

**WAEB FM, WAEB AM, WZZO FM, WYHM AM
EEO PUBLIC FILE REPORT
April 1, 2006 – March 31, 2007¹**

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
ON AIR TALENT / MUSIC DIRECTOR	1 – 22	16
ON AIR TALENT	1,2,21,16,22,17,14,20	18
ON AIR TALENT	1,2,16,20	16
ACCOUNT EXECUTIVE	2,14,1,11	2
ACCOUNT EXECUTIVE	2,14,1,11	2
ACCOUNT EXECUTIVE	1,2,14,19,23	23
ACCOUNT EXECUTIVE	1,2,14,19,23	14
ACCOUNT EXECUTIVE	24,2,20,1	24
ACCOUNT EXECUTIVE	1,2,14,23,20	1
ACCOUNT EXECUTIVE	2,1,25,14,15	25
ACCOUNT EXECUTIVE	2,1,25,14,15	25
ACCOUNT EXECUTIVE	2,1,25,14,15	2
ACCOUNT EXECUTIVE	2,1,25,14,15	2
ACCOUNT EXECUTIVE	2,27,28,1,26,29	2
ACCOUNT EXECUTIVE	2,27,28,1,26,29	26
ACCOUNT EXECUTIVE	2,1,25,14,15	14
SALES ASSISTANT	1,2,14,20	14
SALES ASSISTANT	1,2,14,20	14
SALES ASSISTANT	1,2,14,20	14

¹ This report provides recruitment data from April 1, 2006 through March 21, 2007.

**WAEB FM, WAEB AM, WZZO FM, WYHM AM
EEO PUBLIC FILE REPORT
April 1, 2006 – March 31, 2007²**

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	WAEB AM/FM, WZZO FM, WKAP AM WEBSITES	Y	12
2	WAEB AM/ FM, WZZO FM, WKAP AM ON AIR ANNOUNCEMENTS	Y	41
3	NORTHAMPTON AREA COUNTY COLLEGE	Y	0
4	LEHIGH COUNTY COMMUNITY COLLEGE	Y	0
5	ALLENTOWN BUSINESS SCHOOL	Y	0
6	PRIVATE INDUSTRY COUNCIL	Y	0
7	CONNECTICUT BROADCASTING SCHOOL	Y	0
8	HISPANIC AMERICAN ORGANIZATION	Y	0
9	PACAREERLINK.STATE.PA.US	Y	0
10	NAACP	Y	0
11	KUTZTOWN UNIVERSITY	Y	1
12	CONNECTICUT BROADCASTING SCHOOL	Y	0
13	PENN STATE LEHIGH VALLEY CENTER	Y	0
14	EMPLOYEE REFERAL	N/A	13
15	IN-HOUSE RECRUITMENT LUNCH	N/A	1
16	ALL ACCESS	Y	7
17	RADIO & RECORDS	Y	0
18	CURRENT EMPLOYEE	N/A	1
19	WALK IN	N/A	1
20	WORD OF MOUTH	N/A	3
21	CLEAR CHANNEL CAREERS WEBSITE	Y	0
22	FMQB.COM	Y	1
23	HAPPY HOUR RECRUITMENT EVENT	N/A	6
24	IN-HOUSE RECRUITMENT BREAKFAST	N/A	4
25	PA CAREER LINK JOB FAIR	N/A	10
26	INTERNSHIP	N/A	2
27	LV ONLINE CAREER FAIR	N/A	0
28	LV COLLEGIATE CAREER EXPO	N/A	2
29	UNIVERSITY CAREER SERVICES	Y	4
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			109

² This report provides recruitment data from April 1, 2006 through March 21, 2007.

