

**WXKS-FM, WXKS(AM), WJMN(FM) & WKOX(AM)**

**EEO PUBLIC FILE REPORT**  
**December 1, 2008 to November 30, 2009<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “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 – WXKS-FM/(AM), WJMN(FM), WKOX(AM)	1-98	91

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<sup>1</sup> This Report provides recruitment data collected from December 1, 2008 through November 20, 2009.

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**EEO PUBLIC FILE REPORT  
December 1, 2008 to November 30, 2009**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
1	<b>Action for Boston Community Development, Inc.</b> 178 Tremont Street Boston, MA 02111 Email: hr@bostonabcd.org Attn: Evelyn Morales	Y	0
2	<b>Amherst College</b> Career Center Box 2210 Amherst, MA 01002	N	0
3	<b>Association for Women in Communications</b> 3337 Duke Street Alexandria, VA 22314 Phone: 703-370-7436 Fax: 703-370-7437 Email: info@womcom.org	N	0
4	<b>American Women in Radio and Television (AWRT), Boston New England Chapter</b> 55 Morrissey Blvd. Boston, MA 02125 Phone: 617-822-6559 Email: awrtboston@gmail.com Attn: Melissa Gaudette	N	0
5	<b>Bentley University</b> 175 Forest Street Waltham, MA 02452 Phone: 781-891-2375 Email: gmccue@bentley.edu Attn: Gayle McCue	Y	0
6	<b>Berklee College of Music</b> Office of Career Services 1140 Boylston Street Boston, MA 02215	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
7	<b>Boston Career Link</b> 1010 Harrison Avenue Boston, MA 02119	N	0
8	<b>Boston College Career Center</b> Southwell Hall 38 Commonwealth Avenue Chestnut Hill, MA 02467	N	0
9	<b>Boston University</b> Office of Career Services, 3rd Floor 19 Deerfield Street Boston, MA 02215	N	0
10	<b>Boston Women's Commission</b> City Hall Plaza, Room 716 Boston, MA 02201	N	0
11	<b>Bridgewater State College</b> 131 Summer Street Bridgewater, MA 02325 Attn: Christine Tetreault	N	0
12	<b>Bunker Hill Community College</b> 250 Rutherford Avenue Boston, MA 02120	N	0
13	<b>Cambridge College</b> Office of Career Services 1000 Massachusetts Avenue Cambridge, MA 02138	N	0
14	<b>Cambridge Employment Program</b> 51 Inman Street Cambridge, MA 02139 Email: jfoley@cambridgema.gov Attn: Josh Foley	Y	0
15	<b>Cambridge NAACP</b> P.O. Box 831 Cambridge, MA 02139 Email: cambridgenaacp@att.net	N	0
16	<b>Career Center of North Central Massachusetts</b> 100 Erdam Way Leominster, MA 01453 Email: JEvans@detma.org Attn: J. Evans	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
17	<b>Career Development and Marketing Association</b> 195 East Squantum Street Quincy, MA 02171 Attn: Charles Colby	N	0
18	<b>Clark University</b> 950 Main Street Worcester, MA 01610 Email: Careers@Clarku.edu Attn: Meaghan Stein	Y	0
19	<b>Colby Sawyer College</b> Office of Career Services 100 Main Street New London, NH 03257	Y	0
20	<b>College of Holy Cross</b> Office of Career Services One College Street Worcester, MA 01610	N	0
21	<b>Colleges of Worcester Consortium</b> Office of Career Services 484 Main Street, Suite 500 Worcester, MA 01608	N	0
22	<b>Columbia School of Journalism</b> 2950 Broadway New York, NY 10027 Email: Postjobs@jrn.columbia.edu Attn: Melissa McLaney	Y	0
23	<b>Work Force Central</b> 425 Fortune Blvd., Suite 201 Milford, MA 01757 Email: Hnavayanan@detma.org Attn: Hair Nayayanan	Y	0
24	<b>Concilio Hispano</b> 105 Windsor Street Cambridge, MA 02139 Attn: Sylvia Saavedra-Keber	N	0
25	<b>Connecticut School of Broadcasting</b> 49 Walnut Park Wellesley Hills, MA 02481 Attn: Steve Williams	Y	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
26	<b>Curry College</b> Office of Career Services 1071 Blue Hill Avenue Milton, MA 02186	Y	0
27	<b>Dartmouth College</b> Office of Career Services 63 South Main Street, 2nd Floor Hanover, NH 03755	N	0
28	<b>Department of Employment and Training Resources</b> 201 Boston Post Road West, Suite 200 Marlboro, MA 01752 Attn: Maurice Lewis	N	0
29	<b>Emerson College</b> 120 Boylston Street Boston, MA 02116 Attn: Jack Casey	Y	0
30	<b>Emmanuel College</b> Office of Career Services 400 The Fenway Boston, MA 02115 Email: Careerdevelopment@emmanuel.edu	Y	0
31	<b>Employment and Training Resources/One Stop Career Center</b> 449 Newtonville Avenue Newton, MA 02460 Email: Jd'ercole@detma.org Attn: Jennifer D'Ercole	Y	0
32	<b>Endicott College Career Center</b> 376 Hale Street Beverly, MA 01915 Email: Careers@endicott.edu Attn: Dale McLennan	Y	0
33	<b>Every Woman's Center</b> Resource Referral Program – UMass 221 Stockbridge Road, Wilder Hall Amherst, MA 01003 Email: ewcrr@stvaf.umass.edu	N	0

