

EEO PUBLIC FILE REPORT

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

1) **Employment Unit: Citadel Broadcasting - Birmingham, AL**

2) **Unit Members: WJOX-AM, Birmingham, AL**
WJOX-FM, Birmingham, AL
WAPI-AM, Birmingham, AL
WAPI-FM, Birmingham, AL
WZRR-FM, Birmingham, AL
WUHT-FM, Birmingham, AL

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

Mailing Address:	Telephone Number:
Cumulus Broadcasting 244 Goodwin Crest Drive, Suite 300 Birmingham, AL 35209	205-917-1908
	Contact Person/Title:
	Mary Brown, Business Manager
	E-mail Address:
	Mary.brown@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 Executive-WAPI-FM	Employee Referral
2 Account Executive-WAPI-FM	Employee Referral
3 Account Executive-WAPI-FM	Employee Referral
4 Account Executive-WAPI-FM	Employee Referral
5 Account Executive-WJOX-FM	Employee Referral
6 Account Executive-WJOX-FM	Radio Ad
7 Account Executive-WUHT-FM	Employee Referral
8 Account Executive-WUHT-FM	Employee Referral
9 Account Executive-WUHT-FM	Employee Referral
10 Account Executive-WUHT-FM	Employee Referral
11 Sales Assistant	Employee Referral
12 Traffic Coordinator	Radio Ad

WJOX-AM, WJOX-FM, WAPI-AM, WAPI-FM, WZRR-FM, and WUHT-FM are Equal Opportunity and Affirmative Action Employers

5) Job Title: ACCOUNT EXECUTIVE-WAPI Referral Source(s) of Hire: 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)
AWARE	PEGGY A CLARKE pmpac@bellsouth.net	3600 8 TH AVE S., SUITE 200, BIRMINGHAM, AL 35222	251-4773 251-0298 FAX	0	Y
Alabama State Employment Services	Barbara Thompson	3440 3 rd Ave. S. Birmingham, AL 35222	254-1300 254-1387 fax	0	N
Alabama Department of Rehabilitation Services	Cynthia Nelson	3830 Ridgeway Drive Birmingham, Al 35259	800-441-7609 290-0486 fax	0	Y
State Department of Education Adult Vocaton Rehab	Debbie Clemons	PO Box 19880 Birmingham, AL 35219	290-4550 290-4560 fax	0	N
Alabama Broadcasters Association	Cindi McGee	2180 Parkway Lake Dr. Hoover, AL 35244	982-5001 982-0015 FAX	0	Y
Trussville Career Center	Charles Hammett Trussville.ESO@dir.alabama.gov	820 Watterson Curve Trussville, AL 35173	655-0395 655-0486 fax	0	N
Alabaster Career Center	Greg Minor Alabaster.ESO@dir.alabama.gov	109 Plaza Circle Alabaster, AL 35007	663-2542 664-9229 fax	0	N
Birmingham Career Center	Yvette Fields Birmingham.ESO@dir.alabama.gov	3440 3 rd Avenue South Birmingham, AL 35222	254-1300 254-1387 fax	0	N
Alabama JobLink/Alabama Career Center	Yvette Fields joblink@alabama.gov	3440 3 rd Avenue South Birmingham, AL 35222 www.joblink.alabama.gov	254-1300 254-1387 fax	0	N
NAAC	Hezekiah Jackson	PO Box 1268 Birmingham, AL 35203	516-9806 320-1448 fax	0	N
Miles College Placement Office	Darlene Mitchell	5500 Myron Massey Blvd. Fairfield, AL 35221	929-1000 929-1614 fax	0	N
Jacksonville State University (job ads for Officials, Mgrs, and Professionals)	Tawana Roberts	700 Pelham Rd. N. Jacksonville, AL 36265	256-782-5475 256-782-5484	0	Y
Virginia College at Birmingham	Betty Sue Wates Kim Dillard	PO Box 19249 Birmingham, AL 35209	802-1592	0	Y
Tuskegee University Career Development and Placement Services Center	Phyllis Stringer sstringer@tuskegee.edu	Carnegie Hall, 3 rd Floor Tuskegee, AL 36088	334-727-8255 334-727-8258fax	0	N
Birmingham Urban League	Rosa M. Sims burbanleag@aol.com	PO Box 11269 Birmingham, AL 35202-1269	326-0162 521-6951 fax	0	Y

