

**WTVR-FM, WRXL(FM), WRVQ(FM), WBTJ(FM), WRVA(AM), WRNL(AM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2010-May 31, 2011<sup>1</sup>**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-44, 47, 52-59	44
On-Air Personality	1-43, 45, 47-59	48
Account Executive	1-45, 47, 52-59	45
Account Executive	1-44, 47, 52-59	44
On-Air Personality	1-43, 45, 47-59	48

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<sup>1</sup> This Report provides recruitment data collected from May 22, 2010 through May 21, 2011.

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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	<b>Hampton University</b> Ms. Vivian Wrenn David, Director 114 Wigwam Bldg. Hampton, VA 23668	Yes	0
2	<b>African American Women's Association</b> Ms. Mary Dougherty P O Box 8722, Brighton Station Washington, DC 20011	No	0
3	<b>Hampden-Sydney College</b> Ms. Krista Leighton Career Development Coordinator P O Box 607 Hampden-Sydney, VA 23943	No	0
4	<b>Howard University</b> Ms. Kim Wells, Director Career Services Office 525 Bryant Street, NW Washington, DC 20059	No	0
5	<b>Johnson C. Smith University</b> Ms. Theadora Stowe Career Planning & Placement 100 Beatties Ford Rd. Charlotte, NC 28216	Yes	0
6	<b>NAACP Richmond Branch</b> Mr. Salim Khaifani, Executive Director 214 East Clay Street Richmond, VA 23219	No	0
7	<b>NAB</b> Mr. Hatim Hamer, Director Employment Clearing 1771 N Street, NW Washington, DC 20036-28991	No	0
8	<b>National Association of Black Journalists</b> Mr. Duanne Crawley, Prof. Dev. Mgr University of Maryland 8701-A Adelphi Road Adelphi, MD 20783-1716	Yes	0
9	<b>Saint Leo University</b> Mr. Michael Sciarini NAB Little Creek, Bldg 3005 1328 8 <sup>th</sup> Street, Suite 100 Norfolk, VA 23521	No	0
10	<b>National Association of Black Journalists</b> Mr. Lewis Elliott, Regional Director P. O. Box 2247 Rockville, MD 20847	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
11	<b>National Association of Media Women</b> Ms. Alyce Martin Ware, President 157 West 126 <sup>th</sup> Street New York, NY 10027	No	0
12	<b>American Association-Affirmative Action</b> 101 Admin Bldg Atlanta, GA 30322 Dr. Robert Etheridge	Yes	0
13	<b>National Organization for Women</b> P. O. Box 25831 Richmond, VA 23260	No	0
14	<b>Norfolk State University</b> Mr. Ben Ellis Career Services 700 Park Avenue Norfolk, VA 23504	Yes	1
15	<b>Richmond Association of Black Journalists</b> 300 E. Franklin Street Richmond, VA 23229	No	0
16	<b>Richmond Times Dispatch</b> 333 E. Grace Street Richmond, VA 23219	No	0
17	<b>The Urban League of Greater Richmond</b> Mr. Kenneth Green 511 W. Grace Street Richmond, VA 23220	Yes	0
18	<b>St. Paul's College</b> Ms. Tammy Jolley, Director Career Services Center 115 College Dr. Lawrenceville, VA 23868	Yes	0
19	<b>Richmond Free Press</b> Ms. Maritza Placencia P. O. Box 27709 Richmond, VA 23261	No	0
20	<b>Virginia Association of Broadcasters</b> Ms. Amy Payne-Whitehead 630 Country Green Lane Charlottesville, VA 22902	Yes	1
21	<b>Virginia Commonwealth University</b> Ms. Alicia Aroche University Career Center 907 Floyd Avenue Richmond, VA 23284	Yes	0
22	<b>Virginia Employment Commission</b> Ms. Teresa Bishop 6705 Warwick Road Richmond, VA 23225	Yes	1
23	<b>Virginia Employment Commission</b> Workforce Service Representative 5211 W. Broad Street Richmond, VA 23230	Yes	0
24	<b>Virginia Employment Commission</b> Ms. Cheryl Pearson 3751 Nine Mile Road Richmond, VA 23223	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
25	<b>Virginia State University</b> Ms. Lisa Townes-Jackson P. O. Box 9410 Petersburg, VA 23803	No	0
26	<b>Virginia Union University</b> Ms. Mildred Britt Career Services 1500 North Lombardy Richmond, VA 23220	Yes	0
27	<b>University of Richmond</b> Ms. Ann Williams Women's Resource Center Richmond, VA 23173	No	0
28	<b>Hampton Institute</b> Box 6271 Hampton, VA 23668 Patrick Lewis	No	0
29	<b>Journal &amp; Guide</b> P O Box 209 Norfolk, VA 23501 Milton Reid	No	0
30	<b>Old Dominion Bar Association</b> 1000 Pendleton St. Alexandria, VA 23314 Bobby Stafford	No	0
31	<b>Richmond MBDC</b> C/O Metro Business League P O Box 26751 Richmond, VA 23261 Pamela Carter	No	0
32	<b>Virginia State University</b> Petersburg, VA 23803 Wilbert Greenfield	No	0
33	<b>Norfolk St. University</b> 2401 Corprew St Norfolk, VA 23504 James Grady	No	0
34	<b>NAACP Virginia State Conference</b> Dr. Allen Barrett, President 1214 W. Graham Road Richmond, VA 23220	No	0
35	<b>VCU School of Mass Communications</b> Ms. Nicole K. Footen 901 West Main Street P O Box 842034 Richmond, VA 23284	No	0
36	<b>Capital Area Workforce Center</b> Ms. Vickie Collins 5410 Williamsburg Road Sandston, VA 23150	Yes	0
37	<b>American Women in Radio and TV</b> Ms. Melissa Lowe 8405 Greensboro Drive Suite 800 McLean, VA 22102	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
38	<b>AFTRA</b> Ms. Sharee Brown 4340 East West Hwy., Suite 204 Bethesda, MD 20814	Yes	0
39	<b>Association for Women in Communications</b> 780 Ritchie Highway S28 Severna Park, MD 21146	No	0
40	<b>Columbia School of Broadcasting</b> Mr. William Butler 3947 University Drive Fairfax, VA 22030	Yes	0
41	<b>International Women's Media Foundation</b> Ms. Tatiana Beller 1726 M St., NW Washington DC 20036	No	0
42	<b>Radio &amp; TV News Directors Assoc</b> Ms. Noreen Wells 1000 Connecticut Ave., NW Washington, DC 20036	No	0
43	<b>Broadcasting Institute of Maryland</b> Mr. Norman Brooks 7200 Harford Road Baltimore, MD 21214	Yes	0
44	<b>On-Air Announcements</b> ( <i>on one or more SEU stations</i> )	No	18
45	<b>Word-of-mouth Referral</b>	No	3
46	<b>Internal Transfer/Promotion</b>	No	0
47	<b>CCRC (Clear Channel Resource Center)</b> <a href="http://www.clearcareers.com">www.clearcareers.com</a>	No	2
48	<b>All Access</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	4
49	<b>TV and Radio Jobs</b> <a href="http://www.tvandradijobs.com">www.tvandradijobs.com</a>	No	0
50	<b>Radio Online</b> <a href="http://www.radioonline.com">www.radioonline.com</a>	No	0
51	<i>Intentionally Omitted</i>	N/A	N/A
52	<b>California Chicano New Media Assoc.</b> Ms. Sylvia Wells 300 S. Grand Ave Suite 3950 Los Angeles, CA 90071	Yes	0
53	<b>Emma L. Bowen Foundation</b> Ms. Sandra Rice 524 W. 57 <sup>th</sup> Street NY, NY 10019	Yes	0
54	<b>Hampton University</b> Mr. Robert Dixon WHOV Radio Hampton, VA 23668	Yes	0
55	<b>Koahnic Broadcast Corp.</b> Ms. Rachel Tuia 810 E. Ninth Ave. Anchorage, Alaska 99501	Yes	0
56	<b>Clear Channel Richmond Job Fairs</b> ( <i>as described in Section III</i> )	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
57	VARTV (Virginia Radio and TV) <a href="http://www.vartv.com">www.vartv.com</a>	No	0
58	SEU Station Websites ( <i>on one or more SEU websites</i> )	No	1
59	Lynchburg College Sarah Lampkin 1501 Lakeside Drive P O Box 5143 Lynchburg, VA 24501	Yes	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			31

