

**WHCN, WKSS, WPOP, WURH, WWYZ
EEO PUBLIC FILE REPORT
December 1, 2007 – November 30, 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
Account Executive – WKSS – Abbe	1-19,20,23,26,25	25
National Sales Assistant – Bodytko	1-19,22,26,32	26
Account Executive – WKSS – Baron	1-19,20,23,26	22
Sales Assistant – WURH – Beaudoin	1-19,22,26,32	32
On-Air – WURH – Czarnecki	1-19,20,22,26	22
Account Executive – WKSS – Cholawa	1-19,20,23,26,25	25
Account Executive – WURH – Desousa	1-19,20,23,26,25	25
Account Executive – WURH – DiMarco	1-19,20,23,26,25	22
Account Executive – WHCN – Doucette	1-19,20,23,26,25	22
Account Executive – WURH – Garabettian	1-19,20,23,26,25	22
On-Air – WPOP – Gontarek	1-19,20,22,26	26
Account Executive – WURH – Heck	1-19,20,23,26,25	25
Account Executive – WWYZ – Johnstone	1-19,20,23,26,25	27
Account Executive – WURH – Jones	1-19,20,23,26,25	25
Account Executive – WHCN – Massaro	1-19,20,23,26,25	22
Account Executive – WKSS – McCarthy	1-19,20,23,26,25	22
Account Executive – WURH – Olszewski	1-19,20,23,26,25	22
Account Executive – WHCN – Popielarczyk	1-19,20,23,26,25	22
Account Executive – WURH – Raimondo	1-19,20,23,26,25	34
Account Executive – WHCN – Saad	1-19,20,23,26,25	22
Internet Account Executive – Sloman	1-19,20,23,26	25
Assistant Program Coordinator – WPOP - Wilner	1-19,20,26,22,33	22
Promotions Director – WWYZ – Hannon	1-19,26	24
Media Integration Director – Hannon	Placed in Position - Promotion	Re-Structure of Promotions Department
Client Solutions Specialist – Sunseri	1-19,22,25,26,27,28	27
Event Specialist – Nicol	1-19,22,25,26,27,28	26
Assistant Promo Director – WWYZ – Calabrese	1-19,22,26,27,28,32	22
GSM – WWYZ – Cleaver	Placed in Position - Promotion	29

¹ This report provides recruitment data collected from November 21, 2007 through November 20, 2008.

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Program Director – WURH – Pohotsky	Placed in Position – Promotion	29
Web Manager –On-Air – Christenson	Placed in Position-Lateral Move	29