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34	<b>Federal Veteran's Center</b> 468 North Street New Bedford, MA 02740 Attn: Bob Buchanan	N	0
35	<b>FOR Community Services</b> 75 Litwin Lane Chicopee, MA 01020 Attn: Angela Dorval	N	0
36	<b>Franklin Place University</b> 40 University Drive Rindge, NH 03461 Email: NicholRM@FranklinPierce.edu Attn: Rosemary Nichols	Y	0
37	<b>Freedom House, Inc.</b> 14 Crawford Street Dorchester, MA 02121 Attn: Tanika Stephans	Y	0
38	<b>Harvard University</b> Office of Career Services 54 Dunster Street Cambridge, MA 02138 Email: ocsrecep@fas.harvard.edu	N	0
39	<b>Hispanic American Chamber of Commerce</b> 406 Huntington Avenue Boston, MA 02130 Attn: Andres Lopez	N	0
40	<b>Hispanic Office of Planning and Evaluation</b> 165 Brookside Avenue Jamaica Plain, MA 02130 Attn: Jose Duran	N	0
41	<b>Holyoke Community College</b> Office of Career Services 303 Homestead Avenue Holyoke, MA 01040 Email: rpowers@hcc.mass.edu	Y	0
42	<b>International Women's Media Foundation</b> 1625 K Street NW, Suite 1275 Washington, DC 20006	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
43	<b>Jobnet</b> 210 South Street Boston, MA 02111 Email: <a href="mailto:ecrognalo@detma.org">ecrognalo@detma.org</a> Attn: Ed Crognalo	Y	0
44	<b>Keene State College</b> Office of Career Services 229 Main Street Keene, NH 03435	N	0
45	<b>Lasell College</b> Office of Career Services 1844 Commonwealth Avenue Newton, MA 02466	N	0
46	<b>Lesley University</b> Office of Career Services 29 Everett Street Cambridge, MA 02138	Y	0
47	<b>Massachusetts Institute of Technology (MIT)</b> Office of Career Services 77 Massachusetts Avenue, Building 12-170 Cambridge, MA 02139	N	0
48	<b>Massachusetts College of Liberal Arts</b> Office of Career Services 375 Church Street North Adams, MA 01247	N	0
49	<b>Massachusetts Communications College</b> Office of Career Services 10 Brookline Place West Brookline, MA 02245	N	0
50	<b>Martin Luther King Center</b> P.O. Box 91026-HS Springfield, MA 01139 Attn: Carla James	N	0
51	<b>Massachusetts Bay Community College</b> Wellesley Hills Campus 50 Oakland Street Wellesley, MA 02481 Email: <a href="mailto:jkomack@massbay.edu">jkomack@massbay.edu</a> Attn: Julie Komack	Y	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
52	<b>Massachusetts Career Development Institute</b> 140 Wilbraham Avenue Springfield, MA 11099 Attn: Dino Innarelli	N	0
53	<b>Massachusetts Commonwealth of Unemployment</b> Office of Career Services 446 North Main Street Fall River, MA 02722	N	0
54	<b>Massachusetts Broadcasters Association</b> P.O. Box 401 43 Riverside Avenue Medford, MA 02155	N	0
55	<b>Massasoit Community College</b> Office of Career Services One Massasoit Blvd. Brockton, MA 02302	Y	0
56	<b>Mount Ida College</b> 777 Dedham Street Newton, MA 02459 Email: rbrooks@mountida.edu Attn: Rob Brooks	Y	0
57	<b>Massachusetts Rehab Commission</b> 1 Parker Street Lawrence, MA 01843 Email: Paula.Santagati@state.ma.us Attn: Paula Santagati	Y	0
58	<b>NAACP</b> 95 Cedar Street New Bedford, MA 02745 Attn: Job Placement	N	0
59	<b>NAACP- Massachusetts Chapter</b> P.O. Box 90163 Mason Square Station Springfield, MA 01139 Attn: Frank Buntin	N	0