Walker College Student Service/Job Placement	Robeana Green	1411 Indiana Ave. Jasper, AL 35501	205-387-0511 205-3875191fax	0	Y
UAB Career Services	Todd String tdstring@uab.edu	1400 University Blvd. Ste. 516 Birmingham, AL 35294	205-934-4324	0	N
Jefferson State Job Placement Office	Nancy Beauchamp nbeau@jeffstateonline.com	2601 Carson Rd. Birmingham, AL 35215	856-8588 856-6033 fax	0	Y
University of Alabama Job Placement Office	Evelyn Hendon www.myinterfase.com/ alabama/employer/	PO Box 870293 Tuscaloosa, AL 35487	205-348-5848 205-348-5852fax	0	N
University of Montevallo Career Center	Theresa Pritchett	Station 6262 Montevallo, AL 35115	665-6262 665-6255 fax	0	Y
Citadel Broadcasting Company	Business Managers	citcbm@apex.citcomm.com (via E-mail to all Citadel Markets)	702-804-5200	0	N
www.hot1077radio.com WUHT-FM website	John Long	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
www.wapi1070.com WAPI-AM website	Jacob Allison	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	3	N
wjoxfm.com WJOX-FM website	Ryan Haney	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
www.wzrr.com WZRR-FM website	Jason Mack	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
EMPLOYEE REFERRAL	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	2	N
EMPLOYEE BULLETIN BOARD	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	0	N
OFFICE WALK-IN	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	0	N

5) Job Title: ACCOUNT EXECUTIVE-WAPI 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)
AWARE	PEGGY A CLARKE pmpac@bellsouth.net	3600 8 TH AVE S., SUITE 200, BIRMINGHAM, AL 35222	251-4773 251-0298 FAX	0	Y
Alabama State Employment Services	Barbara Thompson	3440 3 rd Ave. S. Birmingham, AL 35222	254-1300 254-1387 fax	0	N
Alabama Department of Rehabilitation Services	Cynthia Nelson	3830 Ridgeway Drive Birmingham, Al 35259	800-441-7609 290-0486 fax	0	Y
State Department of Education Adult Vocaton Rehab	Debbie Clemons	PO Box 19880 Birmingham, AL 35219	290-4550 290-4560 fax	0	N
Alabama Broadcasters Association	Cindi McGee	2180 Parkway Lake Dr. Hoover, AL 35244	982-5001 982-0015 FAX	0	Y
Trussville Career Center	Charles Hammett Trussville.ESO@dir.alabama.gov	820 Watterson Curve Trussville, AL 35173	655-0395 655-0486 fax	0	N
Alabaster Career Center	Greg Minor Alabaster.ESO@dir.alabama.gov	109 Plaza Circle Alabaster, AL 35007	663-2542 664-9229 fax	0	N
Birmingham Career Center	Yvette Fields Birmingham.ESO@dir.alabama.gov	3440 3 rd Avenue South Birmingham, AL 35222	254-1300 254-1387 fax	0	N
Alabama JobLink/Alabama Career Center	Yvette Fields joblink@alabama.gov	3440 3 rd Avenue South Birmingham, AL 35222 www.joblink.alabama.gov	254-1300 254-1387 fax	0	N
NAAC	Hezekiah Jackson	PO Box 1268 Birmingham, AL 35203	516-9806 320-1448 fax	0	N
Miles College Placement Office	Darlene Mitchell	5500 Myron Massey Blvd. Fairfield, AL 35221	929-1000 929-1614 fax	0	N
Jacksonville State University (job ads for Officials, Mgrs, and Professionals)	Tawana Roberts	700 Pelham Rd. N. Jacksonville, AL 36265	256-782-5475 256-782-5484	0	Y
Virginia College at Birmingham	Betty Sue Wates Kim Dillard	PO Box 19249 Birmingham, AL 35209	802-1592	0	Y
Tuskegee University Career Development and Placement Services Center	Phyllis Stringer sstringer@tuskegee.edu	Carnegie Hall, 3 rd Floor Tuskegee, AL 36088	334-727-8255 334-727-8258fax	0	N
Birmingham Urban League	Rosa M. Sims burbanleag@aol.com	PO Box 11269 Birmingham, AL 35202-1269	326-0162 521-6951 fax	0	Y

Walker College Student Service/Job Placement	Robeana Green	1411 Indiana Ave. Jasper, AL 35501	205-387-0511 205-3875191fax	0	Y
UAB Career Services	Todd String tdstring@uab.edu	1400 University Blvd. Ste. 516 Birmingham, AL 35294	205-934-4324	0	N
Jefferson State Job Placement Office	Nancy Beauchamp nbeau@jeffstateonline.com	2601 Carson Rd. Birmingham, AL 35215	856-8588 856-6033 fax	0	Y
University of Alabama Job Placement Office	Evelyn Hendon www.myinterfase.com/ alabama/employer/	PO Box 870293 Tuscaloosa, AL 35487	205-348-5848 205-348-5852fax	0	N
University of Montevallo Career Center	Theresa Pritchett	Station 6262 Montevallo, AL 35115	665-6262 665-6255 fax	0	Y
Citadel Broadcasting Company	Business Managers	citcbm@apex.citcomm.com (via E-mail to all Citadel Markets)	702-804-5200	0	N
www.hot1077radio.com WUHT-FM website	John Long	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
www.wapi1070.com WAPI-AM website	Jacob Allison	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	3	N
wjoxfm.com WJOX-FM website	Ryan Haney	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
www.wzrr.com WZRR-FM website	Jason Mack	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
EMPLOYEE REFERRAL	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	2	N
EMPLOYEE BULLETIN BOARD	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	0	N
OFFICE WALK-IN	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646		N

