

WFBQ(FM), WNDE(AM) & WRZX(FM)
EEO PUBLIC FILE REPORT
April 1, 2007–March 31, 2008¹

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Sales Account Executive	3-5, 7-10, 12-26, 28-29, 31-38, 40, 42-47, 51	17
Sales Account Executive	3-5, 7-10, 12-26, 28-29, 31-38, 40, 42-47, 51	15
Sales Account Executive	3-5, 7-10, 12-26, 28-29, 31-38, 40, 42-47, 51	17
Sales Account Executive	3-5, 7-10, 12-26, 28-29, 31-38, 40, 42-47, 51	16
Sales Account Executive	3-5, 7-10, 12-26, 28-29, 31-38, 40, 42-47, 51	18
Sales Account Executive	3-5, 7-10, 12-26, 28-29, 31-38, 40, 42-47, 51	16
General Sales Manager	1, 3-5, 7-10, 12-26, 28-29, 31-38, 40, 42-47, 49-51	50
Sales Account Executive	6, 9, 14-19	17
Local Sales Manager	1, 3-5, 7-10, 12-26, 28-29, 31-38, 40-47, 49, 51	49
Sales Account Executive	6, 9, 14-19	15
On-line Sales Manager	1, 3-5, 7-10, 12-26, 28-29, 31-38, 40-47, 50-51	50
Promotions Staff	1, 3-5, 7-10, 12-26, 28-29, 31-38, 40-47, 51	3
Sales Account Executive	6, 9, 14, 16-19	17
Sales Account Executive	6, 9, 14, 16-19	17
Sales Account Executive	6, 9, 14, 16-19	17
Operations Manager	1-47, 49, 51	17
Traffic Clerk	1-24, 26-36, 38-40, 42-48, 51	17

¹ This Report provides recruitment data collected from April 1, 2007 to March 21, 2008.

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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 Reporting Period
1	Asian Employment Services Sungboon Baik 609 East 29 th Street Indianapolis, IN 46205 317-924-4827	No	0
2	American Indian Center of Indiana Jody Rust 7128 North Zionsville Road Indianapolis, IN 46268 800-745-5872	No	0
3	Butler University Career Center 4600 Sunset Avenue Indianapolis, IN 46208 317-940-8000	No	1
4	Career Development Network Ed Alexander 1350 North Pennsylvania Avenue Indianapolis, IN 46202 317-632-0123	No	0
5	Catholic Archdiocese Of Indianapolis Joyce Overton 1400 North Meridian Street Indianapolis, IN 46202 317-236-1553	No	0
6	Indiana Broadcasters Association Linda Compton 3003 East 98 th Street, Suite 161 Indianapolis, IN 46280 317-573-0119	No	1
7	Indiana Human Resource Investment Council Tim McGann 402 West Washington Street, Room W076 Indianapolis, IN 46204 317-232-1980	No	0
8	The Indianapolis Recorder Newspaper Classified Ads/Sharon 2901 North Tacoma Avenue Indianapolis, IN 46218 317-924-5143	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
9	The Indianapolis Star Newspaper Classified Ads/Ron Bailey 307 North Pennsylvania Street Indianapolis, IN 46204 317-444-7442	No	1
10	Indianapolis Ten Point Coalition 900 West 30 th Street Indianapolis, IN 46208 317-924-0733	No	0
11	J Everett Light Rob Hendrix 1901 East 86 th Street Indianapolis, IN 46240 317-259-5278	No	0
12	Martin University Career Center 2171 Avondale Place Indianapolis, IN 46218 317-543-3235	No	0
13	National Organization for Women Indiana Chapter Melissa Fadeley PO Box 2264 Indianapolis, IN 46206	No	0
14	Internal Posting	No	0
15	Clear Careers www.clearcareers.com	No	6
16	CareerBuilder.com www.careerbuilder.com	No	23
17	Word-of-Mouth Referral	No	19
18	Station Websites www.wfbq.com www.wrzx.com www.wnde.com	No	2
19	Walk-In/Self-Referral	No	4
20	AARP Senior Community Service Employment Program Office Ellen Jackson 603 East Washington Street Indianapolis, IN 46204 317-634-6416	No	0
21	Anderson University Career Development 1100 East Fifth Street Anderson, IN 46012 765-641-4196	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
22	Ben Davis High School Denise Fisher 1200 North Girls School Road Indianapolis, IN 46214 317-244-7691	No	0
23	Civil Rights Commission Indiana Government Center North 100 North Senate, Room N103 Indianapolis, IN 46204 317-232-2600	No	0
24	Crossroads Rehab Center 4740 Kings Way Drive Indianapolis, IN 46205 317-466-1000	No	0
25	Depauw University Career Services 101 East Seminary Street Greencastle, IN 46135 765-658-4800	No	0
26	Equal Employment Office Indianapolis District Office 101 West Ohio Street, Suite 1900 Indianapolis, IN 46204 317-226-7469	No	0
27	Franklin College Career Center 101 Branigin Boulevard Franklin, IN 46131 317-738-8000	No	0
28	Impact-Employment and Training Helen Gilmore 141 South Meridian Street Indianapolis, IN 46204 317-232-0917	No	0
29	Indiana Black Expo 3145 North Meridian Indianapolis, IN 46204 317-925-2702	No	0
30	Indiana Business College Career Center 550 East Washington Street Indianapolis, IN 46204 317-264-5656	No	0
31	Indiana State Council Job Placement 3833 North Meridian Street Indianapolis, IN 46208 317-924-9440	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
32	Jewish Community Center Julie Sondhelm 6701 Hoover Road Indianapolis, IN 46260 317-475-4430	No	0
33	Lincoln Technical Institute Career Center 1201 Stadium Drive Indianapolis, IN 46202 317-632-5553	No	0
34	Marion College Career Center 3200 Cold Springs Road Indianapolis, IN 46222 317-955-6000	No	0
35	Martin Luther King Multi-Service Center Patricia McCarroll 40 West 40 th Street Indianapolis, IN 46240 317-923-4581	No	0
36	Professional Careers Institute Sue Loomis 7302 Woodland Drive Indianapolis, IN 46278 317-299-6001	No	0
37	Purdue University Center for Career Opportunities 128 Memorial Mall, Room 194 West Lafayette, IN 47907 765-494-3981	No	0
38	Salvation Army 3100 North Meridian Street Indianapolis, IN 46208 317-937-7000	No	0
39	University of Indianapolis Career Services 1400 East Hanna Avenue Indianapolis, IN 46227 317-788-3296	No	0
40	Vocational Rehabilitation Job Placement 402 West Washington Indianapolis, IN 46207 317-232-1319	No	0
41	Wabash College Schroeder Career Center P.O. Box 352 Crawfordsville, IN 47933 765-361-6414	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
42	Walker Career Center Dann Henn 9651 East 21 st Street Indianapolis, IN 46229 317-532-6199	No	0
43	WFYI-TV 20 Lloyd Wright 1401 North Meridian Street Indianapolis, IN 46202 317-636-2020	No	0
44	Wilson College Mona Cross 5425 South East Street Indianapolis, IN 46227 317-787-6863	No	0
45	WISH-TV Website Jackie Green 1950 North Meridian Street Indianapolis, IN 46202 317-956-8592	No	0
46	Work One West Aaron Culp 805 Beachway Drive Indianapolis, IN 46224 317-684-2400	No	0
47	WRTV Jimmy Love 1330 North Meridian Street Indianapolis, IN 46202 317-269-1409	No	0
48	United Way of Central Indiana Cleo Moore 3901 North Meridian Street Indianapolis, IN 46208 317-921-1466	No	0
49	Inside Radio Gene McKay P.O. Box 442 Littleton, NH 03561 800-640-8852	No	6
50	Internal Promotion	No	2
51	Broadcast Compliance Services www.bcs-ok.com <i>Source distributes our job notices to 70 plus organizations in and around our community</i>	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			65

