

WGY-AM; WHRL-FM; WKKF-FM; WOFX-AM;

WPYX-FM; WRVE-FM; WTRY-FM

EEO PUBLIC FILE REPORT
January 31, 2008 – February 1, 2009¹

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
Traffic Coordinator	1-13;15;16;19-24	15
Account Executive	1-13;15;16;19-25	25
Account Executive	1-13;15;16;19;20-24	19
Account Executive	1-13;15;16;19;20-24	15
Sales Manager	1-12;13;15;16;19-21;23-25	25
Traffic Coordinator	1-12;20;21;23;24;26	26
Collections/Accounts Receivable	1-13;15;16;19-21;23-25	25
Account Executive	1-13;15;16;19-21;23-25	25
Account Executive	1-13;15;16;19-21;23;24;27	27
Account Executive	1-13;15;16;17;19-21;23-25	17
Account Executive	1-13;15;16;19-21;23-25	15
Promotions Coordinator	1-17;19-21;23;24	20
Account Executive	1-13;15;16;19-21;23;24	15
Graphic Designer	1-13;15;16;19-21;23;24;28	15
Sales Assistant	1-10;12;13;15;16;19-21;23;24	21
Anchor/Reporter	1-21;23;24;27	14
Sales Assistant	1-10;12;13;15;16;19-21;23;24	15
Traffic Coordinator	1-17;19-21;23-25	25
Promotions Coordinator	1-17;19-21;23-25	25
Account Executive	1-13;15;16;19-21;23-25	25
Account Executive	1-13;15;16;19-21;23;24	20
On-Air Personality	11-16;18-21	14
Sales Assistant	1-10;12;13;15;16;19-21;23;24	21

¹ This report provides recruitment data from January 21, 2008 through January 1, 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	Human Rights Commission County Judicial Bldg. 612 State St. Schenectady, NY 12305 (518) 388-4290	N	0
2	Affirmative Action Office Attn: Placement Director City Hall , Schenectady, NY 12305 (518) 447-7010	N	0
3	Centro Civico of Amsterdam Attn: Ladan Alomaer 143-145 East Main St., Amsterdam., NY 12010 (518) 842-3762	Y	0
4	HVCC/Placement Office Attn: Director 80 Vandenburg Ave., Troy, NY 12180 (518) 629-7326	Y	0
5	WERC Women’s Employment & Resource Center Attn: Elizabeth Miller, Executive Director 175 Central Ave., Albany, NY 12206 (518) 462-7600 ext. 187	Y	0
6	Job Placement Consortium 1 Crossgates Mall, Albany, NY 12203 (518) 456-2008	Y	0
7	Arbor Hill Community Center Attn: Anthony Beeks 47 No. Lark St., Albany, NY 12210 (518) 463-2217	N	0
8	Hispanic Outreach Services Attn: Nilda Giraldo 801 Stanley Ct., Schenectady; NY 12307 (518) 382-2004	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
9	College of St. Rose Attn: Mary Alice Molgard 432 Western Ave., Albany, NY 12203 (518) 454-5446	Y	0
10	Council of Community Services Attn: Doug Sauer 272 Broadway; Albany, NY 12204 (518) 434-0392	Y	0
11	New School of Television and Radio Attn: Tom Brownlee 50 Colvin Ave., Albany, NY 12206 (518) 438-7682	Y	0
12	NYS Broadcasters Association 1805 Western Ave. Albany, NY 12203 (518) 456-8888 nysba.com (blog.com)	Y	0
13	American Job Bank ajb.org	Y	0
14	allaccess.com	N	2
15	capitalareahelpwanted.com	Y	7
16	NYS Dept. of Labor Job Services 433 State St. Schenectady, NY 12305 Labor.state.ny/business.org	Y	1
17	Times Union Newspaper 645 Albany Shaker Rd., Albany, NY 12205 (518) 454-5454	N	0
18	careerpage.com	N	0
19	On-Air Announcements (radio stations)	N	1
20	SEU Websites (radio websites)	N	2
21	Monster.com	Y	2
22	Inside Radio website insideradio.com	N	0
23	Clear Careers website ccrc.com	Y	0
24	diversity.com	Y	0
25	Referral	Y	6
26	Internal Transfer	Y	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
27	In-house Job Fair (Career Night)	Y	1
28	craigslist.com	N	0
29	Radio Television News Directors Association (RTNDA)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			88