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Alabama State Employment Services	Barbara Thompson	3440 3 rd Ave. S. Birmingham, AL 35222	254-1300 254-1387 fax	0	N
Alabama Department of Rehabilitation Services	Cynthia Nelson	3830 Ridgeway Drive Birmingham, Al 35259	800-441-7609 290-0486 fax	0	Y
State Department of Education Adult Vocation Rehab	Debbie Clemons	PO Box 19880 Birmingham, AL 35219	290-4550 290-4560 fax	0	N
Alabama Broadcasters Association	Cindi McGee	2180 Parkway Lake Dr. Hoover, AL 35244	982-5001 982-0015 FAX	0	Y
Trussville Career Center	Charles Hammett Trussville.ESO@dir.alabama.gov	820 Watterson Curve Trussville, AL 35173	655-0395 655-0486 fax	0	N
Alabaster Career Center	Greg Minor Alabaster.ESO@dir.alabama.gov	109 Plaza Circle Alabaster, AL 35007	663-2542 664-9229 fax	0	N
Birmingham Career Center	Yvette Fields Birmingham.ESO@dir.alabama.gov	3440 3 rd Avenue South Birmingham, AL 35222	254-1300 254-1387 fax	0	N
Alabama JobLink/Alabama Career Center	Yvette Fields joblink@alabama.gov	3440 3 rd Avenue South Birmingham, AL 35222 www.joblink.alabama.gov	254-1300 254-1387 fax	0	N
NAAC	Hezekiah Jackson	PO Box 1268 Birmingham, AL 35203	516-9806 320-1448 fax	0	N
Miles College Placement Office	Darlene Mitchell	5500 Myron Massey Blvd. Fairfield, AL 35221	929-1000 929-1614 fax	0	N
Jacksonville State University (job ads for Officials, Mgrs, and Professionals)	Tawana Roberts	700 Pelham Rd. N. Jacksonville, AL 36265	256-782-5475 256-782-5484	0	Y
Virginia College at Birmingham	Betty Sue Wates Kim Dillard	PO Box 19249 Birmingham, AL 35209	802-1592	0	Y
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University of Montevallo Career Center	Theresa Pritchett	Station 6262 Montevallo, AL 35115	665-6262 665-6255 fax	0	Y
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www.wapi1070.com WAPI-AM website	Jacob Allison	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	3	N
wjoxfm.com WJOX-FM website	Ryan Haney	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
www.wzrr.com WZRR-FM website	Jason Mack	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
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OFFICE WALK-IN	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	0	N

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Alabama Department of Rehabilitation Services	Cynthia Nelson	3830 Ridgeway Drive Birmingham, Al 35259	800-441-7609 290-0486 fax	0	Y
State Department of Education Adult Vocation Rehab	Debbie Clemons	PO Box 19880 Birmingham, AL 35219	290-4550 290-4560 fax	0	N
Alabama Broadcasters Association	Cindi McGee	2180 Parkway Lake Dr. Hoover, AL 35244	982-5001 982-0015 FAX	0	Y
Trussville Career Center	Charles Hammett Trussville.ESO@dir.alabama.gov	820 Watterson Curve Trussville, AL 35173	655-0395 655-0486 fax	0	N
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Birmingham Career Center	Yvette Fields Birmingham.ESO@dir.alabama.gov	3440 3 rd Avenue South Birmingham, AL 35222	254-1300 254-1387 fax	0	N
Alabama JobLink/Alabama Career Center	Yvette Fields joblink@alabama.gov	3440 3 rd Avenue South Birmingham, AL 35222 www.joblink.alabama.gov	254-1300 254-1387 fax	0	N
NAAC	Hezekiah Jackson	PO Box 1268 Birmingham, AL 35203	516-9806 320-1448 fax	0	N
Miles College Placement Office	Darlene Mitchell	5500 Myron Massey Blvd. Fairfield, AL 35221	929-1000 929-1614 fax	0	N
Jacksonville State University (job ads for Officials, Mgrs, and Professionals)	Tawana Roberts	700 Pelham Rd. N. Jacksonville, AL 36265	256-782-5475 256-782-5484	0	Y
Virginia College at Birmingham	Betty Sue Wates Kim Dillard	PO Box 19249 Birmingham, AL 35209	802-1592	0	Y
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Citadel Broadcasting Company	Business Managers	citcbm@apex.citcomm.com (via E-mail to all Citadel Markets)	702-804-5200	0	N
www.hot1077radio.com WUHT-FM website	John Long	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
www.wapi1070.com WAPI-AM website	Jacob Allison	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	3	N
wjoxfm.com WJOX-FM website	Ryan Haney	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
www.wzrr.com WZRR-FM website	Jason Mack	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
EMPLOYEE REFERRAL	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	2	N
EMPLOYEE BULLETIN BOARD	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	0	N
OFFICE WALK-IN	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	0	N
www.Indeed.com Birmingham Business Journal	N/A	N/A	N/A	0	N

