

WRXP (FM),¹ WQHT (FM), WRKS (FM)
EEO PUBLIC FILE REPORT
February 1, 2008 through January 31, 2009²

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSLS") for recruitment source data

| Job Title | Recruitment Sources (RS) Used to Fill Vacancy | RS Referring Hiree |
|--------------------------------|--|---------------------------|
| Local Sales Manager | 1-13, 15-20, 22-30, 32, 34-35, 37, 39-45, 54, 57 | 8 |
| Promotions Coordinator | 1-10, 13, 15-20, 22-30, 32, 34, 37, 39-44, 54, 57, 61, 63-64, 66-67 | 8 |
| Program Director | 1-5, 7-10, 13, 15-20, 22-30, 34, 37, 39-44, 54, 57, 61-64, 66-67 | 9 |
| Programming Assistant | 1-5, 7-8, 13, 15-20, 22-30, 32, 34, 37, 39-42, 44, 54, 57, 61-64, 66-67 | 8 |
| General Sales Manager | 1-5, 7-10, 12-13, 15-20, 22-30, 32, 34, 37, 39-44, 54, 57 | 7 |
| Morning Show Producer | 1-5, 7-8, 13, 15-20, 22-30, 32, 34, 37, 39-42, 44-45, 51, 54, 57, 61-64, 66-67 | 8 |
| Human Resources Assistant | 1-5, 7, 13, 15-20, 22-30, 32, 34, 37, 39-45, 54, 57, 61-64, 66-67, 69 | 7 |
| Broadcast Engineer | 1-5, 7-9, 13, 15-20, 22-30, 32, 34, 37, 39-45, 54, 57, 61-64, 66-67, 70 | 7 |
| On-Air Talent | 1-5, 7-13, 15-17, 19-20, 22-30, 32, 34, 37, 39-45, 54, 57 | 7 |
| On-Air Talent | 1-5, 7-13, 15-17, 19, 20, 22-30, 32, 34, 37, 39-45, 54, 57 | 9 |
| On-Air Talent | 1-5, 7-13, 15-17, 19-20, 22-30, 32, 34, 37, 39-45, 54, 57 | 9 |
| Account Executive | 1-5, 7-9, 13-20, 22-30, 34, 37, 39-44, 54, 57, 60-67 | 8 |
| Account Executive | 1-5, 7-9, 13-20, 22-30, 34, 37, 39-44, 54, 57, 60-67 | 7 |
| Account Executive | 1-5, 7-9, 13-20, 22-30, 34, 37, 39-44, 54, 57, 60-67 | 7 |
| Accounts Receivable Specialist | 1-5, 7-9, 12-13, 15-30, 32, 34-35, 37, 39-42, 44-45, 51, 54, 57, 61-68 | 21 |
| Director of Sales | 1-5, 7-10, 12-13, 15-20, 22-30, 32, 34-35, 37, 39-42, 44-45, 54, 57-58, 61-67 | 8 |
| Morning Show Producer | 9* | 9 |
| Music Director | 9* | 9 |
| On-Air Talent | 8* | 8 |
| On-Air Talent | 8* | 8 |

* *Exigent Circumstances*

¹ On February 5, 2008, station WQCD(FM) (1) changed its call sign to WRXP(FM) and (2) changed its format.

² This report provides recruitment data collected from January 22, 2008 through January 22, 2009.

