

KKRW-FM/KTBZ-FM/KODA-FM/KTRH-AM/KBME-AM/KPRC-AM

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	INTERNAL POSTING / INTERNAL PROMOTION – Clear Channel Radio Houston, Human Resources Manager, 713-212-8000, 2000 West Loop South, Ste. 300, Houston, TX 77027	N	2
2	CLEAR CHANNEL WEB SITE – www.clearcareers.com	N	31
3	TEXAS WORKFORCE COMMISSION www.workintexas.com	Y	3
4	NAACP-Houston 2002 Wheeler Ave. Houston, TX 77004 www.naacp.org	N	0
5	Houston Hispanic Chamber of Commerce 1801 Main Street, Suite 1075 Houston, TX 77002 Attn: Jorge Mancilla	Y	0
6	AMERICAN WOMEN IN RADIO & TELEVISION – www.awrt.org 770 S. Post Oak Lane, Houston, TX 77056, ph. 713-552-1055	N	1
7	HOUSTON ADVERTISING FEDERATION – www.haf.org 7155 Old Katy Road, Suite #100 Houston, TX 77024 ph. 713-237-9999	N	7
8	EMPLOYEE REFERRAL	N	28
9	WALK-IN	N	2
10	UNKNOWN SOURCE or Other Website-non-specific (applicant did not list referral source)	N	11
11	ALL ACCESS – www.allaccess.com 28955 Pacific Coast Highway Suite #210-5, Malibu, CA 90265 ph. 310-457-6616	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
12	RADIO-TELEVISION NEWS DIRECTORS ASSOCIATION & FOUNDATION – www.rtnda.org 1600 K Street, NW Suite #700, Washington, DC 20006-2838 ph. 202-659-6510	N	0
13	RADIO AND RECORDS – www.radioandrecords.com 2049 Century Part East, 41 st Floor, Los Angeles, CA 90067 ph. 310-553-4430	N	0
14	DEVRY UNIVERSITY – DeVry University, 11125 Equity Dr., Houston, TX 77041	N	0
15	ITT TECHNICAL INSTITUTE – ITT Technical Institute, 2950 South Gessner, Houston, TX 77063	N	0
16	MONSTER.COM - www.monster.com ph. 1-800-monster	N	0
17	TEXAS ASSOCIATION OF BROADCASTERS – www.tab.org 502 E. 11 th Street Suite #200, Austin, TX 78701 ph. 512-322-9944	N	0
18	NAHJ.org – National Association of Hispanic Journalist	N	0
19	Inside Radio – Inside Radio Classified PH: 1-800-640-8852 Fax: 1-877-270-3998	N	0
20	FMQB - Friday Morning Quarterback www.fmqb.com	N	0
21	On-air advertisements in Houston market Clear Channel Radio Houston	N	0
22	Veterans of Foreign Wars 6101 Mount Houston Rd Houston, TX 77050-5509 Attn: VFW Job Placement Officer	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
23	Disabled American Veterans 6900 Alameda Road, Rm 1033 Houston, TX 77030 Attn: Frank Torres	Y	0
24	Catholic Charities of Galveston-Houston 2900 Louisiana Houston, TX 77006 Attn: Miloud Serardi P: 713-526-4611 msarardi@catholiccharities.org	Y	0
25	Goodwill Industries of Houston 5200 Jensen Dr. Houston, TX 77026-2515 Attn: Norma Briggs	Y	0
26	YWCA Houston 3220 Broadway Street Houston, TX 77017 Attn: Howard Weliver	Y	0
27	Craigslist	N	2
28	Mashable Jobs	N	0
29	Mediabistro.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			87

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<p>On April 20th, 2010 HR Manager participated in an internship fair at University of Houston. Students were educated on the process and benefits of internships. Interns for CC Radio Houston were also recruited.</p> <p>In the Summer of 2010, the SEU employed a Mass Communications major, as an intern from Texas Tech University; and a Sports Management major from St. John's University; both in the programming department.</p> <p>In the Spring of 2011, the SEU employed four students in the Programming Department as interns. Students were selected from the Connecticut School of Broadcasting, the University of Houston, and Alvin Community College.</p> <p>The students received on the job training in the area of their degrees.</p>
2	Outreach of job posting to minority groups	<p>Each and every professional position is posted in minority outreach organizations. Organizations include the Texas Workforce Commission, AWRT, the NAACP, Hispanic Chamber of Commerce, Catholic Charities of Galveston-Houston, YWCA, Goodwill Industries, VFW, Disabled American Veterans, and Clear Channel's Clear Careers all whose membership includes substantial numbers of women, veterans, and minorities.</p>
3	Outreach EOE ad in Minority Review	<p>CC Radio Houston bulletin posted in the Equal Employment & Civil Rights Journal newspaper, 2nd quarterly edition 2010, stating as being one of the companies supporting minority outreach.</p>
4	Training Program - Designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>In the first quarter 2011, Account Executives attended weekly training classes. This training, developed by Clear Channel University, is targeted at Account Executives of all experience levels. Our Account Executives learned how to maximize their performance by learning about and building on their strengths and using an in-depth sales process to develop deeper, more rewarding relationships with their clients.</p>