5) Job Title: ACCOUNT EXECUTIVE-WJOX 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)
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Alabama State Employment Services	Barbara Thompson	3440 3 rd Ave. S. Birmingham, AL 35222	254-1300 254-1387 fax	0	N
Alabama Department of Rehabilitation Services	Cynthia Nelson	3830 Ridgeway Drive Birmingham, Al 35259	800-441-7609 290-0486 fax	0	Y
State Department of Education Adult Vocaton Rehab	Debbie Clemons	PO Box 19880 Birmingham, AL 35219	290-4550 290-4560 fax	0	N
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NAAC	Hezekiah Jackson	PO Box 1268 Birmingham, AL 35203	516-9806 320-1448 fax	0	N
Miles College Placement Office	Darlene Mitchell	5500 Myron Massey Blvd. Fairfield, AL 35221	929-1000 929-1614 fax	0	N
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Virginia College at Birmingham	Betty Sue Wates Kim Dillard	PO Box 19249 Birmingham, AL 35209	802-1592	0	Y
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Citadel Broadcasting Company	Business Managers	citcbm@apex.citcomm.com (via E-mail to all Citadel Markets)	702-804-5200	0	N
www.hot1077radio.com WUHT-FM website	John Long	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
www.wapi1070.com WAPI-AM website	Jacob Allison	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
wjoxfm.com WJOX-FM website	Ryan Haney	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	3	N
www.wzrr.com WZRR-FM website	Jason Mack	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
EMPLOYEE REFERRAL	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	4	N
EMPLOYEE BULLETIN BOARD	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	0	N
OFFICE WALK-IN	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	0	N
www.indeed.com Birmingham Business Journal	N/A	N/A	N/A	1	N

5) Job Title: ACCOUNT EXECUTIVE-WJOX Referral Source(s) of Hiree: RADIO INTERNET

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
AWARE	PEGGY A CLARKE pmpac@bellsouth.net	3600 8 TH AVE S., SUITE 200, BIRMINGHAM, AL 35222	251-4773 251-0298 FAX	0	Y
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Alabaster Career Center	Greg Minor Alabaster.ESO@dir.alabama.gov	109 Plaza Circle Alabaster, AL 35007	663-2542 664-9229 fax	0	N
Birmingham Career Center	Yvette Fields Birmingham.ESO@dir.alabama.gov	3440 3 rd Avenue South Birmingham, AL 35222	254-1300 254-1387 fax	0	N
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NAAC	Hezekiah Jackson	PO Box 1268 Birmingham, AL 35203	516-9806 320-1448 fax	0	N
Miles College Placement Office	Darlene Mitchell	5500 Myron Massey Blvd. Fairfield, AL 35221	929-1000 929-1614 fax	0	N
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Virginia College at Birmingham	Betty Sue Wates Kim Dillard	PO Box 19249 Birmingham, AL 35209	802-1592	0	Y
Tuskegee University Career Development and Placement Services Center	Phyllis Stringer sstringer@tuskegee.edu	Carnegie Hall, 3 rd Floor Tuskegee, AL 36088	334-727-8255 334-727-8258fax	0	N
Birmingham Urban League	Rosa M. Sims burbanleag@aol.com	PO Box 11269 Birmingham, AL 35202-1269	326-0162 521-6951 fax	0	Y

Walker College Student Service/Job Placement	Robeana Green	1411 Indiana Ave. Jasper, AL 35501	205-387-0511 205-3875191fax	0	Y
UAB Career Services	Todd String tdstring@uab.edu	1400 University Blvd. Ste. 516 Birmingham, AL 35294	205-934-4324	0	N
Jefferson State Job Placement Office	Nancy Beauchamp nbeau@jeffstateonline.com	2601 Carson Rd. Birmingham, AL 35215	856-8588 856-6033 fax	0	Y
University of Alabama Job Placement Office	Evelyn Hendon www.myinterfase.com/ alabama/employer/	PO Box 870293 Tuscaloosa, AL 35487	205-348-5848 205-348-5852fax	0	N
University of Montevallo Career Center	Theresa Pritchett	Station 6262 Montevallo, AL 35115	665-6262 665-6255 fax	0	Y
Citadel Broadcasting Company	Business Managers	citcbm@apex.citcomm.com (via E-mail to all Citadel Markets)	702-804-5200	0	N
www.hot1077radio.com WUHT-FM website	John Long	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
www.wapi1070.com WAPI-AM website	Jacob Allison	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
wjoxfm.com WJOX-FM website	Ryan Haney	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	4	N
www.wzrr.com WZRR-FM website	Jason Mack	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
EMPLOYEE REFERRAL	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	3	N
EMPLOYEE BULLETIN BOARD	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	0	N
OFFICE WALK-IN	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	0	N

