

**WGKX(FM), WXXM(FM), WRBO(FM), WKIM(FM)
CITADEL MEMPHIS RADIO GROUP
EEO PUBLIC FILE REPORT**

March 23, 2008 – March 22, 2009

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 23, 2008 to March 22, 2009.

1) Employment Unit: Citadel Memphis Radio Group

2) Unit Members (Stations and Communities of License):

WGKX(FM), Memphis, TN

WXXM(FM), Millington, TN

WRBO(FM), Como, MS

WKIM(FM), Munford, TN

3) EEO Contact Information for Unit Member:

Mailing Address: Citadel Broadcasting Company Memphis 5629 Murray Road Memphis, Tennessee 38119	Telephone Number: (901) 682-1106
	Contact Person/Title: Sherri Sawyer, Market Manager
	E-mail Address: sherri.sawyer@citcomm.com

4) Full-Time Job Vacancies Filled by Each Station:

JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
WKIM Account Executive	Industry Referral
WXMN Account Executive	Internal Referral
WGKX Account Executive	Industry Referral
WRBO Account Executive	Internal Referral
WXMN Account Executive	Internship
WRBO Account Executive	Internal Referral

5) Job Title: WKIM Account Executive Referral Source(s) of Hiree: Internal Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LeMoyne-Owen College	Denita Hedgeman	807 Walker Avenue, Memphis, TN 38126	(901) 942-7360	0	Yes
University of Memphis Career & Development Office	Karen S. Hayes	Scates Hall, Room 315 Memphis, TN 38152	(901) 678-2000	0	Yes
NAACP	Madeline Taylor	566 Vance Avenue Memphis, TN 38126	(901) 521-1343	0	No
Tennessee Department of Employment Security	David Chamberlain	2745 South Mendenhall Road Memphis, TN 38115	(901) 543-7831	0	No
Southwest Tennessee Community College Youth Enrichment Services Program	Ms. Annie Jones	P.O. Box 780 Memphis, TN 38101-0780 ajones@southwest.tn.edu	(901) 333-6048	0	Yes
Mississippi Boulevard Christian Church	Sylvia Cooper	70 N. Bellevue, Memphis TN 38104	(901) 729-6222	0	No
Rust College	Martha Howard	150 Rust Avenue Holly Springs, MS	(662) 252-8000 Ext. 4081	0	No
MemphisHelpWanted.com RegionalHelpWanted.com, Inc.	N/A	P.O. Box 95000-1630 Philadelphia, PA 19195-1630	800-365-8630	0	No
WXXM-FM Website	www.981themax.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WXXM Radio On-Air Recruitment	Gennora Reed	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WGKX-FM Website	www.kix106.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WGKX Radio On-Air Recruitment	Gennora Reed	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WRBO-FM Website	www.SoulClassics.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WRBO Radio On-Air Recruitment	Amy Goodman	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WKIM-FM Website	www.989kimfm.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WKIM Radio On-Air Recruitment	Sherri Sawyer	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
Word of Mouth and Media Industry Referrals	N/A	N/A	N/A	6	No
All Citadel Broadcasting Company Affiliates	ATTN: Business Managers (Group e-mail)	N/A	N/A	0	Yes
Belmont College	Office of Career Services	careerservices@mail.belmont.edu	615-460-6490	0	No
Citadel Broadcasting Job Fair at Southwest Tennessee Community College	Sherri Sawyer	c/o 5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
Internship Program	Sherri Sawyer	c/o 5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No