**WRXP (FM), WQHT (FM), WRKS (FM)
EEO PUBLIC FILE REPORT
February 1, 2008 through January 31, 2009**

II. MASTER RECRUITMENT SOURCE LIST (MRS�)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|--------------|--|--|--|
| 1 | <p>Wagner College – Center for Academic and Career Development (CACD) One Campus Road Staten Island, NY 10301-9831 Phone: (718) 390-3243 Attn: Anne Goodsell Love, Ph. D., Dean of Academic and Career Development Email: taldas@wagner.edu</p> | Y | 0 |
| 2 | <p>Queensborough Community College 222-05 56th Avenue Bayside, NY 11364 Phone: (718) 631-6343 Attn: Lucille Sparacio, Employment Specialist</p> | N | 0 |
| 3 | <p>Congress of Racial Equality 817 Broadway, 3rd Floor New York, NY 10003 Phone: (212) 598-4000 Attn: Diane Addison, Job Development & Placement Core</p> | N | 0 |
| 4 | <p>National Puerto Rican Forum 1946 Webster Avenue, 3rd Floor Bronx, NY 10457 Phone: (646) 792-0442 Attn: Evelyn Jimenez</p> | N | 0 |
| 5 | <p>Emma L. Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, NY 10019 Phone: (212) 975-2545 Attn: Sandra D. Rice, V.P. Eastern Region</p> | N | 0 |
| 6 | <p>American Women In Radio and Television 234 Fifth Avenue, Suite 417 New York, NY 10001 Phone: (212) 481-3038 Attn: Rosemary Sharp</p> | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|---|---|---|
| 7 | Emmis Communications 40 Monument Circle, Suite 700 Indianapolis, IN 46204 Phone: (317) 684-2960 Attn: Kenneth Vaughn, Director of Staffing & Diversity <i>www.emmis.com</i> | N | 38 |
| 8 | Internal Posting / Candidates | N | 15 |
| 9 | Employee Referrals | N | 23 |
| 10 | National Association of Broadcasters 1771 N Street NW Washington, DC 20036 Phone: (202) 429-5428 Attn: Rumana Sultan, Outreach and Diversity Manager <i>www.nab.com</i> | N | 1 |
| 11 | America's Job Bank (Job Exchange) State Campus Building 12, Room 117 Albany, NY 12240 Phone: (518) 457-2174 Attn: Peggy Golz <i>www.jobsearch.org</i> | N | 0 |
| 12 | New York Work Alliance 65 Broadway, 2 nd Floor New York, NY 10006-2503 Phone: (212) 742-1000, Ext. 294 Attn: Hillary Strachan, Job Developer | N | 0 |
| 13 | Connecticut School of Broadcasting 377 Route 17 South Hasbrouck Heights, NJ 07604 Phone: (201) 288-5800 Attn: Kevin Foley, Career Services Advisor Email: kfoley@gocsb.com | Y | 0 |
| 14 | Advertising Women of New York 25 West 45 th Street, Suite 1001 New York, NY 10036 Phone: (212) 221-7969 Attn: Liz Schroeder, Executive Director Email: Liz@awny.org <i>www.awny.org</i> | N | 0 |
| 15 | National Coalition of 100 Black Women 1925 Adam C. Powell Boulevard, Suite 1L New York, NY 10026 Phone: (212) 947-2196 Attn: Shirley Poole, Executive Director | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|---|---|---|
| 16 | Kingsborough Community College 2001 Oriental Boulevard Brooklyn, NY 11235 Phone: (718) 368-5115 Fax: (718) 368-5366 Attn: Zavi Baynes www.collegecentral.com/kingsborough/ | Y | 0 |
| 17 | NYC College of Technology 300 Jay Street, NG - 08 Brooklyn, NY 11201-2983 Phone: (718) 260-5050 Attn: Adrian Griffith | N | 0 |
| 18 | New York State Broadcasters Association 1805 Western Avenue Albany, NY 12203 Phone: (518) 456-8888 Email: sandy@nysbroadcastersassn.org www.nysbroadcasters.org | N | 0 |
| 19 | East Harlem Building for the Community, Inc. 87 E. 116 th Street, 2nd Floor New York, NY 10029 Phone: (212) 369-7000 Attn: Ebony Thomas, Career Counselor | Y | 0 |
| 20 | Career and Educational Consultants, Inc. 47 W. 34 th Street New York, NY 10001-5207 Phone: (212) 594-5207 Attn: Sally Williams | Y | 0 |
| 21 | Monster Job Board 500 E. 96 th Street, Suite 200 Indianapolis, IN 46240 (317) 616-5672 Attn: Eric Hepler www.monster.com | N | 4 |
| 22 | CUNY College of Staten Island 2800 Victory Boulevard, Bldg. 1A, Room 105 Staten Island, NY 10314 Phone: (718) 982-2300 Fax: (718) 982-2308 Attn: Caryl Watkins, Director – Career & Scholarship Center Email: careers@mail.csi.cuny.edu | Y | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|---|---|---|
| 23 | Access For Women 300 Jay Street Brooklyn, NY 11201 Phone: (718) 260-5730 Attn: Nona Smith | Y | 0 |
| 24 | Workforce #1 Career Center 9 Bond Street Brooklyn, NY 11201 Phone: (718) 246-5219, Ext. 2048 Fax: (718) 246-3975 Attn: Yvette Morales | N | 0 |
| 25 | WRKS(FM) Station Website <i>www.987KISSFM.com</i> | N | 0 |
| 26 | WQHT(FM) Station Website <i>www.hot97.com</i> | N | 0 |
| 27 | WQCD(FM) Station Website <i>www.cd1019.com</i> | N | 0 |
| 28 | Fordham University McGinley Center, Room 224 441 East Fordham Road Bronx, NY 10458-9993 Phone: (718) 817-4350 Attn: Karla Abrantes, Internship & Employment Coordinator Email: kabrantes@fordham.edu | Y | 0 |
| 29 | Berkeley College 99 Church Street White Plains, NY 10601 Phone: (914) 694-1122, Ext. 3403 Attn: Fred Maccabee, Director of Business Development | Y | 0 |
| 30 | Goodwill of New York and Northern New Jersey 25 Elm Place, 6 th Floor Brooklyn, NY 11201 Phone: (718) 246-4905, Ext. 290 Attn: Richard Wosoff, Job Developer | Y | 0 |
| 31 | Walk-In / Self-Referral | N | 0 |
| 32 | New York Market Radio (NYMRAD) 261 Madison Avenue, 23 rd Floor New York, NY 10016 Phone: (212) 808-4330 Fax: (212) 986-3242 Attn: Deborah Beagan <i>www.nymrad.org</i> | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|---|---|---|
| 33 | Inside Radio 81 Main Street, Suite 2 Littleton, NH 03561 Phone: (800) 248-4242 Fax: (603) 444-2872 Attn: Gene McKaye | N | 0 |
| 34 | The College of Saint Rose 432 Western Avenue Albany, NY 12203-1490 Phone: (518) 454-4141 Fax: (518) 458-5330 Attn: Danielle M. Ruddy, Asst. Director of Career Services | Y | 0 |
| 35 | Media Bistro 475 Park Avenue South New York, NY 10016 Phone: (212) 547-7899 Attn: Carrie Lieberman Email: carrie@mediabistro.com www.mediabistro.com | N | 0 |
| 36 | Dice Inc. 4101 NW Urbandale Drive Urbandale, IA 50322 Phone: (866) 333-4705 Attn: Cori Bangs www.dice.com | N | 0 |
| 37 | AARP 780 Third Avenue New York, NY 10017 Attn: Terry Chisholm, Job Hub Consultant Phone: (212) 407-3728 Fax: (212) 644-6390 | Y | 0 |
| 38 | Medialine P.O. Box 51909 Pacific Grove, CA 93950 Phone: (831) 648-5204 Attn: Mark Shilstone, Manager www.medialine.com | N | 0 |
| 39 | The Center for Employment Opportunities 32 Broadway, 5 th Floor New York, NY 10004 Phone: (212) 612-5161 Fax: (212) 785-4677 Attn: Anibal Robles, Employment Specialist Email: arobles@ceoworks.org | Y | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|---|---|---|
| 40 | New York State Department of Labor 250 Schermerhorn Street, 1 st Floor Brooklyn, NY 11201 Attn: Crystal Thompson, Labor Service Representative Phone: (718) 780-9342 | Y | 0 |