5) Job Title: ACCOUNT EXECUTIVE-WUHT 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)
AWARE	PEGGY A CLARKE pmpac@bellsouth.net	3600 8 TH AVE S., SUITE 200, BIRMINGHAM, AL 35222	251-4773 251-0298 FAX	0	Y
Alabama State Employment Services	Barbara Thompson	3440 3 rd Ave. S. Birmingham, AL 35222	254-1300 254-1387 fax	0	N
Alabama Department of Rehabilitation Services	Cynthia Nelson	3830 Ridgeway Drive Birmingham, Al 35259	800-441-7609 290-0486 fax	0	Y
State Department of Education Adult Vocaton Rehab	Debbie Clemons	PO Box 19880 Birmingham, AL 35219	290-4550 290-4560 fax	0	N
Alabama Broadcasters Association	Cindi McGee	2180 Parkway Lake Dr. Hoover, AL 35244	982-5001 982-0015 FAX	0	Y
Trussville Career Center	Charles Hammett Trussville.ESO@dir.alabama.gov	820 Watterson Curve Trussville, AL 35173	655-0395 655-0486 fax	0	N
Alabaster Career Center	Greg Minor Alabaster.ESO@dir.alabama.gov	109 Plaza Circle Alabaster, AL 35007	663-2542 664-9229 fax	0	N
Birmingham Career Center	Yvette Fields Birmingham.ESO@dir.alabama.gov	3440 3 rd Avenue South Birmingham, AL 35222	254-1300 254-1387 fax	0	N
Alabama JobLink/Alabama Career Center	Yvette Fields joblink@alabama.gov	3440 3 rd Avenue South Birmingham, AL 35222 www.joblink.alabama.gov	254-1300 254-1387 fax	0	N
NAAC	Hezekiah Jackson	PO Box 1268 Birmingham, AL 35203	516-9806 320-1448 fax	0	N
Miles College Placement Office	Darlene Mitchell	5500 Myron Massey Blvd. Fairfield, AL 35221	929-1000 929-1614 fax	0	N
Jacksonville State University (job ads for Officials, Mgrs, and Professionals)	Tawana Roberts	700 Pelham Rd. N. Jacksonville, AL 36265	256-782-5475 256-782-5484	0	Y
Virginia College at Birmingham	Betty Sue Wates Kim Dillard	PO Box 19249 Birmingham, AL 35209	802-1592	0	Y
Tuskegee University Career Development and Placement Services Center	Phyllis Stringer sstringer@tuskegee.edu	Carnegie Hall, 3 rd Floor Tuskegee, AL 36088	334-727-8255 334-727-8258fax	0	N
Birmingham Urban League	Rosa M. Sims burbanleag@aol.com	PO Box 11269 Birmingham, AL 35202-1269	326-0162 521-6951 fax	0	Y

Walker College Student Service/Job Placement	Robeana Green	1411 Indiana Ave. Jasper, AL 35501	205-387-0511 205-3875191fax	0	Y
UAB Career Services	Todd String tdstring@uab.edu	1400 University Blvd. Ste. 516 Birmingham, AL 35294	205-934-4324	0	N
Jefferson State Job Placement Office	Nancy Beauchamp nbeau@jeffstateonline.com	2601 Carson Rd. Birmingham, AL 35215	856-8588 856-6033 fax	0	Y
University of Alabama Job Placement Office	Evelyn Hendon www.myinterfase.com/ alabama/employer/	PO Box 870293 Tuscaloosa, AL 35487	205-348-5848 205-348-5852fax	0	N
University of Montevallo Career Center	Theresa Pritchett	Station 6262 Montevallo, AL 35115	665-6262 665-6255 fax	0	Y
Citadel Broadcasting Company	Business Managers	citcbm@apex.citcomm.com (via E-mail to all Citadel Markets)	702-804-5200	0	N
www.hot1077radio.com WUHT-FM website	John Long	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	3	N
www.wapi1070.com WAPI-AM website	Jacob Allison	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
wjoxfm.com WJOX-FM website	Ryan Haney	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
www.wzrr.com WZRR-FM website	Jason Mack	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
EMPLOYEE REFERRAL	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	3	N
EMPLOYEE BULLETIN BOARD	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	0	N
OFFICE WALK-IN	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	2	N

