



<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>

**WKCI, WELI, WAVZ**  
**EEO PUBLIC FILE REPORT**  
December 1, 2007 – November 30, 2008

**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 Action Council Attn: Miriam Gonzalez 1663 S. Main St. Waterbury, CT 06706	N	0
2	Spanish Comm. Of Wallingford Attn: Blanca Santana 37 Hall Ave Wallingford, CT 06492	N	0
3	YWCA Women’s & Family Center Attn: Pamela Dove 167 Colony St. Meriden, CT 06450	N	0
4	Marrakech Inc. Attn: John Allen 6 Lunar Drive Woodbridge, CT 06525	N	0
5	Naugatuck Valley Comm. College COOP Education Office 750 Chase Parkway Waterbury, CT 06708	N	0
6	New Opportunities for Waterbury Program Coordinator 232 North Elm St. Waterbury, CT 06702	N	0
7	OIC Attn: Elmore Shell 232 N. Elm St. Waterbury, CT 06706	N	0
8	Quinnipiac University Attn: Patricia Nielsen 275 Mount Carmel Ave. Hamden, CT 06518	N	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>
9	Reg. Work Force Dev. Board Attn: Bill Petrie 560 Ella Grasso Blvd. New Haven, CT 06519	N	0
10	Southern Connecticut State University Attn: Jerry Dunklee 515 Crescent St. New Haven, CT 06115	N	0
11	Job Resource Center Attn: Sue Hutchinson 11 Pine St Hamden, CT 06514	N	0
12	Albertus Magnus College Attn: Joanne Wilkinson 700 Prospect St. New Haven, CT 06511	N	0
13	Career Services Unit Attn: Program Coordinator 37 Marne St. Hamden, CT 06514	N	0
14	Career Transition Services Attn: Program Coordinator Shaw's Cove Six New London, CT 06320	N	0
15	Conn. State Conference of NAACP Attn: Cicero Booker 245 Colonial Ave. 17A Waterbury, CT 06704	N	0
16	<a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
17	Word of mouth referral	N	1
18	Employee Referral – Internal Job Posting	N	5
19	<a href="http://www.cccr.com">www.cccr.com</a> (jobs Opts – Clear Channel)	N	0
20	Clear Channel Employee Transfer	N	0
21	On-Air Announcements	N	0
22	Station Websites	N	5
23	Other(i.e. Other Media contacts, clients or business associates, walk-ins)	N	0
24	Job Fair – Career Days	N	1
25	Internal Promotion	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
26	New Haven Register Newspaper	N	1
27	Monster.com		
TOTAL INTERVIEWEES OVER REPORTING PERIOD			13

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	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.
<b>2</b>	Internship Program	<p>WKCI-KC 101, 960 WELI-AM, ESPN Radio 1300 provided internships to 11 students from SCSU, Roger William University, Colgate, University of New Haven, Bryant College, Albertus Magnus College, UCONN and Quinnipiac University during the Spring/Summer 2008 of this reporting period. These students received on-the-job training in promotions, including but not limited to, event set-up and execution and in-office work.</p> <p>WKCI-KC 101, 960 WELI-AM, ESPN Radio 1300 provided internships to 8 students from SCSU, CSB, Gateway, Briarwood, Albertus Magnus College, UCONN and Quinnipiac University during the Fall 2008 of this reporting period. These students received on-the-job training in promotions, including but not limited to, event set-up and execution and in-office work.</p> <p><u>Internship Handbook 2008</u></p>
<b>3</b>	Participated in Job Fairs and Outreach Programs	<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>

		WELI, WKCI, WAVZ are continually running on-air and website recruitment ads on behalf of the station employment unit.
<b>4</b>	Scholarship Program	<p>Scholarships awarded to the following from the Connecticut School of Broadcasting for the time period of January-February 2008:</p> <p>Stephen Laboni - \$4,940  Isiah James-Walker - \$4,000  Marcus Gardin - \$3,940  Andrew LeBlanc - \$2,500  Kevin Smith - \$3,000</p>
<b>5</b>	Mentoring Program	<p>WKCI, WELI, WAVZ implemented a Mentoring/Sales Internship Program for 2008/2009. Massimo Rosati, DOS of Clear Channel New Haven will be encouraging students to intern for Clear Channel Radio.</p>