

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2008 to May 7, 2009.

1) **Employment Unit:** Saginaw, Michigan

2) **Unit Members (Stations and Communities of License):** WHNN(FM), Bay City, Michigan
WIOG(FM), Bay City, Michigan
WKQZ(FM), Midland, Michigan
WILZ(FM), Saginaw, Michigan

3) **EEO Contact Information for Employment Unit:**

Mailing Address: Citadel Broadcasting Company 1740 Champagne Dr. N. Saginaw, MI 48604	Telephone Number: 989-776-2100
	Contact Person/Title: Nikki Bourcier, Executive Assistant/National Sales Coordinator
	E-mail Address: Nikki.b@citcomm.com

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
1. Account Manager	Outside Source/Client Referral

5) Job Title: **Account Manager**Referral Source: **Outside Source/Client Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
MidMichiganHelpWanted.com	Eric Strauss	RegionalHelpWanted.com Inc., One Civic Center Plaza Suite 506 Poughkeepsie, NY 12601	800-365-8360		No
Michigan Association of Broadcasters (michmab.com)	webmaster	819 N. Washington Ave, Lansing, MI 48906	(517) 484-7444 Fax (517) 484-5810		No
Z93kqz.fm (web site posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100		No
Whnn.com (website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100	3	No
Wiog.com (website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100	2	No
Wheelz.fm (WILZ website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100	1	No
B95.FM (website posting)	Bob Friedle	G-4511 Miller Rd. Flint, MI 48507	810-720-9510		No
WTRXsports.fm (WTRX website posting)	Bob Friedle	G-4511 Miller Rd. Flint, MI 48507	810-720-9510		No
WKQZ 93.3 on-air	Nikki Bourcier	1740 Champagne Dr N Saginaw, MI 48604	989-776-2100		No
WHNN 96.1 on-air	Nikki Bourcier	1740 Champagne Dr N Saginaw, MI 48604	989-776-2100		No
WIOG 102.5 on-air	Nikki Bourcier	1740 Champagne Dr N Saginaw, MI 48604	989-776-2100	2	No
WILZ 104.5 on-air	Nikki Bourcier	1740 Champagne Dr N Saginaw, MI 48604	989-776-2100		No
Internal Posting-Flint	Jennifer Griffin	G-4511 Miller Rd. Flint, MI 48507	810-720-9510		No
Internal Posting-Saginaw	Nikki Bourcier	1740 Champagne Dr N Saginaw, MI 48604	989-776-2100		No
Inside Radio (www.insideradio.com)	Gene McKay	365 Union Street Littleton NH 03561	Toll Free: 800-248-4242 Phone: 603-444-5720 Fax: 603-444-2872		No
Outside Source	Mark Wayne/Tom Clark	1740 Champagne Dr N Saginaw MI 48604	Phone: 989-776-2100 Fax: 989-7762121	4	No

6) Total # of Interviewees Referred: For the period from May 23, 2008 to May 7, 2009, this Employment Unit interviewed 12 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Career/Job Fairs

(i) Delta College Career Pathways

The Employment Unit's stations participated in the Delta College Career Fair on October 26, 2008 from 8:00am until 12:00 noon. The event was designed to give high school students, junior college students, and adult career professionals an opportunity to learn about the various types of careers; find out about internship opportunities, educational requirements and needs for this career field. Many minority students attended the Fair. The Employment Unit WHNN Program Director and on-air staff, WKQZ Promotions Director, WIOG Promotions Director and the WILZ Promotions Director spent time reviewing the opportunities in the broadcast field with current students as well as with alumni seeking career changes.

(ii) "Broadcasters Career in Arts" at Central Michigan University

On March 21, 2009 from 10:00 am until 1:00 pm, the Employment Unit's stations participated in a career day for Broadcast Production at Central Michigan University. The Employment Unit's stations were represented by the Market's Assistant Promotions Director. The Employment Unit distributed tri-fold station information packets about working in radio, and prepared a table top display of the job opportunities available at the Employment Unit's stations. The purpose of the event was to interact with students and attendees about career opportunities, offer advice, and share knowledge about the broadcasting industry for the Employment Unit's stations.

(iii) SVSU Career Fair

The Employment Unit's stations participated in the Saginaw Valley State University Career Fair on April 17, 2008 from 12:00pm until 3:00. The Employment Unit's stations were represented by the Employment Unit's Local Sales Managers and Assistant Promotions Director. The Employment Unit distributed tri-fold station information packets about working in radio and discussed job opportunities available at the Employment Unit's stations. A very diverse representation of all ethnic groups was in attendance at the event.

(iv) Baker College of Flint Career Fair

Station Employment Unit Office Manager, who has substantial responsibility in the marketing of hiring decisions, attended the Baker College Career Fair in Flint on Thursday, April 30, 2009 from 11am-4pm. The Station Employment Unit representative met with students of multiple backgrounds to provide them with information on career opportunities in the broadcasting industry.

(b) Co-Sponsored Business Expos/Job Fairs

(i) Mid Michigan Regional Business Expo

The Employment Unit's stations sponsored the Mid Michigan Regional Business Expo on May 6, 2009 at Saginaw Valley State University. This provided students and alumni an opportunity to ask questions regarding specific career options, find out information about what is needed to achieve the desired career position and inquire into a wide variety of career fields in broadcasting. Representatives of the Employment Unit stations spoke with prospective candidates of a wide diversity seeking information about career possibilities in the radio industry.

(c) Internship Program

Between June 1, 2008 and May 1, 2009, the stations in the Employment Unit offered internships within the stations' Promotions Departments and Sales Departments. WIOG had 7 interns. The interns attended and participated in staff meetings and promotional planning meetings. They assisted the station Promotions Director and in the following areas to gain further knowledge of the Promotions Department or Sales Marketing as a career choice

(d) Broadcast specific by Educational Institutions

(i) SVSU Card Party Event – Student Campus Address

September 5th, 2008 from 2pm -5pm the stations' Employment Unit was represented at Saginaw Valley State University to participate in an educational opportunity for students returning to the campus. At this event the WIOG Assistant Promotions Director, On-Air Staff and Assistant Production Manager spoke with the campus students about educational needs for the broadcast industry, made Students aware of program's by handing out brochures and showing pictures of station events.

(ii) 2007 Broadcasting Career Builder Conference

Saturday, November 8th, the stations' Employment Unit was represented at Lansing Community College to participate in an educational opportunity. At this event the General Manager spoke to a group of panelists about broadcast sales and marketing. How to prepare for a successful career in broadcast sales, promotions and marketing.

(e) Training to Management Level Personnel

On August 27th, 2009, Account Managers attended a training session entitled "Are you Indispensable??" This was conducted at Riley Broadcast Center, Wixom. The session provided an overview of a strategic approach to becoming the resource your customers cannot live without.