5) Job Title: Account Executive-WUHT Referral Source(s) of Hire: 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)
AWARE	PEGGY A CLARKE pmpac@bellsouth.net	3600 8 TH AVE S., SUITE 200, BIRMINGHAM, AL 35222	251-4773 251-0298 FAX	0	Y
Alabama State Employment Services	Barbara Thompson	3440 3 rd Ave. S. Birmingham, AL 35222	254-1300 254-1387 fax	0	N
Alabama Department of Rehabilitation Services	Cynthia Nelson	3830 Ridgeway Drive Birmingham, Al 35259	800-441-7609 290-0486 fax	0	Y
State Department of Education Adult Vocaton Rehab	Debbie Clemons	PO Box 19880 Birmingham, AL 35219	290-4550 290-4560 fax	0	N
Alabama Broadcasters Association	Cindi McGee	2180 Parkway Lake Dr. Hoover, AL 35244	982-5001 982-0015 FAX	0	Y
Trussville Career Center	Charles Hammett Trussville.ESO@dir.alabama.gov	820 Watterson Curve Trussville, AL 35173	655-0395 655-0486 fax	0	N
Alabaster Career Center	Greg Minor Alabaster.ESO@dir.alabama.gov	109 Plaza Circle Alabaster, AL 35007	663-2542 664-9229 fax	0	N
Birmingham Career Center	Yvette Fields Birmingham.ESO@dir.alabama.gov	3440 3 rd Avenue South Birmingham, AL 35222	254-1300 254-1387 fax	0	N
Alabama JobLink/Alabama Career Center	Yvette Fields joblink@alabama.gov	3440 3 rd Avenue South Birmingham, AL 35222 www.joblink.alabama.gov	254-1300 254-1387 fax	0	N
NAAC	Hezekiah Jackson	PO Box 1268 Birmingham, AL 35203	516-9806 320-1448 fax	0	N
Miles College Placement Office	Darlene Mitchell	5500 Myron Massey Blvd. Fairfield, AL 35221	929-1000 929-1614 fax	0	N
Jacksonville State University (job ads for Officials, Mgrs, and Professionals)	Tawana Roberts	700 Pelham Rd. N. Jacksonville, AL 36265	256-782-5475 256-782-5484	0	Y
Virginia College at Birmingham	Betty Sue Wates Kim Dillard	PO Box 19249 Birmingham, AL 35209	802-1592	0	Y
Tuskegee University Career Development and Placement Services Center	Phyllis Stringer sstringer@tuskegee.edu	Carnegie Hall, 3 rd Floor Tuskegee, AL 36088	334-727-8255 334-727-8258fax	0	N
Birmingham Urban League	Rosa M. Sims burbanleag@aol.com	PO Box 11269 Birmingham, AL 35202-1269	326-0162 521-6951 fax	0	Y

Walker College Student Service/Job Placement	Robeana Green	1411 Indiana Ave. Jasper, AL 35501	205-387-0511 205-3875191fax	0	Y
UAB Career Services	Todd String tdstring@uab.edu	1400 University Blvd. Ste. 516 Birmingham, AL 35294	205-934-4324	0	N
Jefferson State Job Placement Office	Nancy Beauchamp nbeau@jeffstateonline.com	2601 Carson Rd. Birmingham, AL 35215	856-8588 856-6033 fax	0	Y
University of Alabama Job Placement Office	Evelyn Hendon www.myinterfase.com/ alabama/employer/	PO Box 870293 Tuscaloosa, AL 35487	205-348-5848 205-348-5852fax	0	N
University of Montevallo Career Center	Theresa Pritchett	Station 6262 Montevallo, AL 35115	665-6262 665-6255 fax	0	Y
Citadel Broadcasting Company	Business Managers	citcbm@apex.citcomm.com (via E-mail to all Citadel Markets)	702-804-5200	0	N
www.hot1077radio.com WUHT-FM website	John Long	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	3	N
www.wapi1070.com WAPI-AM website	Jacob Allison	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
wjoxfm.com WJOX-FM website	Ryan Haney	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
www.wzrr.com WZRR-FM website	Jason Mack	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
EMPLOYEE REFERRAL	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	3	N
EMPLOYEE BULLETIN BOARD	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	0	N
OFFICE WALK-IN	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	2	N
www.allaccess.com	N/A	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	(310)457-6616 (310)457-8058fax	0	N

