

**WHCN(FM), WKSS(FM), WPOP(AM), WWYZ(FM)<sup>1</sup>**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2008 – November 30, 2009<sup>2</sup>**

**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
1. Account Executive	1-11, 13, 15-19	15
2. Account Executive	1-11, 13, 15-19	15
3. Account Executive	1-11, 13, 15-19	13
4. Operations Manager	1-11, 13, 15-19	13
5. Account Executive	1-11, 13, 15-19	15
6. Integrated Events Specialist	1-11, 13-19	14
7. WKSS On-Air Personality	1-11, 13-19	14
8. Program Director	1-13, 15-19	12

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<sup>1</sup> On May 13, 2009, the assignment of WURH(FM), Waterbury, CT (Facility ID # 74279) from the Aloha Station Trust, LLC (“Aloha”) to Red Wolf Broadcasting Corporation was consummated (See FCC File No. BALH-20090224ABA), terminating the trust relationship between Aloha and Capstar TX Limited Partnership.

<sup>2</sup> This report provides recruitment data collected from November 21, 2008 through November 20, 2009.

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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	<b>Connecticut School of Broadcasting</b> 130 Birdseye Rd. Farmington, CT 06032 Email: <a href="mailto:kdub@gocsb.com">kdub@gocsb.com</a>	Y	4
2	<b>Connecticut School of Broadcasting</b> Stratford Division 80 Ferry Blvd. Stratford, CT 06615 Email: <a href="mailto:tmartelon@gocsb.com">tmartelon@gocsb.com</a>	Y	4
3	<b>Central Connecticut State University</b> Career Services Office, Willard 100 1615 Stanley Street New Britain, CT 06050 Contact: Linda Sershen Phone: 860.827.1553 Email: <a href="mailto:Sershen@ccsu.edu">Sershen@ccsu.edu</a>	Y	0
4	<b>Hartford University</b> 200 Bloomfield Avenue West Hartford, CT 06117 Contact: Edie Rosen Email: <a href="mailto:edirosen@hartford.edu">edirosen@hartford.edu</a>	Y	0
5	<b>CRT Comm. Renewal Team</b> 555 Windsor Street Hartford, CT 06120 Contact: Miriam Gonzalez Email: <a href="mailto:wigginse@crtct.org">wigginse@crtct.org</a>	Y	0
6	<b>Ct Employment Services</b> 3580 Main St., 1 <sup>st</sup> Floor Hartford, Ct 06106 Contact: Pat Madigan Phone: 860.727.1901	N	0
7	<b>Albertus Magnus College</b> 700 Prospect Street New Haven, CT 06511 Contact: Carolyn Skowronek Email: <a href="mailto:cmskowronek@cc.albertus.com">cmskowronek@cc.albertus.com</a>	Y	0
8	<b>Hartford College for Women</b> 50 Elizabeth Street Hartford, Ct 06105 Contact: Edie Rosen Phone: 860.768.5600	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
9	<b>Manchester Community Tech College</b> PO Box 1046 Manchester, CT 06045 Contacts: Carl Ochnio Julie Greene Robert Henderson Emails: <a href="mailto:rhenderson@mcc.edu">rhenderson@mcc.edu</a> <a href="mailto:Cochnio@mcc.commnet.edu">Cochnio@mcc.commnet.edu</a> <a href="mailto:Jgreene@mcc.commnet.edu">Jgreene@mcc.commnet.edu</a>	Y	0
10	<b>NAACP of Greater Hartford</b> PO Box 1012 Hartford, CT 06143 Contact: Joan Gibson Phone: 860.724.6966	N	0
11	<b>Quinnipiac University</b> 275 Mount Carmel Ave. Hamden, CT 06518-1908 Contact: Patricia Nielson Email: <a href="mailto:hire@quinnipiac.edu">hire@quinnipiac.edu</a>	Y	0
12	<a href="http://www.allaccess.com">www.allaccess.com</a>	N	13
13	<b>Word of Mouth Referral</b>	N	2
14	<b>Internal Transfer/Promotion</b>	N	2
15	<b>Station Websites</b> ( <i>All SEU Stations</i> )	N	9
16	<b>Walk-in/Self-Referral</b>	N	0
17	<b>Connecticut School of Broadcasting Website</b> <a href="http://www.gocsb.com">www.gocsb.com</a>	N	0
18	<b>National Association of Hispanic Journalists</b> Email: <a href="mailto:Jobbank@nahj.org">Jobbank@nahj.org</a>	Y	0
19	<b>Internal Posting</b>	N	5
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			39

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Management training regarding methods of ensuring equal employment opportunity and preventing discrimination	On October 8, 2009, this SEU's General Sales Manager, EEO officer, and employees from the Information Technology and Engineering departments attended a training session for department heads conducted by the Connecticut Broadcasting Association concerning FCC EEO outreach and document retention. The training session provided management level personnel with information about the EEO rules, record keeping and effective methods of recruitment efforts in other markets.
<b>2</b>	Host Internship Programs	<p><b>Spring 2009:</b> This SEU hosted 16 interns from Central Connecticut State University, the University of Connecticut, Manchester Community College, Eastern Connecticut, Bryant University, Connecticut School of Broadcasting, University of Hartford and the University Of Massachusetts. The program was administered by the Integrated Media Specialist and the students received on-the-job training in the promotions department and prepared winner sheets.</p> <p><b>Summer 2009:</b> This SEU hosted 14 interns from Roger Williams University, University of Hartford, University of Connecticut, Susquehanna University, Marist College, Central Connecticut State University, Manchester Community College, Eastern Connecticut University, Connecticut School of Broadcasting, Bryant University. The program was administered by the Integrated Media Specialist and the students received on-the-job training in the promotions department and prepared winner sheets.</p> <p><b>Fall 2009:</b> This SEU hosted six interns from the Connecticut School of Broadcasting and Manchester Community College. The program was administered by the Integrated Media Specialist and the students received on-the-job training in the promotions department and prepared winner sheets.</p>
<b>3</b>	Participate in Job Fairs	In May 2009, this SEU participated in the

		<p>Manchester Community College Job Fair in Manchester, Connecticut. This SEU set up a booth at the job fair, handed out station flyers, collected resumes and conducted on-site interviews. The General Sales Manager and one intern attended the job fair.</p> <p>On November 4, 2009, this SEU participated in the Quinnipiac University Career Fair in Hamden, Connecticut. This SEU set up a booth at the job fair, handed out station flyers, collected resumes and conducted on-site interviews. The General Sales Manager and one intern attended the job fair.</p>
4	Participate in Scholarship Program	<p>This SEU, in conjunction with the Connecticut School of Broadcasting, participates in an annual scholarship program. The SEU promoted the scholarship program by running on air advertisements. In addition, this SEU awarded scholarship money to four students, selected by the Connecticut School of Broadcasting, from August to October 2009 ranging from \$2,100 to \$12,290.</p>