

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM
EEO PUBLIC FILE REPORT
December 1, 2006 – November 30, 2007¹

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
Account Executive	1-20	2
Account Executive	1-20	16
Account Executive	1-20	15
Account Executive	1-20	20
Account Executive	1-20	1
Account Executive	1-20	16
Account Executive	1-20	1
G&A Clerical	1-19	1
Account Executive	1-20	2
Account Executive	1-20	20
Account Executive	1-20	17
Sales Assistant	1-19	1

¹ This report provides recruitment data for the period from December 1, 2006 through November 20, 2007.

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II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Mobile Register Lock Box 496 Mobile, AL 36652 (251) 219-5000	N	28
2	AL.com/jobs (251) 219-5001	N	7
3	Alabama Broadcasters Association www.al-ba.com 2180 Pky Lake Dr Hoover, AL 35244 Attn: Sharon Tinsley	N	0
4	Alabama State University Placement Office P.O. Box 271 Montgomery, LA 36195 Attn: Katheryn Williams	N	0
5	Bishop State College 351 N Broad St Mobile, AL 36603 Attn: Julia Womack	N	0
6	Faulkner University 808 Western America Dr Mobile, AL 33609 Attn: Fred Hughes	N	0
7	Florida A&M University Division of Journalism 314 Tucker Hall Tallahassee, FL 32307	N	0
8	Pensacola Christian College 250 Brent Lane Pensacola, FL 32503 Attn: Shirley Campbell	N	0
9	Pensacola Junior College 1000 College Blvd. Pensacola, FL 32504 Attn: Ken Shugart	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	Remington College 828 Downtowner Loop W Mobile, AL 36609 Attn: Priscilla Vincent	N	0
11	Springhill College 4000 Daupin St Mobile, AL 36608 Attn: Jim Kellen	N	0
12	University of Mobile P.O. Box 13220 Mobile, AL 36613 Attn: Gina Howard	N	0
13	University of West Florida 11000 University Pky Career Services Bldg #19 Pensacola, FL 32514	N	0
14	On-Air Broadcast Recruiting	N	2
15	Local Station Websites	N	6
16	Employee Referral/Internal Posting	N	8
17	Clear Careers Web Site clearcareers.com	N	3
18	Long's Human Resource Services 19 Midtown Park West Mobile, AL (251) 476-4080	N	0
19	Inside Radio 365 Union Street Littleton, NH 03561 (603) 444-5720	N	0
20	Walk-Ins	N	5
21	Job Fair Recruitment	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			59

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Hosted Job Fair	On April 20, 2007, Clear Channel Mobile sponsored the Clear Channel Communications Job Fair at the Holiday Inn Tillman's Corner in Mobile, Alabama. Clear Channel Mobile sponsored the job fair, sold booths to employers, and advertised the event on air. Our IMR Director was primarily responsible for organizing and carrying out the job fair.
2	Hosted Job Fair	On September 12, 2007, Clear Channel Mobile sponsored the Clear Channel Communications Job Fair at the Pensacola Civic Center. Clear Channel Mobile sponsored the job fair, sold booths to employers, and advertised the event on air. Our IMR Director was primarily responsible for organizing and carrying out the job fair.
3	Participated in Job Fair	On February 4, 2007, Clear Channel Mobile participated in a job fair hosted by Pensacola Junior College. The stations set up a booth at the job fair, where our Controller spoke with attendees about job opportunities at Clear Channel Mobile.
4	Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	As CC Mobile sales staff conducted business throughout southern Alabama and northwest Florida, they regularly distributed "You've Been Spotted" cards to potential job candidates. The "You've Been Spotted" cards disseminate information about the SEU's employment opportunities to individuals who may not learn about those opportunities through other avenues.
5	Participated in Job Fair	On May 4, 2007, Clear Channel Mobile participated in a job fair hosted by the South Alabama Regional Planning Commission. The stations set up a booth at the job fair, where our Director of Sales spoke with attendees about job opportunities at Clear Channel Mobile.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6	Participated in Job Fair	On November 1, 2007, Clear Channel Mobile participated in a job fair hosted by University of Alabama in Tuscaloosa, Alabama. The station set up a booth at the job fair, where our Market Manager spoke with attendees about job opportunities at Clear Channel Mobile.