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	Clear Channel Indianapolis gives students interested in broadcasting careers the opportunity to gain real-life experience through unpaid internships at the stations for academic credit. A total of 11 interns worked at the stations during the reporting period. Two students from Anderson College worked in the Production Department, during Summer 2007 and Spring 2008. Also, during Summer 2007, nine students from the following area colleges worked in the Programming and Promotions Departments: Franklin College, Hanover, Indiana University, and Indiana University-Purdue University Indianapolis.
2	Participate in Job Fair	On July 19, 2007, Clear Channel Indianapolis participated in the 2007 Indiana Black Expo Employment Opportunity Fair in Indianapolis, Indiana. Our Local Sales Manager disseminated information on job opportunities, accepted resumes, and spoke with attendees at the expo, which is the largest of its kind in the country.
3	Participate in Job Fair	On October 25, 2007, Clear Channel Indianapolis co-sponsored a Broadcaster Job Fair along with the Indiana Broadcasters Association. Clear Channel Indianapolis ran on-air public service announcements promoting the job fair, which was held at the Indianapolis Sheraton Hotel in Indianapolis, Indiana. At the event, our Local Sales Manager disseminated information on job opportunities, accepted resumes, and spoke with attendees.
4	Participate in Job Fair	On February 23, 2008, Clear Channel Indianapolis co-sponsored a Broadcaster Job Fair along with the Indiana Broadcasters Association. Clear Channel Indianapolis ran on-air public service announcements promoting the job fair, which was held at the Indianapolis Sheraton Hotel in Indianapolis, Indiana. At the event, our Local Sales Manager disseminated information on job opportunities, accepted resumes, and spoke with attendees.
5	Scholarship Program	Clear Channel Radio Indianapolis participated in the Indiana Broadcasters Association 2008 Scholarship Program for high school and college students pursuing an education in broadcasting. Our stations ran public service announcements from January 2, 2008 to March 1, 2008 and served as a distribution point for students to pick up scholarship applications. Our General Manager also evaluated applications submitted by the students.