| 41 | Berkeley College, NYC Campus 3 E. 43 rd Street, 6 th Floor New York, NY 10017 Attn: Sandy Cohen Phone: (212) 986-4343, Ext. 4575 | Y | 0 |
| 42 | Lexington Vocational Services Center, Inc. 30 th Avenue & 75 th Street Jackson Heights, NY 11370 Phone: (718) 350-3111 Fax: (718) 350-3133 Attn: Abby Waldman, Supervisor Job Development Email: awaldman@lexnyc.org | Y | 0 |
| 43 | Radio Online 3500 Tripp Avenue Amarillo, TX 79121 Phone: (806) 352-7503, Ext. 3 Fax: (800) 352-3677 Attn: Ron Chase Email: customer.service@radio-online.com www.radioonline.com | N | 0 |
| 44 | Iona College – Hagan School of Business New Rochelle, NY 10801 (914) 637-2748 Email: frudell@iona.edu; dstabile@iona.edu; dthomas@iona.edu Attn: Fredrica Rudell, Ph.D., Chair, Department of Marketing and International Business Cc: Dana Stabile; Darelle Thomas www.iona.edu/hagan/academicdepartments/marketing/ | Y | 0 |
| 45 | TV and RadioJobs.com c/o Living Waters Enterprises 270 34 Helmond Drive Calabasas, CA 91301 Phone: (888) 307-2346 Attn: Michael Madden | N | 0 |
| 46 | New York Times 229 W. 43 rd Street New York, NY 10036 Phone: (866) 760-0959 Attn: Customer Service | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|--|---|---|
| 47 | All Access Music Group 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: (310) 457-6616 Fax: (310) 457-8058 Attn: Matt Parvis <i>www.allaccess.com</i> | N | 0 |
| 48 | Radio and Records 10100 Santa Monica Boulevard Los Angeles, CA 90067 Phone: (310) 203-8727 Attn: Lisa Linaes | N | 0 |
| 49 | Advancing Women P.O. Box 6642 321 Kampmann Avenue San Antonio, TX 78209 Phone: (210) 822-8087 Fax: (210) 568-4995 <i>www.advancingwomen.com</i> | N | 0 |
| 50 | Media Recruiter Phone: (303) 400-5150 Attn: Art Scott, Sales/Recruitment Director <i>www.media recruiter.com</i> | N | 0 |
| 51 | Career Builder Website 8044 Montgomery Road Cincinnati, OH 45241 Phone: (513) 247-2283 Attn: Brandon McAllister <i>www.careerbuilder.com</i> | N | 2 |
| 52 | Coroflot.com 561 Broadway, 6 th Floor New York, NY 10012 Phone: (212) 965-1998 Fax: (917) 591-8682 Attn: Deanna Dumbrys <i>www.coroflot.com</i> | N | 0 |
| 53 | Media Staffing Network 150 East Huron Chicago, IL 60611 Phone: (312) 944-9194 Attn: Alex Becker | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|---|---|---|
| 54 | National Hispanic Media Coalition, Inc. 101 Avenue of the Americas, Suite 494-5 New York, NY 10013 Phone: (212) 965-9758 Attn: Marta Garcia, Founder/Co-Chair, New York Chapter Email: MediaCoalition@aol.com | Y | 0 |
| 55 | Linked-In 1840 Embarcadero Road Palo Alto, CA 94303 Attn: Candy Mielke <i>www.linkedin.com</i> | N | 0 |
| 56 | Adweek 770 Broadway, 6 th Floor New York, NY 10003 Phone: (518) 587-2052 Attn: Chris Normile, Sales Representative Email: chris.normile@nielsen.com <i>www.adweek.com</i> | N | 0 |
| 57 | Five Towns College Career Services 305 N. Service Road Dix Hills, NY 11746-5871 Phone: (631) 656-2163 Fax: (631) 656-2192 Attn: Krysti O'Rourke, Director of Career Services Email: korourke@ftc.edu | Y | 0 |
| 58 | Advertising Age Talent Works 711 Third Avenue, 2 nd Floor New York, NY 10017 Phone: (212) 210-0752 Attn: Greg Alitieri Email: galtieri@adage.com <i>www.adage.com</i> | N | 0 |
| 59 | Mass Media Jobs.Com 244 Fifth Avenue, Suite E235 New York, NY 10001 Fax: (866) 540-4665 | N | 0 |
| 60 | Creative Hotlist 110 Constitution Drive Menlo Park CA 94025 Phone: (650) 815-4290 Fax: (650) 326-1648 Email: contact@creativehotlist.com | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|--|---|---|
| 61 | Institute of Audio Research 64 University Place New York, NY 10003 Phone: (646)-274-8530 Attn: Brian Edwards- Asst Director of Career Services Email: bedwards@iar.edu | Y (as of 3/27/2008) | 0 |
| 62 | 500 Men The Pilgrim Cathedral of Harlem 15 West 126 th Street New York, NY 10027 Phone: (347) 324-9185 Attn: Jeffrey T. Frails, Job Fair Concept Developer Email: jfrails@optonline.net | N | 0 |
| 63 | Medgar Evers College Career Management Services Center 1650 Bedford Avenue- Room S302 Brooklyn, NY 11225 Phone: (718) 270-6055 Attn: Deborah Young, Dir. Career Management Services Email: young@mec.cuny.edu | Y (as of 4/3/2008) | 0 |
| 64 | Osborne Associates 175 Remsen Street Brooklyn, NY 11201 Phone: (718) 637-6560 Attn: Ben Tallerson Email: btallerson@osborneny.org | Y (as of 4/8/2008) | 0 |
| 65 | Radio Advertising Bureau 1320 Greenway Drive Suite 500 Irving, TX 75038 Attn: Mark Levy-VP / GSM of Educational Services Phone: (972) 753-6756 Fax: (972) 753-6727 Email: mlevy@rab.com | N | 0 |
| 66 | Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125 Attn: Gary James, National Director of Placement Phone: (216) 447-9117 Email: gary@beonari.com | Y (as of 4/23/2008) | 0 |
| 67 | Brooklyn College Latino Alumni Advisory Committee 325 East 92 nd Street Apt 2C New York, NY 10125 Attention : Rachel Strauss Email : BCLAAC@aol.com | Y (as of 3/26/2008) | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|--|---|---|
| 68 | Media Financial Management Association 550 W. Frontage Road, Ste. 3600, Northfield, IL 60093 Phone: (847) 716-7000 Fax: (847) 716-7004 <i>www.bcfm.com</i> | N | 0 |
| 69 | Society for Human Resource Management's Human Resources Jobs 1800 Duke Street Alexandria, Virginia 22314 Attn: Omar Stewart, Manager Phone: (800) 283-7476 Fax: (703) 535-6490 <i>www.jobs.shrm.org</i> | N | 3 |
| 70 | Music Jobs USA 714 N. LaBrea Hollywood, CA 90038 Phone: (323) 284-5589 <i>http://us.music-jobs.com</i> | N | 0 |
| 71 | JournalismJobs.com Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attn: Kristi Michaud Phone: (303) 399-1043 Email: kmichaud@equest.com <i>JournalismJobs.com</i> | N | 0 |
| 72 | Google Base Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attny: Kristi Michaud Phone: (303) 399-1043 Email: kmichaud@equest.com <i>www.google.com/base</i> | N | 0 |
| 73 | Indeed Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attny: Kristi Michaud Phone: (303) 399-1043 Email: kmichaud@equest.com <i>www.indeed.com</i> | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|--|--|---|---|
| 74 | Jobster Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attny: Kristi Michaud Phone: (303) 399-1043 Email: kmichaud@equest.com www.jobster.com | N | 0 |
| 75 | MyCRMcareer.com Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attny: Kristi Michaud Phone: (303) 399-1043 Email: kmichaud@equest.com www.mycrmcareer.com | N | 0 |
| 76 | Simply Hired Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attny: Kristi Michaud Phone: (303) 399-1043 Email: kmichaud@equest.com www.simplyhired.com | N | 0 |
| TOTAL INTERVIEWEES OVER 12-MONTH PERIOD | | | 86 |

