 Email : Fax : 1-610-285-5220 Debi Swarner, M.A.	Y	0
32	Pennsylvania Institute of Technology 800 Manchester Ave. Media, Pennsylvania 19063 Phone : Email : tgaddy@pit.edu Fax : 1--- Tina Gaddy	Y	0

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33	Philadelphia Association of Black Journalists P.O. Box 8232 Philadelphia, Pennsylvania 19101 Phone : (215) 854-4224 Email : pabj@pabj.org Fax : 1--- Sarah Glover	Y	0
34	Philadelphia Unemployment Project 1201 Chestnut Street Ste.702 Philadelphia, Pennsylvania 19107 Phone : (215) 557-0822 Email : Anitapalmtree@hotmail.com Fax : 1-215-557-6981 Anita Cooper	N	0
35	Philadelphia Urban League 121 S. Broad Street Philadelphia, Pennsylvania 19107 Phone : (215) 985-3220 ext 211 Email : mlewis-wilborn@urbanleaguephila.org Fax : 1--- Monica Lewis-Wilborn	Y	0
36	Philadelphia Workforce Development 1617 JFK Blvd. Philadelphia, Pennsylvania 19103 Phone : (215) 963-2118 Email : skrasnisky@pwdc.org Fax : 1--- Susan Krasnisky	Y	0
37	Project H.O.M.E. 1515 Fairmount Avenue Philadelphia, Pennsylvania 19130 Phone : (215) 232-7272 Email : Fax : 1-215-232-7277 Bonnie Hahn	N	0
38	Self Referral	N	11

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39	SEPCHE-Colleges 450 S. Easton Road Glenside, Pennsylvania 19038 Phone : (610) 558-5537 Email : Fax : Manual posting C. Dougher	Y	1
40	Station Websites 111 Presidential Blvd. Ste.100 Bala Cynwyd, Pennsylvania 19004 Phone : Email : ninamoore@clearchannel.com Fax : 1--- Nina Moore	N	3
41	Temple University 1913 N. Broad Street Mitten Hall 2nd Fl. Philadelphia, Pennsylvania 19123 Phone : Email : carrers@temple.edu Fax : 1-215-204-4462 Career Services	Y	0
42	Temple University Dept. of Broadcasting, Telecom & Mass Media Annenberg Hall Room 6 Philadelphia, Pennsylvania 19122 Phone : 215-204-5401 Email : dolores.stanley@temple.edu Fax : 1-215-204-5402 Dolores Stanley	N	0
43	Unkown	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>77</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	4/22/2010	Participation in events sponsored by community groups	On April 22, 2010, SEU On-Air staff participated in "U-CAN", a forum for students on alternative choices in life, sponsored by State Rep. Ronald Waters Office. The students learned the importance of education and staying in school and gained knowledge of the radio industry.	2	WUSL FM On-Air Staff Programming	0.25
2	5/8/2010	Participation in events sponsored by community groups	On May 8, 2010, SEU On-Air Staff attended the Chester Youth Empowerment Summit, sponsored by the Chester Youth Council in Chester PA. The summit focused on students interested in radio and the music industry. SEU On-Air Staff mentored students on the professional aspects of broadcasting and communications.	1	WUSL FM On-Air Staff Programming	0.25
3	5/14/2010	Participation in events or programs sponsored by educational institutions	On May 14, 2010, SEU Sales Coordinator attended "Jenks Career Day" at John S. Jenks Elementary School in Philadelphia, PA. The students gained knowledge of the variety of jobs in broadcasting and learned about the day to day operations of a radio station.	1	Sales Coordinator Sales/Administrative	0.25