5) Job Title: Sales Assistant-Cluster 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)
AWARE	PEGGY A CLARKE pmpac@bellsouth.net	3600 8 TH AVE S., SUITE 200, BIRMINGHAM, AL 35222	251-4773 251-0298 FAX	0	Y
Alabama State Employment Services	Barbara Thompson	3440 3 rd Ave. S. Birmingham, AL 35222	254-1300 254-1387 fax	0	N
Alabama Department of Rehabilitation Services	Cynthia Nelson	3830 Ridgeway Drive Birmingham, Al 35259	800-441-7609 290-0486 fax	0	Y
State Department of Education Adult Vocaton Rehab	Debbie Clemons	PO Box 19880 Birmingham, AL 35219	290-4550 290-4560 fax	0	N
Alabama Broadcasters Association	Cindi McGee	2180 Parkway Lake Dr. Hoover, AL 35244	982-5001 982-0015 FAX	0	Y
Trussville Career Center	Charles Hammett Trussville.ESO@dir.alabama.gov	820 Watterson Curve Trussville, AL 35173	655-0395 655-0486 fax	0	N
Alabaster Career Center	Greg Minor Alabaster.ESO@dir.alabama.gov	109 Plaza Circle Alabaster, AL 35007	663-2542 664-9229 fax	0	N
Birmingham Career Center	Yvette Fields Birmingham.ESO@dir.alabama.gov	3440 3 rd Avenue South Birmingham, AL 35222	254-1300 254-1387 fax	0	N
Alabama JobLink/Alabama Career Center	Yvette Fields joblink@alabama.gov	3440 3 rd Avenue South Birmingham, AL 35222 www.joblink.alabama.gov	254-1300 254-1387 fax	0	N
NAAC	Hezekiah Jackson	PO Box 1268 Birmingham, AL 35203	516-9806 320-1448 fax	0	N
Miles College Placement Office	Darlene Mitchell	5500 Myron Massey Blvd. Fairfield, AL 35221	929-1000 929-1614 fax	0	N
Jacksonville State University (job ads for Officials, Mgrs, and Professionals)	Tawana Roberts	700 Pelham Rd. N. Jacksonville, AL 36265	256-782-5475 256-782-5484	0	Y
Virginia College at Birmingham	Betty Sue Wates Kim Dillard	PO Box 19249 Birmingham, AL 35209	802-1592	0	Y
Tuskegee University Career Development and Placement Services Center	Phyllis Stringer sstringer@tuskegee.edu	Carnegie Hall, 3 rd Floor Tuskegee, AL 36088	334-727-8255 334-727-8258fax	0	N
Birmingham Urban League	Rosa M. Sims burbanleag@aol.com	PO Box 11269 Birmingham, AL 35202-1269	326-0162 521-6951 fax	0	Y

Walker College Student Service/Job Placement	Robeana Green	1411 Indiana Ave. Jasper, AL 35501	205-387-0511 205-3875191fax	0	Y
UAB Career Services	Todd String tdstring@uab.edu	1400 University Blvd. Ste. 516 Birmingham, AL 35294	205-934-4324	0	N
Jefferson State Job Placement Office	Nancy Beauchamp nbeau@jeffstateonline.com	2601 Carson Rd. Birmingham, AL 35215	856-8588 856-6033 fax	0	Y
University of Alabama Job Placement Office	Evelyn Hendon www.myinterfase.com/ alabama/employer/	PO Box 870293 Tuscaloosa, AL 35487	205-348-5848 205-348-5852fax	0	N
University of Montevallo Career Center	Theresa Pritchett	Station 6262 Montevallo, AL 35115	665-6262 665-6255 fax	0	Y
Citadel Broadcasting Company	Business Managers	citcbm@apex.citcomm.com (via E-mail to all Citadel Markets)	702-804-5200	0	N
www.hot1077radio.com WUHT-FM website	John Long	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
www.wapi1070.com WAPI-AM website	Jacob Allison	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
wjoxfm.com WJOX-FM website	Ryan Haney	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	3	N
www.wzrr.com WZRR-FM website	Jason Mack	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646		N
EMPLOYEE REFERRAL	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	1	N
EMPLOYEE BULLETIN BOARD	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	0	N
OFFICE WALK-IN	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646		N
www.allaccess.com	N/A	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	(310)457-6616 (310)457-8058fax	0	N