WAEB FM, WAEB AM, WZZO FM, WYHM AM
EEO PUBLIC FILE REPORT
 April 1, 2006 – March 31, 2007³

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	ON CAMPUS INTERVIEWING AT DESALES UNIVERSITY 12/1/06 8 AM-10:30 AM	A STATION MANAGER ATTENDED. RECRUITS BROUGHT THEIR RESUME AND INTERVIEWED WITH HIM. THE STUDENTS HEARD ABOUT IT THROUGH THE SCHOOL'S CAREER SERVICES. THE EVENT WAS ATTENDED BY 5 PEOPLE.
2	ON CAMPUS INTERVIEWING AT LEHIGH UNIVERSITY 12/7/06 10 AM – 12 PM	A STATION MANAGER ATTENDED. RECRUITS BROUGHT THEIR RESUME AND INTERVIEWED WITH HIM. THE STUDENTS HEARD ABOUT IT THROUGH THE SCHOOL'S CAREER SERVICES. THE EVENT WAS ATTENDED BY 4 PEOPLE.
3	CAREER LINK CAREER FAIR 9/13/06 4 PM-6 PM	A STATION MANAGER ATTENDED. RECRUITS BROUGHT THEIR RESUME AND DISTRIBUTED THEM TO HER. THE RECRUITS HEARD ABOUT IT THROUGH PROMOTIONS DONE BY CAREER LINK. THIS EVENT WAS ATTENDED BY 50 PEOPLE.
4	RECRUITMENT LUNCH HELD AT OFFICE 10/4/06 12 PM – 1 PM	THREE STATION MANAGERS ATTENDED. RECRUITS BROUGHT THEIR RESUMES AND INTERVIEWED WITH ALL THREE MANAGERS. THE STATION SOLICITED RESUMES AND PEOPLE THROUGH ON-AIR ANNOUNCEMENTS TO ATTEND THE EVENT. THE EVENT WAS ATTENDED BY 13 PEOPLE.
5	ON CAMPUS INTERVIEWING AT NCCC 12/8/06 9 AM-11 AM	A STATION MANAGER ATTENDED. RECRUITS BROUGHT THEIR RESUMES AND INTERVIEWED WITH HIM. THE STUDENTS HEARD ABOUT IT THROUGH POSTINGS ON THE SCHOOL'S WEBSITE. THIS EVENT WAS ATTENDED BY 4 PEOPLE.
6	LEHIGH UNIVERSITY JOB FAIR 2/26/07 5 PM – 7 PM	TWO STATION MANAGERS ATTENDED. RECRUITS BROUGHT THEIR RESUMES AND DISTRIBUTED THEM TO THE MANAGERS. THE STUDENTS HEARD ABOUT IT THROUGH THE SCHOOL'S MARKETING DEPARTMENT. ABOUT 75 STUDENTS ATTENDED THIS EVENT.
7	"SPEED INTERVIEW" NIGHT AT OUTBACK STEAKHOUSE IN BETHLEHEM, PA 3/6/07 5 PM – 6 PM	THREE STATION MANAGERS ATTENDED. RECRUITS BROUGHT THEIR RESUMES AND INTERVIEWED WITH ALL THREE MANAGERS. THE STATION SOLICITED RESUMES AND PEOPLE THROUGH ON-AIR ANNOUNCEMENTS TO ATTEND THE EVENT. THE EVENT WAS ATTENDED BY 6 PEOPLE.

³ This report provides recruitment data from April 1, 2006 through March 21, 2007.

WAEB FM, WAEB AM, WZZO FM, WYHM AM
EEO PUBLIC FILE REPORT
 April 1, 2006 – March 31, 2007⁴

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
8	ON CAMPUS INTERVIEWING AT KUTZTOWN UNIVERSITY 11/27/06 1 PM – 4 PM	ONE STATION MANAGER ATTENDED. RECRUITS BROUGHT THEIR RESUMES AND INTERVIEWED WITH HIM. THE STUDENTS HEARD ABOUT IT THROUGH THE SCHOOL'S CAREER SERVICES. THE EVENT WAS ATTENDED BY 6 PEOPLE.
9	"SPEED INTERVIEW" NIGHT AT OUTBACK STEAKHOUSE IN BETHLEHEM, PA 1/23/07 5 PM – 6 PM	FIVE STATION MANAGERS ATTENDED. RECRUITS BROUGHT THEIR RESUMES AND INTERVIEWED WITH ALL FIVE MANAGERS. THE STATION SOLICITED RESUMES AND PEOPLE THROUGH ON-AIR ANNOUNCEMENTS TO ATTEND THE EVENT. THE EVENT WAS ATTENDED BY 11 PEOPLE.

⁴ This report provides recruitment data from April 1, 2006 through March 21, 2007.