

**KMJM-FM, KSD(FM), KSLZ(FM), KLOU(FM), KATZ-FM, KATZ(AM)
EEO PUBLIC FILE REPORT
October 1, 2007 – September 30, 2008¹**

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data.

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive, KSD(FM)	1-40, 43-47, 51-52	40
Account Executive, Sports	1-40, 43-47, 51-52	45
Account Executive, KSLZ(FM)	1-40, 43-47, 51-52	46
Account Executive, KLOU(FM)	1-40, 43-47, 49, 51-52	45
Continuity Director	1-40, 45-46, 51	38
Accounts Payable/Accounts Receivable Coordinator	1-40, 45-46, 51	40
Account Executive, KSD(FM)	1-40, 45-46, 51-52	52
Chief Engineer	1-40, 42, 45-46, 51	51
Account Executive, Sports	1-40, 43-47, 51-52	46
On-Air Host, KSD(FM)	46*	46
Account Executive, KSD(FM)	1-40, 45-46, 49, 51	45
Account Executive, Sports	1-40, 45-46, 49, 51	46
Online Content Coordinator	1-40, 45-46, 51	45
General Sales Manager	1-40, 45-46, 51	45
Local Sales Manager	1-40, 45-46, 51, 53	53
Account Executive	1-40, 43-47, 51-52	46