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III. RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|----------|---|---|
| 1 | Participate in job fair | On March 10, 2008, our SEU participated in the Kingsborough Community College Mini Job Fair. Fair participants were able to speak with stations representatives and submit resumes. Station participants included our Events Specialist and Promotions Assistants. |
| 2 | Participate in job fair | On March 18, 2008, our SEU participated in the Brooklyn College Spring 2008 Job Internship and Summer Job Fair. At the fair attendees were able to obtain information about our stations and could ask questions of station representatives. Station participants included our Promotions Coordinator and Promotions Assistant. |
| 3 | Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting | On March 20, 2008, our SEU participated in a mentoring event for elementary school students held at Public School 190. The event was part of the Annual Career Day. Station participants explained what it's like to work in broadcasting and answered students' questions about the field. Station participants included the Human Resources Manager and Promotions Assistant. |
| 4 | Co-sponsor on-line job fair | On March 24, 2008, through March 30, 3008, our SEU co-sponsored an online job fair in conjunction with the New York State Broadcasters Association. We advertised the fair both on our station websites and via on-air announcements. Station participants included the Human Resources Manager. |
| 5 | Participate in job fair | On March 26, 2008, our SEU participated in the Kean University Internship Fair. At the fair we presented information regarding employment opportunities at our SEU and answered attendees' questions. Station participants included our Promotions Coordinator and Promotions Assistant. |