5) Job Title: WXMX Account Executive Referral Source(s) of Hire: Internal Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LeMoyne-Owen College	Denita Hedgeman	807 Walker Avenue, Memphis, TN 38126	(901) 942-7360	0	Yes
University of Memphis Career & Development Office	Karen S. Hayes	Scates Hall, Room 315 Memphis, TN 38152	(901) 678-2000	0	Yes
NAACP	Madeline Taylor	566 Vance Avenue Memphis, TN 38126	(901) 521-1343	0	No
Tennessee Department of Employment Security	David Chamberlain	2745 South Mendenhall Road Memphis, TN 38115	(901) 543-7831	0	No
Southwest Tennessee Community College Youth Enrichment Services Program	Ms. Annie Jones	P.O. Box 780 Memphis, TN 38101-0780 ajones@southwest.tn.edu	(901) 333-6048	0	Yes
Mississippi Boulevard Christian Church	Sylvia Cooper	70 N. Bellevue, Memphis TN 38104	(901) 729-6222	0	No
Rust College	Martha Howard	150 Rust Avenue Holly Springs, MS	(662) 252-8000 Ext. 4081	0	No
MemphisHelpWanted.com RegionalHelpWanted.com, Inc.	N/A	P.O. Box 95000-1630 Philadelphia, PA 19195-1630	800-365-8630	0	No
WXMX-FM Website	www.981themax.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	1	No
WXMX Radio On-Air Recruitment	Gennora Reed	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WGKX-FM Website	www.kix106.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WGKX Radio On-Air Recruitment	Gennora Reed	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WRBO-FM Website	www.SoulClassics.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WRBO Radio On-Air Recruitment	Amy Goodman	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WKIM-FM Website	www.989kimfm.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WKIM Radio On-Air Recruitment	Sherri Sawyer	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
Word of Mouth and Media Industry Referrals	N/A	N/A	N/A	5	No
All Citadel Broadcasting Company Affiliates	ATTN: Business Managers (Group e-mail)	N/A	N/A	0	Yes
Belmont College	Office of Career Services	careerservices@mail.belmont.edu	615-460-6490	0	No
Citadel Broadcasting Job Fair at Southwest Tennessee Community College	Sherri Sawyer	c/o 5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
Internship Program	Sherri Sawyer	c/o 5629 Murray Road, Memphis, TN 38119	901-682-1106	1	No

5) Job Title: WGKX Account Executive Referral Source(s) of Hiree: Industry Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LeMoyne-Owen College	Denita Hedgeman	807 Walker Avenue, Memphis, TN 38126	(901) 942-7360	0	Yes
University of Memphis Career & Development Office	Karen S. Hayes	Scates Hall, Room 315 Memphis, TN 38152	(901) 678-2000	0	Yes
NAACP	Madeline Taylor	566 Vance Avenue Memphis, TN 38126	(901) 521-1343	0	No
Tennessee Department of Employment Security	David Chamberlain	2745 South Mendenhall Road Memphis, TN 38115	(901) 543-7831	0	No
Southwest Tennessee Community College Youth Enrichment Services Program	Ms. Annie Jones	P.O. Box 780 Memphis, TN 38101-0780 ajones@southwest.tn.edu	(901) 333-6048	0	Yes
Mississippi Boulevard Christian Church	Sylvia Cooper	70 N. Bellevue, Memphis TN 38104	(901) 729-6222	0	No
Rust College	Martha Howard	150 Rust Avenue Holly Springs, MS	(662) 252-8000 Ext. 4081	0	No
MemphisHelpWanted.com RegionalHelpWanted.com, Inc.	N/A	P.O. Box 95000-1630 Philadelphia, PA 19195-1630	800-365-8630	0	No
WXXM-FM Website	www.981themax.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WXXM Radio On-Air Recruitment	Gennora Reed	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WGKX-FM Website	www.kix106.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WGKX Radio On-Air Recruitment	Gennora Reed	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WRBO-FM Website	www.SoulClassics.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WRBO Radio On-Air Recruitment	Amy Goodman	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WKIM-FM Website	www.989kimfm.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WKIM Radio On-Air Recruitment	Sherri Sawyer	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
Word of Mouth and Media Industry Referrals	N/A	N/A	N/A	2	No
All Citadel Broadcasting Company Affiliates	ATTN: Business Managers (Group e-mail)	N/A	N/A	0	Yes
Belmont College	Office of Career Services	careerservices@mail.belmont.edu	615-460-6490	0	No
Citadel Broadcasting Job Fair at Southwest Tennessee Community College	Sherri Sawyer	c/o 5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
Internship Program	Sherri Sawyer	c/o 5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No

