

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2010 to May 22, 2011.

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 Unit Member:**

Mailing Address: Citadel Broadcasting Company 1740 Champagne Dr. N. Saginaw, MI 48604	Telephone Number: 989-776-2100
	Contact Person/Title: Nikki Bourcier – Executive Assistant
	E-mail Address: <a href="mailto:Nikki.b@citcomm.com">Nikki.b@citcomm.com</a>

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
Account Manager	Career Fair
Account Manager	Employee Referral
Account Manager	Employee Referral
Receptionist	Internal Posting - Saginaw
WIOG Morning Show Co-Host	Internal Posting - Saginaw
WIOG Evening Host	Internal Posting - Saginaw
WILZ Mid-Day Host	Internal Posting - Saginaw
WKQZ Morning Show Co-Host	Internal Posting – Saginaw

**Station WHNN-FM, WILZ-FM, WIOG-FM, WKQZ -FM are Affirmative Action & Equal Opportunity Employers.**

**5) Job Title: Account Manager**

**Referral Source(s) of Hiree: Northwood University Career Fair**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees 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		No
Wiog.com (website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100	1	No
Wheelz.fm (WILZ website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100		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
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
Northwood University Career Fair	Mark Wayne/Greg Bryant	Midland MI 48640		4	No
Saginaw Valley State University Career Fair	Mark Wayne/Greg Bryant	Saginaw MI 48604			No
Citadel Broadcasting – Employee Referral	Bill Bailey Lindsay Barrett Alicia Gwizdala Greg Bryant	Flint MI 48507/Saginaw MI 48604		4	No

**Job Title: Account Manager****Referral Source(s) of Hiree: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees 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		No
Wiog.com (website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100	1	No
Wheelz.fm (WILZ website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100		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
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 ( <a href="http://www.insideradio.com">www.insideradio.com</a> )	Gene McKay	365 Union Street Littleton NH 03561	Toll Free: 800-248-4242 Phone: 603-444-5720 Fax: 603-444-2872		No
Northwood University Career Fair	Mark Wayne/Greg Bryant	Midland MI 48640		4	No
Saginaw Valley State University Career Fair	Mark Wayne/Greg Bryant	Saginaw MI 48604			No
Citadel Broadcasting – Employee Referral	Bill Bailey Lindsay Barrett Alicia Gwizdala Greg Bryant	Flint MI 48507/Saginaw MI 48604		4	No

**Job Title: Account Manager****Referral Source(s) of Hiree: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees 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		No
Wiog.com (website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100	1	No
Wheelz.fm (WILZ website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100		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
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 ( <a href="http://www.insideradio.com">www.insideradio.com</a> )	Gene McKay	365 Union Street Littleton NH 03561	Toll Free: 800-248-4242 Phone: 603-444-5720 Fax: 603-444-2872		No
Northwood University Career Fair	Mark Wayne/Greg Bryant	Midland MI 48640		4	No
Saginaw Valley State University Career Fair	Mark Wayne/Greg Bryant	Saginaw MI 48604			No
Citadel Broadcasting – Employee Referral	Bill Bailey Lindsay Barrett Alicia Gwizdala Greg Bryant	Flint MI 48507/Saginaw MI 48604		4	No

**Job Title: Receptionist****Referral Source(s) of Hiree: Internal Posting - Saginaw**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees 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	3	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		No
Wiog.com (website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100		No
Wheelz.fm (WILZ website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100		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
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	1	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
Northwood University Career Fair	Mark Wayne/Greg Bryant	Midland MI 48640			No
Saginaw Valley State University Career Fair	Mark Wayne/Greg Bryant	Saginaw MI 48604			No
Citadel Broadcasting – Employee Referral		Flint MI 48507/Saginaw MI 48604			No

**Job Title: WIOG Morning Show Co-Host****Referral Source(s) of Hiree: Internal Posting -Saginaw**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees 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		No
Wiog.com (website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100		No
Wheelz.fm (WILZ website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100		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
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	1	No
Inside Radio ( <a href="http://www.insideradio.com">www.insideradio.com</a> )	Gene McKay	365 Union Street Littleton NH 03561	Toll Free: 800-248-4242 Phone: 603-444-5720 Fax: 603-444-2872		No
Northwood University Career Fair	Mark Wayne/Greg Bryant	Midland MI 48640			No
Specs Howard University				4	No
All Access	Internet			3	No
Outside Referral	Brent Carey			1	No

**Job Title: WIOG Evening Host****Referral Source(s) of Hiree: Internal Posting - Saginaw**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees 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		No
Wiog.com (website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100		No
Wheelz.fm (WILZ website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100		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
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	1	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
Northwood University Career Fair	Mark Wayne/Greg Bryant	Midland MI 48640			No
Specs Howard University				3	No
All Access	Internet			2	No
Outside Referral	Brent Carey			1	No