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Host program/event designed to disseminate information about careers in broadcasting	Initiated in 1999, the Clear Channel Richmond Radio Mentoring Program is currently being directed by one of our on-air personalities. This program is designed to provide highly motivated students from local high schools and universities with mentors from our industry. During this reporting year, a total of 5 students were mentored by our WRNL Sports Talk Show Host, our WTVR Midday Air Personality, our WRVA Morning Show Host of News Talk, our Operations Manager, and our Production and Continuity Director. Students participating in the program were from Virginia Commonwealth University and the University of Virginia. One high school student from Powhatan High School also participated.
2	Host Job Fair	On May 10, 2011, our SEU hosted the Clear Channel Career Fair at the Science Museum of Virginia. We solicited organized the logistics for the event, including: obtaining the location, contacting local employers and promoting the fair via on-air announcements and local newspapers. Our SEU also participated in the job fair, speaking with and collecting resumes from job seekers. The job fair was attended by our Recruitment Manager, Director of Sales, Operations Manager, and Sales Managers from each radio station.
3	Internship Program	Our SEU has an on-going internship program designed to expose college students to careers in broadcasting. The program is coordinated by one of our on-air personalities. During this reporting year, there were 14 interns from Virginia Commonwealth University, the University of Richmond, Columbia School of Broadcasting, and Old Dominion University who participated in the program.