60	<b>NAACP – National Office</b> 4805 Mt. Hope Drive Baltimore, MD 21215 Attn: Human Resources	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
61	<b>National Association of Broadcasters (NAB) Career Center</b> 1771 N Street NW Washington, DC 20036 Attn: Karen Hunter	N	0
62	<b>National Association of Asian American Professionals</b> Office of Career Services P.O. Box 381435 Cambridge, MA 02238	N	0
63	<b>National Association of Hispanic Journalists</b> 100 National Press Building Washington, DC 20045 Attn: Michelle Vignoli	N <i>(as of May 2009)</i>	0
64	<b>Networks Employment Services</b> Enable, Inc. 603 Neponset Street Canton, MA 02021 Attn: Jana Barnett	Y	0
65	<b>Northeastern University</b> 360 Huntington Avenue Boston, MA 02115 Email: c.carrigan@neu.edu Attn: Catherine Carrigan	Y	0
66	<b>Officiana Hispana</b> 125 Armory Street, Building A Roxbury, MA 02119 Attn: Jennifer Rich	N	0
67	<b>Progreso Latino, Inc.</b> 626 Broad Street Central Falls, RI 02863 Attn: Mario Bueno	Y	0
68	<b>Puerto Rican Veterans Association of Massachusetts, Inc.</b> 719 Tremont Street Boston, MA 02118 Email: PRVABoston@yahoo.com Attn: Jorge Pagan	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
69	<b>Quincy Career Center</b> 152 Parkingway Quincy, MA 02169 Attn: Laura Hoitt	N	0
70	<b>Regional Employment Board of Hampden County</b> 1441 Main Street, 1st Floor Email: Kirby@rebhc.org Attn: Kathryn Kirby	Y	0
71	<b>Rhode Island Indian Council</b> 807 Broad Street Providence, RI 02903 Attn: Michael	Y	0
72	<b>Roxbury Community College</b> Office of Career Services 1234 Columbus Avenue Roxbury, MA 02120	N	0
73	<b>Salem State College</b> Office of Career Services 352 Lafayette Street Salem, MA 01970 Email: Career@Salemstate.edu Attn: Lisa Morency	Y	0
74	<b>Smith College</b> Career Development Office 84 Elm Street, Drew Hall Northampton, MA 01063	Y	0
75	<b>Society of Broadcast Engineers</b> 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	N	0
76	<b>Suffolk University</b> Career Services and Cooperative Education 8 Ashburton Place Boston, MA 02108 Email: twells@suffolk.edu Attn: Terrance Wells	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
77	<b>The Career Place</b> 100 Sylvan Road, Suite G-100 Woburn, MA 01801 Email: cstrain@detma.org Attn: Cathy Strain	Y	0
78	<b>The Work Place</b> 29 Winter Street Boston, MA 02108 Attn: Debra Garrett	N	0
79	<b>Triangle, Inc.</b> 420 Pearl Street Malden, MA 02148 Attn: Michelle Fernandez	Y	0
80	<b>University of Hartford, School of Communications</b> Office of Career Services West Hartford, CT 06117	N	0
81	<b>University of Massachusetts at Boston</b> Office of Career Services 110 William T. Morrissey Blvd. Dorchester, MA 02125	N	0
82	<b>University of Dartmouth</b> Office of Career Services 285 Old Westport Road North Dartmouth, MA 02747	N	0
83	<b>University of Maine, Department of Communications and Journalism</b> Office of Career Services Orono, ME 04469	N	0
84	<b>University of New Hampshire</b> Office of Career Services 105 Main Street Durham, NH 03824	N	0
85	<b>University of New Hampshire – Manchester</b> Office of Career Services 400 Commercial Street Manchester, NH 03101	N	0

