

**Clear Channel Lexington Annual
EEO Report**

April 1, 2010 – March 31, 2011

WBUL, WKQQ, WLAP, WLKT, WMKJ, WMXL & WGVN

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (RS) Used	RS Referring Hiree
Account Executive #1	1-24, 26-28	23
Program Director WLAP #2	1-24, 25-28	26
Imaging Director #3	1-21, 25-28	27
Technical Producer #4	1-24, 26-28	26
Account Executive #5	1-24, 26-28	27
Account Executive #6	1-24, 26-28	26
Promotions Director #7	1-22, 26-28	27
8/9/11 – Revised the RS Referring Hiree for AE #5 Was left of off original report in error		

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	<p>*Christine M. Amerman, M.A. Assistant Director, Liaison to the College of Communications and Information Studies Experiential Education and Career Services James W. Stuckert Career Center University of Kentucky 408 Rose Street Lexington, KY 40506-0494 office: 859.257.1125 christine.amerman@uky.edu www.uky.edu/career center</p>	Yes	0
2	<p>Joy Anderson Asher Associate Director of Career Services Centre College 600 W. Walnut Street Danville, KY 40422 (859) 238-5284 asher@centre.edu.</p>	No	0
3	<p>*Megan Boone, M.A. Assistant Director, Liaison to College of Engineering Experiential Education and Career Services James W. Stuckert Career Center University of Kentucky 408 Rose Street Lexington, KY 40506-0494 megan.boone@uky.edu (859) 257-7377 (phone) (859) 323-1085 (fax) www.ukv.edu/CareerCenter</p>	Yes	0
4	<p>*Rhonda Crisp Career Services Morehead State University 322 Allie Young Hall Morehead, KY 40351 606-783-2233 r.crisp@morehead-st.edu</p>	Yes	0
5	<p>*Will Freebody, CEO LIRCo 2566 Palumbo Drive Lexington , KY 40509 859.335.8440 wil@lirco.com</p>	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	*Conni Hayes Central KY Job Center, Mayor's Training Center 1055 Industry Rd. Lexington, KY 40505 (859) 258-3140 chayes@lfucg.com	Yes	0
7	Linda Hensley Resource Office Associate Career Services Eastern Kentucky University Student Service Building CPO 62 521 Lancaster Ave. Richmond, KY 40475 (859) 622-1568	No	0
8	*Mark C. Holloway Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 760-754-8177 admin@amfmjobs.com	Yes	0
9	*Jamie Johnson Assistant Director, Liaison to the College of Arts & Sciences James W. Stuckert Career Center 408 Rose Street Lexington, KY 40502 859-257-5746 jamie.johnson@uky.edu	Yes	0
10	*Martina Martin University Of Kentucky Student Placement Center Memorial Coliseum 0019 University of Kentucky Lexington, KY 40506-0019 859 257-6944 mamart3@email.uky.edu	Yes	0
11	*Claudia Miller Director of Career Services Asbury College 1 Macklem Drive Wilmore, KY 40390 859-858-3511 x2351 sfoster@asbury.edu	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	Dan Onitsuka Office Associate Career Services Western Kentucky University Downing University Center 1906 College Heights Blvd #11051 Bowling Green, KY 42101 270-745-2691 dan.onitsuka@wku.edu	No	0
13	*Lisa M. Proctor Employment Specialist Graduate Employment Services Sullivan University 2355 Harrodsburg Road Lexington, KY 40504 859-514-7686 859-514-7675 fax lproctor@sullivan.edu	Yes	0
14	*Anthony Ridgeway NAACP-Lexington Chapter 724 Burgoyne Ct. Lexington, KY 40505 (859) 252-7336 Aridge318@aol.com	Yes	0
15	*Ron Banks Career Counselor Kentucky State University 400 East Main Street, ASB #241 Frankfort, KY 40601 (502) 597-5948 rbanks@gwmail.kysu.edu	Yes	0
16	*Jennifer P. Royalty American Women in Radio and Television WKYT 2851 Winchester Rd Lexington, KY 40509 (859) 566-1234 jroyalty@wkyt.com	Yes	0
17	*Sheri Gay Graduate Employment Services Spencerian College 1575 Winchester Rd Lexington, KY 40505 859-977-5541 sgay@spencerian.edu	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
18	Keley Smith-Keller Director Career Development Center Northern Kentucky University University Center 230 Nunn Drive Highland Heights, KY 41076 859-572-5680 cdc@nku.edu	No	0
19	*Tena Varney Career Center Director National College of Business & Technology 628 Main St. Lexington, KY 40508 (859) 253-0621 tvarney@ncbt.edu	Yes	0
20	*Mindy Wilson Internship & Outreach Coordinator Centre College 600 W. Walnut Street Danville, KY 40422 (859) 238-8792 wilsonm@centre.edu	Yes	0
21	Clear Channel Worldwide www.clearcareers.com	No	7
22	Clear Channel Radio Lexington Websites www.wmxi.com , www.wbul.com , www.wlap.com , www.wlkt.com , www.wkqq.com , www.wmki.com	No	0
23	Lexington Herald Leader Employment Classifieds 100 Midland Ave Lexington, KY 40508 www.careerbuilder.com	No	9
24	Helpwantedlexington.com	No	0
25	All Access Music Group 28955 Pacific Coast Highway, Suite 210-5 Malibu, CA 90265 www.allaccess.com	No	6
26	Employee/In House	No	3
27	Word of Mouth	No	3
28	Unsolicited/walk-in.	No	2
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			30

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Attended Career Fairs	October 5, 2010. HR Manager, Market Controller participated in career fair sponsored by Morehead State University. The station representatives spoke with students about careers in radio, internship opportunities and recruited potential Account Executives.
2	EEO Memo to all staff from Director of Sales, Mike Doyle	March 30, 2011. Memo was sent to all employees appealing for help in referral of qualified women and minority applicants.
3	Mentoring for Station Personnel	Clear Channel Lexington offers cross training which allows employees to learn about, train in and be promoted to new jobs that they are interested in.
4	Internship Program	<p>Work with local Universities and high schools to offer internships in all departments.</p> <p>The stations continued our internship program with the local universities. During the reporting period, the stations hosted 3 interns, each rotating throughout various station departments. Interns worked primarily for the Promotions Director and Assistant Promotions Director assisting in filing, copying, prize fulfillment, event paperwork and presentation and shadowing other departments.</p> <p>One interned in Spring of 2010, one in Summer of 2010 and one in Fall of 2010 through present.</p> <p>All three interns were from University of KY</p>

Appendix A

Copies of materials seeking referrals for the full-time positions listed in this report.

Appendix B

Copy of applicant data forms completed for all considered for positions listed in this report.

Appendix C

Proof of advertisements that ran in the Lexington Herald-Leader or other sources for the positions listed in this report.

Appendix D

Internship Reports for interns employed during this reporting period.

Appendix E

Miscellaneous information regarding dissemination of information regarding careers in Radio; Proof of performance of recruitment initiatives.