* Exigent circumstances

¹ This Report provides recruitment data collected from October 1, 2007 through September 20, 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	Urban League – St. Louis Mr. Kim Love 3701 Grandel Square St. Louis, MO 63108 314-615-3624, 314-531-4822 fax klove@urbanleague-stl.org	Y	0
2	Urban League – St. Louis County Mr. Hollis Scales 8960 Jennings Station Road St. Louis, MO 63136 314-388-9840 hscales@urbanleague-stl.org	Y	0
3	NAACP St. Louis Josephine Wheat 625 N. Euclid Avenue St. Louis, MO 63108 314-361-8600, 314-361-4334 fax	Y	0
4	NAACP St. Louis County Branch Ina Boon 314-862-2228, 314-725-8462 fax	Y	0
5	NAACP Region IV Office Rev. Gill L. Ford 4477 Woodson Road St. Louis, MO 63134 314-428-9900, 314-428-9904 fax FordRevG@aol.com	Y	0
6	St. James Center David Upchurch 1465 East College St. Louis, MO 63107 314-261-2532 Direct, 314-261-2220 314-261-2532 fax	N	0
7	Grace Hill Settlement House Dennis Lane 2600 Hadley St. Louis, MO 63106 314-584-6905, 314-584-6907 fax dennisl@gracehill.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Patricia Stevens College Scott Stallman, Career Services Director 330 North 4 th Street St. Louis, MO 63102 314-421-0949 careerservices@patriciastevenscollege.edu	Y	0
9	Mathews-Dickey Boys & Girls Club Barbara Washington, VP 4245 N. Kingshighway Blvd. St. Louis, MO 63115 314-382-5952, 314-389-3033 Bwash-md@swbell.net	Y	0
10	Columbia College Sarah Kallenbach 4411 Woodson Road St. Louis, MO 63131 314-429-5500, 314-429-4349 fax Stlouis@ccis.edu	N	0
11	Ranken Technical College Career Services 4431 Finney Avenue St. Louis, MO 63113 314-371-0236, 314-286-4812 Career Services Careerservices@ranken.edu	N	0
12	Greater St. Louis Black Media Coalition Matt Knuckles 829 Manitou Drive St. Louis, MO 63119 314-962-2491 mattknuckles@sbcglobal.net	Y	0
13	Lindenwood College Dana Wehrli, Career Services 209 S. Kingshighway St. Charles, MO 63301 636-949-4806, 636-949-4790 fax	Y	0
14	McKendree College Career Services 701 College Road Lebanon, IL 62254 618-537-6806 Career Services, 618-537-4481	Y	0
15	Southern Illinois University – Edwardsville Letitia Schumacher Campus Box 1620 Edwardsville, IL 62025 618-650-3708, 618-650-3656 fax Lori Ziegler, Student Employment Office 618-650-2563, 618-650-2566 fax	Y	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	St. Louis Community College – Florissant Valley Mike George, Career & Employment Services 3400 Pershall Road Ferguson, MO 63135 314-513-4218 Career & Employment Services 314-513-4200, 314-513-4726 fax mgeorge@stlcc.edu	Y	0
17	St. Louis Community College – Forest Park Albert Fields, Career & Employment Services 5600 Oakland Avenue St. Louis, MO 63110 314-644-9100, 314-644-9594 Career & Employment Services albertfields@stlcc.edu	Y	0
18	St. Louis Community College – Meramec Terence Small – Career & Employment Services 11333 Big Bend Boulevard St. Louis, MO 63122 314-984-7500, 314-984-7447 fax	Y	0
19	St. Louis Community College – Wildwood Abbey DeShane, Career & Employment Services 2645 Generations Drive Wildwood, MO 63040 636-422-2000, 636-422-2020 fax adeshane@stlcc.edu	Y	0
20	St. Louis University Career Services Frost Campus N G St. Louis, MO 63101 314-977-2828, 314-977-3486 fax careeer@slu.edu	Y	0
21	University of Missouri – Kansas City Career Services 8001 Natural Bridge Road St. Louis, MO 63121 314-516-5111, 314-516-6535 Career_services@umsl.edu	N	0
22	University of Missouri – St. Louis Emily Rapko 8001 Natural Bridge Road St. Louis, MO 63121 314-516-5111, 314-516-6535 Career_services@umsl.edu	Y	0
23	Southwestern Illinois College Career Center 2500 Carlyle Center Belleville, IL 62221 618-235-2700 X5562 Career Center, 618-235-4135 fax Careercenter@swic.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Washington University Career Center One Brookings Drive St. Louis, MO 63130 314-935-5930, 314-935-5905	Y	0
25	Webster University Career Services 470 East Lockwood St. Louis, MO 63119 314-968-6982, 314-968-7478 fax careercn@webster.edu	Y	2
26	American Indian Center of Mid-America 4115 Connecticut Street St. Louis, MO 63116 314-773-3316 aicstl@mail.com	Y	0
27	Broadcast Center John Carroll, VP/Placement Director 2360 Hampton Avenue St. Louis, MO 63110 314-647-8181, 314-647-1575 Jcarroll@broadcastcenterinfo.com	Y	0
28	Catholic Charities Archdiocese of St. Louis Jenny Donovan 4532 Lindell Boulevard St. Louis, MO 63108 314-367-5500, 314-361-5099	N	0
29	Fontbonne University 6800 Wydown Boulevard St. Louis, MO 631005 314-862-3456	Y	0
30	Harris-Stowe State University Wanda K. McNeil, Career Services 3026 Laclede Avenue St. Louis, MO 63103 314-340-3340, 314-340-3395 fax	Y	0
31	Hickey College Placement Office 940 Westport Plaza St. Louis, MO 63146 314-434-2212, 314-469-4795 fax placement@hickeycollege.edu	N	0
32	Hispanic Chamber of Commerce of Metropolitan St. Louis P.O. Box 78386 St. Louis, MO 63178-8386 314-516-4220, 314-516-6767 fax hccstlmo@sbcglobal.net	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Illinois State University Toni Krippel, Career Center Campus Box 2520 Student Services Building, Room 185 Normal, IL 61790-2520 309-438-2200	N	0
34	Lutheran Family Services Human Resources Department 8631 Delmar St. Louis, MO 63124 314-787-5100, 314-754-2764 fax	N	0
35	Sanford Brown Business College Paula Wilson 1203 Smizer Mill Road Fenton, MO 63026 636-349-4900, 636-349-9916 fax prhodes@sbc-fenton.com	Y	0
36	Southwest Missouri State University Career Center 901 South National Avenue Springfield, MO 65804 417-836-5636, 417-836-6797 fax	N	0
37	Internal Posting	N	8
38	Station Websites (all SEU stations) www.knmj.com, www.my1033.com, www.100.3thebeat.com, www.thebullrocks.com, www.z1077.com, www.hallelujah1600.com	N	6
39	Missouri Baptist University Kim Grey, Career Services Director One College Park Drive Field Academic Hall, FLD 210 St. Louis, MO 63141-8698 314-744-5315, 314-392-2243 fax grey@mobap.edu, careerservices@mobap.edu	Y	0
40	Clear Careers www.clearcareers.com	N	27
41	<i>Intentionally omitted</i>	N	0
42	Monster.com www.monster.com	N	1
43	St. Louis Post-Dispatch Michele Williams 900 N. Tucker St. Louis, MO 63101 314-340-8696 mlwilliams@post-dispatch.com	N	5
44	STLHelpWanted.com www.stlhelpwanted.com	N	0
45	Employee Referral	N	24
46	Non-Employee Referral/Walk-In/Self-Referral	N	10
47	On-Air Announcements (one or more SEU stations)	N	7