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| 6 | Participate in job fair | On March 27, 2008, our SEU participated in the Medgar Evers Career and Graduate School Fair. Those attending the fair were able to submit resumes and ask questions directly of station representatives. Station participants included the Promotions Coordinator. |
| 7 | Participate in event/program for or on behalf of a community organization relating to careers in broadcasting (2) | On March 31, 2008, and April 1, 2008, our SEU participated in a workshop panel held during the International Radio and Television Society Foundation Inc.'s Minority Career Diversity Workshop. The Minority Career Diversity Workshop is a two day conference designed to give minority college students and recent college graduates an opportunity to talk to professionals in the broadcasting field and obtain career advice. Station participants included our General Sales Manager and Human Resources Assistant. |
| 8 | Participate in job fair | On April 3, 2008, our SEU participated in Seton Hall University's Communication Networking & Recruiting Event 2008. At the event station representatives spoke directly with students regarding careers in broadcasting and collected resumes. Station participants included the Promotions Coordinator and Promotions Assistant. |
| 9 | Participate in event/program for or on behalf of a community organization relating to careers in broadcasting | On April 5, 2008, our SEU participated in a career day held at the Apollo Theater in collaboration with the NYC Mayor's Office for Film & Theatre. The purpose of the career day was to share information about broadcasting opportunities with teenagers who might be considering a career in the broadcasting field. Station participants included the Promotions Manager and Assistant Program Director. |
| 10 | Participate in job fair | On April 7, 2008, our SEU participated in the Borough of Manhattan Community College Spring 2008 Career Fair. Station representatives distributed information about our stations, spoke with fair participants, and collected resumes. Station participants included our Events Specialist and Promotions Assistant. |
| 11 | Participate in job fair | On April 8, 2008, our SEU participated in the New York University's Tisch School of the Arts Career Fair. In addition to collecting |

