



**WTVR(FM), WRXL(FM), WRVQ(FM), WBTJ(FM), WRVA(AM), WRNL(AM)  
EEO PUBLIC FILE REPORT**

**June 1, 2008– May 31, 2009\***

**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	Hampton University Ms. Vivian Wrenn David, Director 114 Wigwam Bldg. Hampton, VA 23668	Yes	
2	African American Womens Association Ms. Mary Dougherty P O Box 8722, Brighton Station Washington, DC 20011	No	
3	Hampden-Sydney College Ms. Krista Leighton Career Development Coordinator P O Box 607 Hampden-Sydney, VA 23943	No	
4	Howard University Ms. Kim Wells, Director Career Services Office 525 Bryant Street, NW Washington, DC 20059	No	
5	Johnson C. Smith University Ms. Theadora Stowe Career Planning & Placement 100 Beatties Ford Rd. Charlotte, NC 28216	Yes	
6	NAACP Richmond Branch Mr. Salim Khaifani, Executive Director 214 East Clay Street Richmond, VA 23219	No	
7	NAB Mr. Hatim Hamer, Director Employment Clearing 1771 N Street, NW Washington, DC 20036-28991	No	
8	National Association of Black Journalists Mr. Duanne Crawley, Prof. Dev. Mgr University of Maryland 8701-A Adelphi Road Adelphi, MD 20783-1716	No	
9	NABJ Ms. Barbara Ciara C/O WTKK News Channel 3 720 Boush Street Norfolk, VA 23510	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	National Association of Black Journalists Mr. Lewis Elliott, Regional Director P. O. Box 2247 Rockville, MD 20847	No	
11	National Association of Media Women Ms. Alyce Martin Ware, President 157 West 126 <sup>th</sup> Street New York, NY 10027	No	
12	American Association-Affirmative Action 101 Admin Bldg Atlanta, GA 30322 Dr. Robert Etheridge	Yes	
13	National Organization for Women P. O. Box 25831 Richmond, VA 23260	No	
14	Norfolk State University Mr. Ben Ellis Career Services 700 Park Avenue Norfolk, VA 23504	Yes	
15	Richmond Association of Black Journalists 300 E. Franklin Street Richmond, VA 23229	No	
16	Richmond Times Dispatch 333 E. Grace Street Richmond, VA 23219	No	
17	The Urban League of Greater Richmond Mr. Kenneth Green 511 W. Grace Street Richmond, VA 23220	Yes	
18	St. Paul's College Ms. Tammy Jolley, Director Career Services Center 115 College Dr. Lawrenceville, VA 23868	Yes	
19	Richmond Free Press Ms. Maritza Placencia P. O. Box 27709 Richmond, VA 23261	No	
20	Virginia Association of Broadcasters Ms. Amy Payne-Whitehead 630 Country Green Lane Charlottesville, VA 22902	Yes	
21	Virginia Commonwealth University Ms. Alicia Aroche University Career Center 907 Floyd Avenue Richmond, VA 23284	Yes	
22	Virginia Employment Commission Ms. Teresa Bishop 6705 Warwick Road Richmond, VA 23225	Yes	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
23	Virginia Employment Commission Workforce Service Representative 5211 W. Broad Street Richmond, VA 23230	Yes	
24	Virginia Employment Commission Ms. Cheryl Pearson 3751 Nine Mile Road Richmond, VA 23223	Yes	
25	Virginia State University Ms. Lisa Townes-Jackson P. O. Box 9410 Petersburg, VA 23803	No	
26	Virginia Union University Ms. Mildred Britt Career Services 1500 North Lombardy Richmond, VA 23220	Yes	
27	University of Richmond Ms. Ann Williams Women's Resource Center Richmond, VA 23173	No	
28	Hampton Institute Box 6271 Hampton, VA 23668 Patrick Lewis	No	
29	Journal & Guide P O Box 209 Norfolk, VA 23501 Milton Reid	No	
30	Old Dominion Bar Association 1000 Pendleton St. Alexandria, VA 23314 Bobby Stafford	No	
31	Richmond MBDC C/O Metro Business League P O Box 26751 Richmond, VA 23261 Pamela Carter	No	
32	Virginia State University Petersburg, VA 23803 Wilbert Greenfield	No	
33	Norfolk St. University 2401 Corprew St Norfolk, VA 23504 James Grady	No	
34	NAACP Virginia State Conference Dr. Allen Barrett, President 1214 W. Graham Road Richmond, VA 23220	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
35	VCU School of Mass Communications Ms. Nicole K. Footen 901 West Main Street P O Box 842034 Richmond, VA 23284	No	
36	Capital Area Workforce Center Ms. Vickie Collins 5410 Williamsburg Road Sandston, VA 23150	Yes	
37	American Women in Radio and TV Ms. Melissa Lowe 8405 Greensboro Drive Suite 800 McLean, VA 22102	No	
38	AFTRA Ms. Sharee Brown 4340 East West Hwy., Suite 204 Bethesda, MD 20814	Yes	
39	Association for Women in Communications 780 Ritchie Highway S28 Severna Park, MD 21146	No	
40	Columbia School of Broadcasting Mr. William Butler 3947 University Drive Fairfax, VA 22030	Yes	
41	International Women's Media Foundation Ms. Tatiana Beller 1726 M St., NW Washington DC 20036	No	
42	National Assoc of Hispanic Journalists Ms. Michelle Vignoli 1100 National Press Bldg Washington, DC 20045	Yes	
43	Radio & TV News Directors Assoc Ms. Noreen Wells 1000 Connecticut Ave., NW Washington, DC 20036	No	
44	Broadcasting Institute of Maryland Mr. Norman Brooks 7200 Harford Road Baltimore, MD 21214	Yes	
45	WTVR/WRXL/WRVQ/WBTJ/WRVA/WRNL 3245 Basie Road Richmond, VA 23228 (Radio Recruitment Advertising)	No	8
46	Employee and/or Client Referral "Word-of-mouth"	No	2
47	Internal Promotion	No	
48	CCRC Clear Channel Resource Center Web Site Posting	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
49	All Access Web Site Posting	No	
50	<a href="http://www.tvandradijobs.com">www.tvandradijobs.com</a>	No	
51	<a href="http://www.radioonline.com">www.radioonline.com</a>	No	
52			
53	California Chicano New Media Assoc Ms. Sylvia Wells 300 S. Grand Ave Suite 3950 Los Angeles, CA 90071	Yes	
54	Emma L. Bowen Foundation Ms. Sandra Rice 524 W. 57 <sup>th</sup> Street NY, NY 10019	Yes	
55	Hampton University Mr. Robert Dixon WHOV Radio Hampton, VA 23668	Yes	
56	Koahnic Broadcast Corp Ms. Rachel Tuia 810 E. Ninth Ave. Anchorage, Alaska 99501	Yes	
57	Clear Channel Richmond Job Fairs	No	5
58	VARTV.com	No	
59	<a href="http://www.richmondjobsource.com">www.richmondjobsource.com</a>	No	
60	<a href="http://www.monster.com">www.monster.com</a>	No	
61	WRXL/WRVQ/WBTJ/WTVR/WRVA/WRXL station websites	No	6
62	<a href="http://www.radioandtv.com">www.radioandtv.com</a>	No	
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			23

### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
<b>1</b>	Radio Mentoring Program	<p>The Clear Channel Richmond Radio Mentoring Program was initiated in 1999 by Sheilah Belle, the News and Public Affairs Director for Clear Channel Richmond. This program is designed to provide highly motivated students from colleges and universities with mentors from our industry. From June of 2008 to May of 2009, Sheilah Belle, News and Community Affairs Director mentored 12 students from Virginia Commonwealth University, Virginia Union University and University of Virginia who are majoring in Communications and Marketing. In addition, in 2008 and 2009, Kat Simons, WTVR Midday Air Personality mentored four students from Lee Davis High School, VCU, UVA, and, Hampton University.</p>
<b>2</b>	Hosted Job Fairs	<p>On January 20, 2009 hosted the Clear Channel Richmond Health Career Fair at The Science Museum of Virginia.</p> <p>On May 19, 2009 hosted the Diversity Career Fair at the Science Museum of Virginia.</p> <p>On July 15, 2008 hosted the Clear Channel Richmond Health Career Fair at the Science Museum of Virginia.</p> <p>On October 15, 2008 hosted the Clear Channel Richmond Fall Career Fair at Holiday Inn Koger Center.</p> <p>These job fairs were attended by Dave Bandas, Recruitment Manager, Carrie Todd, DOS, David Symonds, Ops Manager, Tonia Emanuel, HR Assistant, and the Sales Managers from each radio station.</p>
<b>3</b>	Internship Program	<p>Clear Channel Richmond has an on-going internship program designed to assist college students in acquiring skills in broadcasting, sales and marketing, and office administration. The program is coordinated by Sheilah Belle, News and Public Affairs Director. From June of 2008-May 2009 there have been 22 internships from Virginia State University, Virginia Commonwealth University, Virginia Union</p>

		University, and University of Virginia that have or are currently participating in this program.
4	Scholarship Program	WRVA continues to participate in the Lexus Scholarship Program designed to recognize top students in the Greater Richmond Area. A 30-week yearly program, one student each year is chosen to receive a \$5000 college scholarship.