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4	5/17/2010	Establishment of an intern program designed to assist members of the community	From May-August 2010, SEU hosted eighteen student interns from Asbury University, University of the Arts, Lafayette University, St. Joseph's University, Drexel University, Richard Stockton College, North Carolina A&T, Villanova University, IUP University, Point Park University, Temple University, University of Scranton, Bloomsburg University, American University and Hanze University Groningen. The interns worked in the SEU's Programming, Promotions, Sales, Production, Web, Traffic and News & Public Affairs Departments and received hands-on experience in various aspects of the SEU's operations. The interns were supervised by SEU personnel in the departments to which the interns were assigned.	20	Programming, Promotions, Sales, Production, Web, Traffic, & News & Public Affairs Depts. Managers & Staff	1.00
5	5/18/2010	Provision of training to management	On May 18, 2010, SEU managers attended a creative and interactive workshop conducted by the Corp. Human Resource Business Partner. The workshop was designed to provide important tools and knowledge for management to effectively deal with HR situations. The workshop topics covered, performance management, motivation and recognition, harassment and discrimination, HIPAA, and recruitment and interviewing.	19	Business, Sales, Programming, Promotions, Production, Engineering, Web, & Traffic Managers	1.00
6	6/4/2010	Participation in events or programs sponsored by educational institutions	On June 4, 2010, SEU On-Air staff participated in the "Empowerment Pep Rally" held at Martin Luther King High School in Philadelphia, PA. The rally focused on the importance of staying in school and choosing the right career paths. The students gained insight of the radio industry and the day-to day tasks of an On-Air staff.	2	WUSL-FM On-Air Staff Programming	0.25

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7	7/20/2010	Participation in events or programs sponsored by educational institutions	On July 20, 2010, SEU provided a station tour to students from Georgia E. Gregory Interdenominational School of Music. The SEU Program & Music Directors spoke to the students about the roles and duties of the programming and music depts. of a radio station.	8	Programming and Music Directors Programming	0.25
8	8/12/2010	Participation in events or programs sponsored by educational institutions	On August 12, 2010, SEU provided a station tour to students from Rosemont College & Ferris University-Japan. The SEU, News & Public Affairs Director discussed careers in broadcasting and networking within the broadcast industry.	1	News & Public Affairs Director	0.25
9	9/7/2010	Establishment of an intern program designed to assist members of the community	From September – December 2010, SEU hosted eight student interns from Temple University, Messiah College, Columbia School of Broadcasting, Connecticut School of Broadcasting, Cheyney University, and Penn. State University. The interns worked in the SEU's Programming, Promotions, Production, Web, News & Public Affairs, Social Networking and Digital Departments and received hands-on experience in various aspects of the SEU's operations. The interns were supervised by SEU personnel in the departments to which the interns were assigned.	16	Programming, Promotions, Production, Web, News & Public Affairs, Social Networking, & Digital Depts. Managers & Staff	1.00
10	11/15/2010	Establishment of training programs for station personnel	On November 15, 2010, SEU Sales team attended a two-day training workshop sponsored by the SAB Negotiation Group held at the Turf Valley Resort in Ellicott City, MD. The highly interactive workshops provide the skills and strategies needed to negotiate better deals and contracts, increase sales, reduce cost with vendors, and improving deal value while building relationships.	6	Sales Managers & Account Executives	1.00

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11	1/17/2011	Establishment of an intern program designed to assist members of the community	From January – May 2011, SEU hosted six student interns from Hanze University Groningen, West Chester University, Montgomery County Community College, Columbia School of Broadcasting, Connecticut School of Broadcasting, & Temple University. The interns worked in the SEU's Programming, Promotions, Production, Web, and News & Public Affairs, Social Networking and Digital Departments and received hands-on experience in various aspects of the SEU's operations. The interns were supervised by SEU personnel in the departments to which the interns were assigned.	20	Programming, Promotions, Production, Web, News & Public Affairs, Social Networking, & Digital Depts. Managers & Staff	1.00
12	2/21/2011	Participation in events sponsored by community groups	On February 21, 2011, SEU provided a station tour to students from Chester's College Bound. A Community Organization for Chester's High School Students. The SEU Program, Music, and News & Public Affairs Directors discussed careers in broadcasting and the roles of each dept. of a radio station.	6	Programming, Music, and News & Public Affairs Directors	0.25
13	3/31/2011	Participation in events sponsored by community groups	On March 31, 2011, SEU partnered with the Mayor of Philadelphia and hosted the "Mayor Nutter Youth Forum" for 40 Philadelphia area high school students. The students engaged in an open discussion about peer pressure, violence, education, and careers. Our SEU News & Public Affairs Director and Sales Coordinator participated in the discussion giving insight of the radio industry. The students were also given a tour of the SEU radio stations.	2	News & Public Affairs and Sales Director and Coordinator	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>7.00</b>