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| | | resumes, station representatives answered specific questions from students regarding employment opportunities at our stations as well as more general questions about the broadcasting field in general. Station participants included the Promotions Manager, Promotions Coordinator, and the Programming Assistant. |
| 12 | Co-sponsor internship program | From February 27, 2008, through April 9, 2008, our SEU co-sponsored a paid internship program along with the New York State Broadcasters Association. One college student was given the opportunity to work “hands-on” within numerous departments of our broadcasting operations. Work activities were supervised by numerous managers including the Program Director, Promotion Director, and the Human Resources Manager. |
| 13 | Participate in job fair | On April 10, 2008, our SEU participated in the Briarcliffe College Career Fair. Station representatives provided participants with information about our stations, answered specific employment-related questions, and collected resumes. Station participants included the Promotions Manager and a Promotions Assistant. |
| 14 | Participate in job fair | On April 16, 2008, our SEU participated in the St. John’s University Spring 2008 Job and Internship Expo. Through conversations with station representatives expo participants were able to obtain information on the broadcasting field in general and our stations in particular. Station participants included the Promotions Manager and Promotions Assistant. |
| 15 | Participate in event/program for or on behalf of a community organization relating to careers in broadcasting | On April 24, 2008, our SEU provided a station tour to three high school students interested in radio careers who were impacted by the events of 9/11. The students learned about the operational aspects of radio broadcasting and were able to ask questions of station personnel. Station participants included our Market Manager, Assistant Program Director, Creative Imaging Director, Local Sales Manager, General Sales Manager, and Production Director. |