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	Staffing Solutions Bonny Filandrinos, President 8012 Bonhomme Ave., Ste. 200 Clayton, MO 63105 314-863-0333 bonny@staffingsolutionsinc.com	N	0
49	Virtual Career Fairs	N	0
50	All Access www.allaccess.com	N	0
51	Unknown Referral Source²	N	4
52	Job Fairs	N	1
53	Internal Promotion	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			97

² This category represents interviewees who failed to adequately identify the referral source.

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Host Career Fair	On November 6, 2007, Clear Channel St. Louis hosted a “Career Night” – an informational session and open house designed to recruit Account Executives. Clear Channel advertised for the open house in the local newspaper and on-air. At the Career Night, station participants discussed sales opportunities with attendees, distributed information about the stations, and conducted on-site interviews with qualified applicants. Station participants included our Market Manager, Director of Sales, and Sales Managers.
2	Host Career Fair	On March 20, 2008, Clear Channel St. Louis hosted a “Career Night” – an informational session and open house designed to recruit Account Executives. Clear Channel advertised for the open house in the local newspaper and on-air. At the Career Night, station participants discussed sales opportunities with attendees, distributed information about the stations, and conducted on-site interviews with qualified applicants. Station participants included our Market Manager, Director of Sales, and Sales Managers.
3	Host Virtual Career Fair (4)	From October 15 to 28, 2007; February 25 to March 9, 2008; May 19 to June 1, 2008; and September 8 to 21, 2008, Clear Channel St. Louis hosted an online career fair, recruiting local businesses interested in hiring for sales positions. Clear Channel hosted a “booth” for the purpose of recruiting for sales vacancies at the stations. We advertised for these events on the stations’ websites and via on-air announcements. The event was coordinated by our Online General Sales Manager and resumes/responses were monitored by our Executive Assistant and reviewed by our Director of Sales.
4	Participate in Career Fair	On October 3, 2007, Clear Channel St. Louis participated in the Southern Illinois University–Edwardsville (SIUE) Career Fair held at the Vadalabene Center in Edwardsville, Illinois. Clear Channel spoke with job fair attendees about available Account Executive positions and internships, and provided information about future opportunities with the stations and in the broadcasting field generally. Station participants included our Human Resources Administrator, KSD Program Director, Director of Operations, Director of New Business Development, Office Manager, Director of Marketing and Online Content, and three of our Sales Managers.

5	Participate in Career Fair	<p>On November 14, 2007, Clear Channel St. Louis participated in the Webster University Career Fair in Webster Groves, Missouri. Clear Channel spoke with job fair attendees about available Account Executive positions and internships, and provided information about future opportunities with the stations and in the broadcasting field generally. Station participants included our Human Resources Administrator, Director of New Business Development, Director of Engineering & IT, Director of Operations, Executive Assistant, KSLZ Assistant Program Director, and two of our Promotions Directors.</p>
6	Participate in Career Fair	<p>On April 25, 2008, Clear Channel St. Louis participated in the “Keys To The Executive Suite” Diversity & Empowerment Career Expo held at the Hotel Lumiere in St. Louis, Missouri. Clear Channel spoke with job fair attendees about available Account Executive positions and internships, and provided information about future opportunities with the stations and in the broadcasting field generally. Station participants included our Director of New Business Development, Director of Operations, three of our Sales Managers, and two members of our promotions staff.</p>
7	Internship Program	<p>Clear Channel St. Louis has an ongoing internship program through which students interested in broadcasting careers are given the opportunity to gain hands-on experience through unpaid internships for academic credit. During this reporting period, we hosted a total of 44 interns from local colleges and universities in our marketing/promotions department. We hosted 10 interns from October 2007 to January 2008, 16 interns from February to June 2008, and 18 interns from July to September 2008.</p>