5) Job Title: WRBO Account Executive Referral Source(s) of Hiree: Internal Referral

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LeMoyné-Owen College	Denita Hedgeman	807 Walker Avenue, Memphis, TN 38126	(901) 942-7360	0	Yes
University of Memphis Career & Development Office	Karen S. Hayes	Scates Hall, Room 315 Memphis, TN 38152	(901) 678-2000	0	Yes
NAACP	Madeline Taylor	566 Vance Avenue Memphis, TN 38126	(901) 521-1343	0	No
Tennessee Department of Employment Security	David Chamberlain	2745 South Mendenhall Road Memphis, TN 38115	(901) 543-7831	0	No
Southwest Tennessee Community College Youth Enrichment Services Program	Ms. Annie Jones	P.O. Box 780 Memphis, TN 38101-0780 ajones@southwest.tn.edu	(901) 333-6048	0	Yes
Mississippi Boulevard Christian Church	Sylvia Cooper	70 N. Bellevue, Memphis TN 38104	(901) 729-6222	0	No
Rust College	Martha Howard	150 Rust Avenue Holly Springs, MS	(662) 252-8000 Ext. 4081	0	No
MemphisHelpWanted.com RegionalHelpWanted.com, Inc.	N/A	P.O. Box 95000-1630 Philadelphia, PA 19195-1630	800-365-8630	0	No
WXMX-FM Website	www.981themax.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WXMX Radio On-Air Recruitment	Gennora Reed	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WGKX-FM Website	www.kix106.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WGKX Radio On-Air Recruitment	Gennora Reed	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WRBO-FM Website	www.SoulClassics.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WRBO Radio On-Air Recruitment	Amy Goodman	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WKIM-FM Website	www.989kimfm.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WKIM Radio On-Air Recruitment	Sherri Sawyer	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
Word of Mouth and Media Industry Referrals	N/A	N/A	N/A	5	No
All Citadel Broadcasting Company Affiliates	ATTN: Business Managers (Group e-mail)	N/A	N/A	0	Yes
Belmont College	Office of Career Services	careerservices@mail.belmont.edu	615-460-6490	0	No
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Internship Program	Sherri Sawyer	c/o 5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No

5) Job Title: WXMX Account Executive Referral Source(s) of Hire: Internship

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LeMoyne-Owen College	Denita Hedgeman	807 Walker Avenue, Memphis, TN 38126	(901) 942-7360	0	Yes
University of Memphis Career & Development Office	Karen S. Hayes	Scates Hall, Room 315 Memphis, TN 38152	(901) 678-2000	0	Yes
NAACP	Madeline Taylor	566 Vance Avenue Memphis, TN 38126	(901) 521-1343	0	No
Tennessee Department of Employment Security	David Chamberlain	2745 South Mendenhall Road Memphis, TN 38115	(901) 543-7831	0	No
Southwest Tennessee Community College Youth Enrichment Services Program	Ms. Annie Jones	P.O. Box 780 Memphis, TN 38101-0780 ajones@southwest.tn.edu	(901) 333-6048	0	Yes
Mississippi Boulevard Christian Church	Sylvia Cooper	70 N. Bellevue, Memphis TN 38104	(901) 729-6222	0	No
Rust College	Martha Howard	150 Rust Avenue Holly Springs, MS	(662) 252-8000 Ext. 4081	0	No
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WXMX-FM Website	www.981themax.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	1	No
WXMX Radio On-Air Recruitment	Gennora Reed	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WGKX-FM Website	www.kix106.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WGKX Radio On-Air Recruitment	Gennora Reed	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WRBO-FM Website	www.SoulClassics.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WRBO Radio On-Air Recruitment	Amy Goodman	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
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Internship Program	Sherri Sawyer	c/o 5629 Murray Road, Memphis, TN 38119	901-682-1106	2	No