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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	Spanish Community of Wallingford, Inc. Blanca Santana – Executive Director 284 Washington Street PO Box 6092 Wallingford, CT 06490	Y	0
2	Goods Entertainment Adam Goodman PO Box 1266 Weston, CT 06883	Y	0
3	Linda Sershen (Sershen@ccsu.edu) Career Services Office, Willard 100 CCSU 1615 Stanley Street New Britain, CT 06050	Y	0
4	Career Services Teikyo Post University 800 Country Club Road Waterbury, CT 06723	Y	0
5	Association of Black Communicators Program Coordinator 285 Broad Street Hartford, CT 06115	N	0
6	Central Connecticut State University Alicia Burns 1615 Stanley Street New Britain, CT 06050	Y	0
7	Capital Workforce Corrine Baldinger 3580 Main Street, 1 st Floor Hartford, CT 06120	Y	0
8	Comm. Of Human Rights/Oppr. Joanne Steinnagel 21 Grand Street Hartford, CT 06106	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
9	Connecticut Civil Liberties Union Teresa Zorn 32 Grand St. Hartford, CT 06106	Y	0
10	CRT Comm. Renewal Team Miriam Gonzalez (wiggins@crtct.org) 555 Windsor Street Hartford, CT 06120	Y	0
11	Ct Employment Service Pat Madigan 3580 Main St., 1 st Floor Hartford, Ct 06106	Y	0
12	Greater Hartford NAACP Kumar Nichani PO Box 1012 Hartford, CT 06413	Y	0
13	Hartford College for Women Edie Rosen 50 Elizabeth Street Hartford, Ct 06105	Y	0
14	Inst. For Hispanic Families Damaris Pena 80 Jefferson Street Hartford, CT 06106	Y	0
15	Latino/Puerto Rican Affairs Com. Tersee Flores 18-20 Trinity Street Hartford, CT 06107	Y	0
16	Manchester Community Tech College Carl Ochnio Julie Greene Robert Henderson PO Box 1046 Manchester, CT 06045	Y	0
17	NAACP of Greater Hartford Joan Gibson PO Box 1012 Hartford, CT 06143	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
18	Post University – Office of Career Counsel and Develop. 800 Country Club Road PO Box 2540 Waterbury, CT 06723-2540	Y	0
19	Church of God Pentecost, Inc. 27-29 Lawrence St. Harford, CT 06106 Attn: Miriam Gonzalez	N	0
20	www.allaccess.com	N	10
21	Word of mouth referral	N	2
22	Employee Referral – Internal Job Posting	N	22
23	www.ccrcc.com (jobs Opts – Clear Channel)	N	0
24	Clear Channel Employee Transfer	N	1
25	On-Air Announcements	N	7
26	Station Websites	N	37
27	Other(i.e. Other Media contacts, clients or business associates, walk-ins)	N	2
28	Job Fair – Career Days	N	0
29	Internal Promotion	N	3
30	Hartford Courant Newspaper	N	0
31	Monster.com	N	0
32	CSB Website	Y	2
33	STAATALENT.com	N	2
34 Online Research - N			1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			87

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Connecticut Broadcasting Association conducts a training session for department heads concerning EEO outreach and documentation retention. The training sessions are designed to provide management level personal with information about the EEO rules, record keeping ideas, and information about what works in other markets. On October 14, 2008, GSM's, IT, Engineering and EEO officer attended the training sessions.
2	Internship Program	<p>1. WHCN, WKSS, WPOP, WURH, and WWYZ provided internships to 6 students from CCSU, UCONN, Manchester Community College, Eastern Connecticut during the Spring of this reporting period. These students received on-the-job training in promotions.</p> <p>2. WHCN, WKSS, WPOP, WURH, and WWYZ provided internships to 13 students from University of New Haven, Central Connecticut State University, Quinnipiac, Manchester Community College, Bay Path College, Eastern Connecticut University, CSB, and Manhattan College during the Summer of this reporting period. These students received on-the-job training in promotions.</p> <p>3. WHCN, WKSS, WPOP, WURH, and WWYZ provided internships to 14 students from CSB and Manchester Community College during the Fall of this reporting period. These students received on-the-job training in promotions.</p> <p><u>Internship Handbook 2008</u></p>
3	Participated in Job Fairs	<p>CBA Job Fair – May 12, 2008</p> <p>Middlesex Community College Job Fair</p> <p>We also recruit from our internship programs as well as the schools.</p> <p>WWYZ, WURH, WHCN, WKSS, WPOP are</p>

		<p>continually running on-air and website recruitment ads on behalf of the station employment unit.</p> <p>.</p>
4	Scholarship Program	<p>The SEU did award scholarship money to the following from CSB School of Broadcasting:</p> <p>Karl Koenig - \$1,500 Stephen Kiely - \$4,000 Duane Thomas - \$4,000</p>
5	Mentoring Program	<p>WWYZ, WHCN, WPHH, WKSS, and WPOP established a Mentoring/Sales Internship program for 2008 and going forward directed by Vicki Ward, DOS of Clear Channel Hartford.</p> <p>Bob Cleaver – WWYZ GSM – brought on Lauren Chapman for a summer internship 2008. She attends Fordham University.</p>