**Job Title: WILZ Mid-Day Host****Referral Source(s) of Hiree: Internal Posting - Saginaw**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees 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		No
Wiog.com (website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100		No
Wheelz.fm (WILZ website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100		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
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	2	No
Inside Radio ( <a href="http://www.insideradio.com">www.insideradio.com</a> )	Gene McKay	365 Union Street Littleton NH 03561	Toll Free: 800-248-4242 Phone: 603-444-5720 Fax: 603-444-2872		No
Northwood University Career Fair	Mark Wayne/Greg Bryant	Midland MI 48640			No
Saginaw Valley State University Career Fair	Mark Wayne/Greg Bryant	Saginaw MI 48604			No
Saginaw Valley State University Career Fair	Mark Wayne/Greg Bryant	Saginaw MI 48604			No
Employee Referral	Craig Munn	Saginaw MI 48604		1	No

**Job Title: WKQZ Morning Show Co-Host****Referral Source(s) of Hiree: Internal Posting Saginaw**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees 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		No
Wiog.com (website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100		No
Wheelz.fm (WILZ website posting)	Bob Friedle	1740 Champagne Dr N. Saginaw, MI 48604	989-776-2100		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
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	2	No
Inside Radio ( <a href="http://www.insideradio.com">www.insideradio.com</a> )	Gene McKay	365 Union Street Littleton NH 03561	Toll Free: 800-248-4242 Phone: 603-444-5720 Fax: 603-444-2872		No
Northwood University Career Fair	Mark Wayne/Greg Bryant	Midland MI 48640			No
Saginaw Valley State University Career Fair	Mark Wayne/Greg Bryant	Saginaw MI 48604			No
Saginaw Valley State University Career Fair	Mark Wayne/Greg Bryant	Saginaw MI 48604			No
Employee Referral	Craig Munn	Saginaw MI 48604		1	No

**6) Total # of Interviewees Referred:** For the period from May 23, 2010 to May 22, 2011.

This Employment Unit interviewed 35 interviewees for full-time job vacancies.

**7) Supplemental Recruitment Initiatives.**

**(a) Career/Job Fairs**

**(i) Northwood University Career Fair**

The Employment Unit's stations participated in the Northwood University Job Fair on September 23<sup>rd</sup>, 2010 from 11:00am until 3:00pm. 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.

**(ii) Northwood University Job Fair**

The Employment Unit's stations participated in the Northwood University Job Fair on March 23<sup>rd</sup> 2011 from 5:00p until 8:00pm. 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.

**(iii) Central Michigan University – Broadcast and Cinematics Arts Job Fair**

On Saturday, March 26th, 2011 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 Production Department and 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.

**(iv) MAB Foundation – 2011 GLBC Broadcasting Career Fair**

On Wednesday, February 9, 2011 from 1:00pm-3:30pm, the Employment Unit's stations participated in a Broadcast Media Career & Networking Fair at the Lansing Center in Lansing. The Employment Unit's station was represented by the Employment Unit's Grand Rapids Business Manager. The purpose of the event was to interact with over 250 students and business-minded professionals about career opportunities, offer advice, and share knowledge about the broadcasting industry for the Employment Unit's stations.

**(b) Participation in Other Activities Initiative**

**(i) Great Lakes Bay Regional Business Expo**

The Employment Unit's stations sponsored the Great Lakes Bay Regional Business Expo on May 3, 2011 from 1:00pm – 5:30pm at Saginaw Valley State University. This provided the public and business-minded professionals an opportunity to ask questions regarding advertising and also career opportunities. The Employment Unit was represented by various personnel, including the Office Manager, General Manager, Local Sales Manager, Program Directors, Sales Staff and On-Air Staff. Our purpose was to interact with the public and with business owners throughout the community.

**(ii) Genesee Regional Chamber Business Expo**

The Flint Station Employment Unit participated in the Business-to-Business Expo held at Perani Arena in Flint on April 28th, 2011 from 9:00am until 7:00pm. The Station Employment Unit was represented by various personnel, including the Office Manager, Local Sales Manager, Sales Staff, Programming staff and Program Director. Our purpose was to interact with business owners throughout the community and discuss employment opportunities in the broadcast industry...

**(iii) 2010 Mt. Pleasant Business Expo**

The Employment Unit's stations participated in the Mt. Pleasant Chamber of Commerce Business Expo on Wednesday, October 13, 2010 from 1:00pm until 7:00pm. The Employment Unit's stations were represented by the Employment Unit's Local Sales Managers and 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.

**(c) Internship Program**

Between June 1, 2010 and May 1, 2011, 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 to gain further knowledge of the Promotions Department or Sales Marketing as a career choice.

(3) Central Michigan University

(1) Saginaw Valley University

(1) Northwood University

(1) Delta College

(1) Western Michigan University

**(d) Broadcast specific by Educational Institutions**

**(i) SVSU Card Party Event – Student Campus Address**

September 16, 2010 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 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.

**(iii) Delta College – Principles of Management Class**

Monday, December 22, 2010, the stations Employment Unit was represented at Delta College in an educational opportunity to business management students. The stations Employment Unit's General Manager spoke to students about the educational needs for management and the management in the broadcasting industry.

**(e) Training to Management Level Personnel**

October 18-19, 2010 - Citadel Broadcasting Company conducted an employment discrimination training session presented by the Company's Corporate HR Director. The EU Business Manager attended the training sessions, which addressed compliance with the Americans with Disabilities Act ("ADA") and identified factors that contribute to a hostile work environment. The presentation also reviewed methods of preventing discrimination in the workplace. The session was conducted during the Citadel Managers Meeting.