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NAACP	Madeline Taylor	566 Vance Avenue Memphis, TN 38126	(901) 521-1343	0	No
Tennessee Department of Employment Security	David Chamberlain	2745 South Mendenhall Road Memphis, TN 38115	(901) 543-7831	0	No
Southwest Tennessee Community College Youth Enrichment Services Program	Ms. Annie Jones	P.O. Box 780 Memphis, TN 38101-0780 ajones@southwest.tn.edu	(901) 333-6048	0	Yes
Mississippi Boulevard Christian Church	Sylvia Cooper	70 N. Bellevue, Memphis TN 38104	(901) 729-6222	0	No
Rust College	Martha Howard	150 Rust Avenue Holly Springs, MS	(662) 252-8000 Ext. 4081	0	No
MemphisHelpWanted.com RegionalHelpWanted.com, Inc.	N/A	P.O. Box 95000-1630 Philadelphia, PA 19195-1630	800-365-8630	0	No
WXMX-FM Website	www.981themax.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WXMX Radio On-Air Recruitment	Gennora Reed	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WGKX-FM Website	www.kix106.com	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
WGKX Radio On-Air Recruitment	Gennora Reed	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
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WKIM Radio On-Air Recruitment	Sherri Sawyer	5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No
Word of Mouth and Media Industry Referrals	N/A	N/A	N/A	9	No
All Citadel Broadcasting Company Affiliates	ATTN: Business Managers (Group e-mail)	N/A	N/A	0	Yes
Belmont College	Office of Career Services	careerservices@mail.belmont.edu	615-460-6490	0	No
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Internship Program	Sherri Sawyer	c/o 5629 Murray Road, Memphis, TN 38119	901-682-1106	0	No

6) Total # of Interviewees Referred: For the period from March 23, 2008 to March 22, 2009, this Employment Unit interviewed 34 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
<i>Local EEO Training for Management Level Employees</i>	The Citadel Memphis General Manager conducted a training session April 14, 2008 for all management-level personnel with emphasis on updated hiring practices, FCC/EEO rules and forms, prevention of discrimination and harassment, and promoting equal opportunity employment.
<i>Job Fair, Fall 2008</i>	On October 23, 2008, the Employment Unit hosted a job fair on the Macon Cove Campus of Southwest Tennessee Community College, which was free to the public. Station personnel on-site included Sales Managers, Account Executives, Promotions Directors and support staff; some of whom have substantial responsibility in making hiring decisions. The job fair was advertised in the Commercial Appeal Newspaper and on all four Citadel Memphis Radio Group stations' websites, as well as on-air and on memphishelpwanted.com . Although there was rain all day, approximately 1,000 persons attended, and the local newspaper and television news outlets cited the success of the event and featured unpaid, unsolicited coverage.
<i>Radio Station Tours</i>	The group radio stations are active in the community as additional education resources where groups may tour and discuss broadcast career opportunities and overall station operations. During this reporting period Citadel Memphis group hosted tours for two high school groups – 17 students on October 22, 2008 and 15 students January 21, 2009. The tours were conducted by the Promotion Director.
<i>Scholarship Program</i>	Each Spring, the Employment Unit sponsors a Broadcast Scholarship at the University of Memphis. The University of Memphis Broadcast Department Chairman and Memphis Radio Group General Manager annually select scholarship recipients from a pool of applicants majoring in broadcasting at the university. This year's recipient was awarded the scholarship in April 2008.
<i>Job Banks/Internet Programs Designed to Promote Outreach</i>	Throughout 2008, the Employment Unit posted available job listings on all four stations' websites and memphishelpwanted.com .