

CLEAR CHANNEL IS AN EQUAL OPPORTUNITY EMPLOYER

At Clear Channel, we are committed to recruiting and retaining diverse talent by creating an environment that integrates diversity and inclusion in all aspects of our business. Our company is enriched and made more effective through representation of diverse experience, backgrounds, ethnicity, education, sexual orientation and regional and cultural orientation. Clear Channel is an Equal Opportunity Employer where women and minorities are encouraged to apply.

CLEAR CHANNEL RADIO WEBSITE RECRUITMENT ALERT

If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive job vacancy notices for Clear Channel Radio, please provide us with the name, mailing address, e-mail address (if applicable), telephone number, fax number, and contact person and identify the category or categories of vacancies for which you would like information specified above to the following person at Clear Channel Radio:

**11291 39th St SW
Dickinson, ND 58601
(701) 227-1876
fax: (701) 483-1959
General Manager: Steve Stroud
stevestroud@clearchannel.com**

It is the policy of Clear Channel Radio to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation or any other characteristic protected by law, in all personnel actions.

KLTC(AM), KCAD(FM), KZRZ(FM)
EEO PUBLIC FILE REPORT¹
December 1, 2008 through November 30, 2009

I. VACANCY LIST

See Section II, **Master Recruitment Source List (MRSL)**, for recruitment source data.

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	3, 8	8
Account Executive	3, 8	8
Announcer	3, 6, 8	8

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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 12-month period
1	Job Service North Dakota 66 Osborn Drive Dickinson, ND 58601 Phone: (701) 227-3100 Fax: (701) 227-3111 <i>(Job postings available on-line at jobsnd.com and at local kiosks)</i>	No	
2	DickinsonND.com dickinsonnd.com/Job_List_All.asp	No	0
3	On-Air Announcements <i>(all SEU stations)</i>	No	7
4	All About Country allaboutcountry.com	No	0
5	JobSearch.org jobsearch.org	No	0
6	AllAccess.com allaccess.com	No	0
7	The Dickinson Press 1815 1 st Street West Dickinson, ND 58602 Phone: (701) 225-8111 Fax: (701) 225-4205	No	0
8	Word-of-Mouth Referral	No	3
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			10

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Host on-air job fair	Each weekday morning throughout the reporting period, KLTC(AM) hosts an on-air job fair. During this fair, job service announcements of interest to the community are read by on-air personalities. In addition to a description of the available jobs, listeners are given employer contact information. The announcements are provided to us by Job Service North Dakota, a state-wide job service.
2	Sponsor event/program for or on behalf of an educational institution relating to careers in broadcasting	On November 19, 2009, our station employment unit hosted a tour of our broadcast facilities for the Drama Department from Dickinson High School. Students were given a “behind the scenes” look at radio operations and were able to ask questions of station personnel.
3	Sponsor event/program for or on behalf of a community organization relating to careers in broadcasting	On September 9, 2009, a community member participated in a job shadow program at KLTC(AM). The community member shadowed an on-air announcer as he performed his job duties. The community member was able to ask questions of the on-air announcer and other radio personnel.
4	Participate in job fair	On March 11, 2009, our station employment unit co-sponsored an on-campus job fair at Dickinson State University with Job Service North Dakota and <u>DSU</u> Career Services. We ran on-air announcements prior to the event promoting the job fair and also participated as a local employer. Participants from the station employment unit included our Market Manager.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Host event/program for or on behalf of a community organization relating to careers in broadcasting	From April 3 to April 5; 2009, our station employment unit hosted the 2009 Spring Sports Show. We organized the event, solicited local exhibitors, and hosted a booth on behalf of the stations. Station personnel were on hand for this popular community event, with more than 3,000 in attendance, and took the opportunity to discuss careers in radio and how to get started in the industry with interested attendees. Station participants included our Market Manager, Operations Manager, Sports Director, Business Manager and several Account Executives.