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86	<b>Urban League</b> Office of Career Services 88 Warren Street Roxbury, MA 02119	Y	0
87	<b>Urban League of Rhode Island</b> 246 Prairie Avenue Providence, RI 02905 Email: dina@ulri.org Attn: Dina Brown	N	0
88	<b>Wentworth Institute of Technology</b> Career Services 550 Huntington Avenue Boston, MA 02115 Attn: Charul Bhartia	N	0
89	<b>Westfield State College</b> Office of Career Services 577 Western Avenue Westfield, MA 01086 Email: jdelgado@wsc.ma.edu Attn: Junior Delado	Y	0
90	<b>On-Air Announcements</b> (all SEU stations)	N	0
91	<b>Employee Referral</b>	N	1
92	<b>Non-Employee Referral</b>	N	1
93	<b>Clear Channel Clear Careers Website</b> www.clearcareers.com	N	0
94	<b>WXKS-FM Station Website</b> www.kiss108.com	N	0
95	<b>WJMN(FM) Station Website</b> www.jamn945.com	N	1
96	<b>WKOX(AM) Station Website</b> www.1200rumba.com	N	0
97	<b>WXKS(AM) Station Website</b> www.mia1430.com	N	0
98	<b>Internal Posting</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>3</b>

## WXKS-FM, WXKS(AM), WJMN(FM) & WKOX(AM)

### EEO PUBLIC FILE REPORT December 1, 2008 to November 30, 2009

#### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Training Program to Enable Station Personnel to Acquire Skills for Higher Level Positions	On March 10, 2009, our stations provided "Development for Managers" training for our Sales Managers, which was conducted through the Clear Channel University program. The training focused on development of managerial skills for leading and supporting sales staff. Station participants included our Market Manager, Director of Sales, General Sales Manager, and Local Sales Manager for WXKS-FM, WJMN(FM) and WKOX(AM).
2	Participate in Job Fair	On March 11, 2009, our stations participated in the Suffolk University Job Fair held at Suffolk University in Boston. Station participants included our General Sales Manager and Local Sales Manager, who discussed job opportunities at the stations with students interested in broadcast careers.
3	Participate in Job Fair	On October 21, 2009, our stations participated in the College Career Centers of Boston (CCCOB) Communications Career Information Exchange held at Suffolk Law School in Boston, MA. Station participants included our General Sales Manager, who discussed job opportunities at the stations with individuals interested in broadcast careers.
4	Internship Program (Spring 2009)	During the Spring semester (January through May 2009), our stations hosted 16 college students from University of Massachusetts Amherst, Merrimack College (2), University of Tampa, Connecticut School of Broadcasting, University of Massachusetts Lowell (2), Clark University (2), Rivier College, North Shore Community College, Suffolk University (2), Northeastern University, Curry College, and Lasell College in our internship program. Interns are required to earn class credit for their work, which includes shadowing individuals from the marketing, promotions, programming, sales and web departments within the cluster to learn about radio operations.

5	Internship Program (Summer 2009)	During the Summer (May through September 2009), our stations hosted 13 college students from Worcester State College (2), Berklee College of Music, Western Kentucky University, Boston University, University of Massachusetts Amherst (3), Lesley College, National University of Ireland, Franklin Pierce College, Indiana University, and Rutgers University in our internship program. Interns are required to earn class credit for their work, which includes shadowing individuals from the marketing, promotions, programming, sales and web departments within the cluster to learn about radio operations.
6	Internship Program (Fall 2009)	During the Fall semester (September through November 2009), our stations hosted 23 college students from Bryant University, Endicott College, New England Institute of Art (2), Regis College (2), Suffolk University (2), Northeastern University, Boston University, Clark University, Connecticut School of Broadcasting (2), Boston University, Simmons College (2), Bridgewater State College, Worcester State College, Boston College, Curry College, Bay Path College, Bentley University, and Merrimack College in our internship program. Interns are required to earn class credit for their work, which includes shadowing individuals from the marketing, promotions, programming, sales and web departments within the cluster to learn about radio operations.
7	Training Program to Enable Station Personnel to Acquire Skills for Higher Level Positions	From April 27 through June 15, 2009, our station employment unit provided off-site training for seven Account Executives, which was conducted by Dale Carnegie Sales Training. The training program included a focus on the sales process, including developing skills for speaking and presenting to new client prospects and relating to customers. This training helps enable Account Executives acquire skills needed to become Senior Account Executives.
8	Post Upper-Level Job Openings With Media Trade Groups Including Substantial Participation of Women and Minorities	During the reporting period, we sent notice of our upper-level job openings to a number of organizations with broad-based membership, including substantial participation of minorities and women, for posting in job banks and newsletters. These organizations include American Women in Radio and Television, Association for Women in Communications, National Association of Broadcasters, International Women's Media Foundation, National Association of Asian American Professionals, and National Association of Hispanic Journalists.