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| 16 | Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting | On April 28, 2008, our SEU participated in a mentoring panel for college students at Fordham University on the topic of "Introduction to Radio." Our Promotions Manager participated in the event and discussed opportunities in radio as well as gave career guidance about the broadcasting field. |
| 17 | Participate in event/program for or on behalf of an education institution relating to careers in broadcasting | On May 21, 2008, our SEU participated in a mentoring event for high school students conducted during a career day held at Essex Street Academy. Station representatives spoke with students one-on-one and offered career guidance. Participants included the Assistant Program Director and Music Director. |
| 18 | Participate in event/program for or on behalf of a community organization relating to careers in broadcasting | On May 28, 2008, our SEU participated in the New York Market Radio (NYMRAD) Community Leaders Day. During the day station representatives participated in a discussion of personal and professional concerns related to careers in the broadcasting industry. Station participants included our Part Time Promotions Assistant and News Director. |
| 19 | Participate in event/program for or on behalf of an education institution relating to careers in broadcasting | On June 11, 2008, our SEU participated in a mentoring program for middle school students conducted as part of the Annual Career Day held at Middle School 22. Station representatives met with students, answered their questions about the broadcast industry, and gave them career advice. Station participants included the Events Specialist and Promotions Assistant. |
| 20 | Participate in job fair | On June 16, 2008, our SEU participated in the Annual Diversity Job Expo held at the Hilton Hotel in New York City. During the expo station representatives spoke with job seekers and accepted resumes. Station participants included the Promotions Managers, Events Specialist and the Senior Promotions Director. |
| 21 | Participate in job fair | On June 19, 2008, our SEU participated in the Al Sharpton National Action Network Job Fair. At the fair we collected resumes and answered participants questions about our stations and the broadcast industry. Station participants included the Human Resources Manager and Promotions Assistant. |

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| 22 | Participated in job fair | <p>On September 17, 2008, our SEU participated in the Radio-Television News Directors Association Career Fair sponsored by the National Association of Broadcasters' Education Foundation and Broadcast Education Association. In addition to collecting resumes and answering questions from fair participants, station representatives were on-hand to share their experiences in broadcasting and offer career advice. Station participants included the Director of Marketing.</p> |
| 23 | Participate in event/program for or on behalf of a community organization relating to careers in broadcasting | <p>On October 15, 2008, our SEU participated in the National Disability Mentoring Day program hosted by the Mayor's Office for People with Disabilities. We hosted one college student and three non-college mentees. The day focused on professional career mentoring and job shadowing. Station participants included the Human Resources Manager, Senior Promotions Director, Imaging Director, General Sales Manager, and Market Manager.</p> |
| 24 | Participate in event/program for or on behalf of a community organization relating to careers in broadcasting | <p>On November 11, 2008, our SEU participated in an event hosted by the American Association of Advertising Agencies. During the event we participated in discussions concerning current issues affecting the advertising and minority media communities. Proposals for how to deal with these issues were also discussed. Station participants included our Director of Sales and Market Manager.</p> |
| 25 | Sponsor internship programs (3) | <p>Our SEU sponsors an on-going internship program for college students. Undergraduate students enrolled in a for-credit program are given the opportunity to gain hands-on experience at one of our radio stations. Every effort is made to assign interns to a station department that matches his or her career aspirations or focus of study. Interns assist the station staff in most areas of the radio station. Students are regularly monitored and evaluated by station staff.</p> <p>During the reporting period, a total of 76 students interned.</p> <p>During the Summer Semester, 30 students interned in a number of station departments including the Programming Department, the Promotions Department, the Interactive</p> |

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| | | <p>Department, the Community Outreach & Sales Division, and the Sales Department.</p> <p>During the Fall Semester, 20 students interned in departments including the Programming Department, the Promotions Department, and the Interactive Department.</p> <p>During the Spring Semester, 26 students interned in the following departments: the Programming Department, the Promotions Department, the Interactive Department, and the Community Outreach & Sales Division.</p> |
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