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program (Winter/Spring)	A student from The College of St. Rose/Albany, NY who is earning a degree in communications worked 450 hours to earn 15 credits. He worked closely with the Production Department gaining knowledge of use of the Prophet System/Nexgen software and Adobe Audition, which included mixing and editing. He was introduced to writing of voiceover commercials for broadcast, writing and production of station promos and public service announcements. Observed production of a daily talk show on News/Talk radio WGY as well as following the operation of the News Department. This intern also spent time observing the operation of the CHR station, WKKF along with the station's afternoon on-air host. This intern applied for a full time position in our Promotions Department and was hired.

2	Internship Program (Spring)	A student from Hudson Valley Community College/Troy, NY and the New School of Television & Radio in Albany, NY worked 90 hours for 2 credits. This intern shadowed the Program Director of WHRL. Some of his training included EAS testing, compiling music logs and observance of the daily routine of station managing. He was also introduced to Arbitron research and concert calendaring.
3	Career Connection	In April 2008, Clear Channel Radio/Albany, participated in an internet link – The GenNEXT Council, which is a young professionals group supported by the Albany-Colonie and Schenectady County Chambers, which launched a new initiative called “Discover Tech Valley, Rediscover Home”. The goal is to target young professionals considering relocation to the Tech Valley and seeking career opportunities. A site was created - “Clear Connect” where visitors can explore and link to our website and post a resume. www.discovertechvalley.org . Careers in Sales, Business Office, on-air, promotions and internships were offered.
4	Participated in Program sponsored by Educational Institution	On May 10, 2008, the WTRY Morning Show on-air host shared her duties and insights about the radio industry to a class at the New School of Radio & Television in Albany.
5	Participated in Program sponsored by Educational Institution	On August 12, 2008, New School of Radio & TV Clear Channel Radio/Albany toured the facilities. The Production Asst Manager spoke of the importance of following directions; his duties and career path. The WGY News Anchor discussed gathering news and the journalism end of his career. The WGY Board Operator gave the students a feel of studio time and running the board.

6	Ascertainment Meeting – EEO Related	<p>On September 30, 2008, Albany Broadcasting hosted a meeting relevant to Equal Opportunity Employment. Those in attendance: Richard Novik, Senior Vice Pres/Station Services - NYS Broadcasters Association; Laden Alomar, Exec. Director – Centro Civico of Amsterdam, NY; Nora Yates, Exec. Director – Gay & Lesbian Committee of the Capital District; Jacqui Williams, Outreach Training Project Dir. – Division of Sex Offender Management, State of New York, Division of Criminal Justice; Pat Pfeifer, Regional Coordinator – Self Advocacy Association of NYS. All Capital Region media attended this meeting to discuss outreach to the people associated with these organizations who are seeking help and assistance finding employment. This event was attended by the radio stations’ HR Manager.</p>
7	Internship Program (Winter)	<p>A student from State University/Cortland is earning 5 credits assisting the Promotions Department and learning about event preparation and daily contesting, as well as spending time in the studio.</p>
8	Participated in Program sponsored by Educational Institution	<p>On October 15, 2008, The New School of Radio & TV of Albany toured the Clear Channel facilities. An in-depth discussion was given by the Anchor/Reporter of WGY about her typical day. Education path was discussed.</p>
9	Participated in Program sponsored by Educational Institution	<p>On October 17, 2008, Chatham Central School students from the middle school toured Clear Channel Radio of Albany. An overview of the type of jobs available in radio was discussed along with the availability of jobs available other than on-air personality. Two WHRL on-air staff gave an exceptional overview of a typical day in broadcasting, starting with a 4:30am wake-up call. Anchor/Reporter of WGY News Talk spoke of the career and the educational path that led her where she is today, along with the changes that may come along with your job responsibility and willingness to adapt to those changes.</p>