5) Job Title: Traffic Coordinator-Cluster Referral Source(s) of Hire: 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)
AWARE	PEGGY A CLARKE pmpac@bellsouth.net	3600 8 TH AVE S., SUITE 200, BIRMINGHAM, AL 35222	251-4773 251-0298 FAX	0	Y
Alabama State Employment Services	Barbara Thompson	3440 3 rd Ave. S. Birmingham, AL 35222	254-1300 254-1387 fax	0	N
Alabama Department of Rehabilitation Services	Cynthia Nelson	3830 Ridgeway Drive Birmingham, Al 35259	800-441-7609 290-0486 fax	0	Y
State Department of Education Adult Vocaton Rehab	Debbie Clemons	PO Box 19880 Birmingham, AL 35219	290-4550 290-4560 fax	0	N
Alabama Broadcasters Association	Cindi McGee	2180 Parkway Lake Dr. Hoover, AL 35244	982-5001 982-0015 FAX	0	Y
Trussville Career Center	Charles Hammett Trussville.ESO@dir.alabama.gov	820 Watterson Curve Trussville, AL 35173	655-0395 655-0486 fax	0	N
Alabaster Career Center	Greg Minor Alabaster.ESO@dir.alabama.gov	109 Plaza Circle Alabaster, AL 35007	663-2542 664-9229 fax	0	N
Birmingham Career Center	Yvette Fields Birmingham.ESO@dir.alabama.gov	3440 3 rd Avenue South Birmingham, AL 35222	254-1300 254-1387 fax	0	N
Alabama JobLink/Alabama Career Center	Yvette Fields joblink@alabama.gov	3440 3 rd Avenue South Birmingham, AL 35222 www.joblink.alabama.gov	254-1300 254-1387 fax	0	N
NAAC	Hezekiah Jackson	PO Box 1268 Birmingham, AL 35203	516-9806 320-1448 fax	0	N
Miles College Placement Office	Darlene Mitchell	5500 Myron Massey Blvd. Fairfield, AL 35221	929-1000 929-1614 fax	0	N
Jacksonville State University (job ads for Officials, Mgrs, and Professionals)	Tawana Roberts	700 Pelham Rd. N. Jacksonville, AL 36265	256-782-5475 256-782-5484	0	Y
Virginia College at Birmingham	Betty Sue Wates Kim Dillard	PO Box 19249 Birmingham, AL 35209	802-1592	0	Y
Tuskegee University Career Development and Placement Services Center	Phyllis Stringer sstringer@tuskegee.edu	Carnegie Hall, 3 rd Floor Tuskegee, AL 36088	334-727-8255 334-727-8258fax	0	N
Birmingham Urban League	Rosa M. Sims burbanleag@aol.com	PO Box 11269 Birmingham, AL 35202-1269	326-0162 521-6951 fax	0	Y

Walker College Student Service/Job Placement	Robeana Green	1411 Indiana Ave. Jasper, AL 35501	205-387-0511 205-3875191fax	0	Y
UAB Career Services	Todd String tdstring@uab.edu	1400 University Blvd. Ste. 516 Birmingham, AL 35294	205-934-4324	0	N
Jefferson State Job Placement Office	Nancy Beauchamp nbeau@jeffstateonline.com	2601 Carson Rd. Birmingham, AL 35215	856-8588 856-6033 fax	0	Y
University of Alabama Job Placement Office	Evelyn Hendon www.myinterfase.com/ alabama/employer/	PO Box 870293 Tuscaloosa, AL 35487	205-348-5848 205-348-5852fax	0	N
University of Montevallo Career Center	Theresa Pritchett	Station 6262 Montevallo, AL 35115	665-6262 665-6255 fax	0	Y
Citadel Broadcasting Company	Business Managers	citcbm@apex.citcomm.com (via E-mail to all Citadel Markets)	702-804-5200	0	N
www.hot1077radio.com WUHT-FM website	John Long	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
www.wapi1070.com WAPI-AM website	Jacob Allison	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
wjoxfm.com WJOX-FM website	Ryan Haney	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	5	N
www.wzrr.com WZRR-FM website	Jason Mack	244 Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	205-945-4646	0	N
EMPLOYEE REFERRAL	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	2	N
EMPLOYEE BULLETIN BOARD	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	0	N
OFFICE WALK-IN	N/A	Goodwin Crest Dr. Suite 300 Birmingham, AL 35209	(205-945-4646	0	N
www.allaccess.com	N/A	28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	(310)457-6616 (310)457-8058fax	0	N

6) Total # of Interviewees Referred: For the period from November 23, 2010 to November 23, 2011, this Employment Unit interviewed 32 interviewees for full-time job vacancies

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Intern Program

Employment Unit (EU) Promotions Director and two Program Directors supervised an internship program consisting of 13 college students from the University of Alabama, University of Alabama at Birmingham (UAB), Auburn University, Montevallo University, Samford University, and Troy University during the period of January 5, 2011 through November 22, 2011. Internships are for one semester. Students must be enrolled (in good academic standing) at an accredited two-year or four year institution of higher learning at the time of internship. Candidates are selected through an interview process. Each student gets grade credit upon completion of the program. Evaluations are sent to their instructors. The interns trained to support station remote broadcasts, research content, organize music libraries, manage prizes, website maintenance, operate the control boards, and booking guests for show appearances.

Intern #1 UAB 9/5/11-11/22/11
Intern #2 University of Alabama 1/5/11-5/13/11
Intern #3 University of Alabama 1/5/11-5/13/11
Intern #4 Auburn University 1/5/11-5/13/11
Intern #5 UAB 9/5/11-11/22/11
Intern #6 Montevallo 5/23/11-8/17/11
Intern #7 Montevallo 5/23/11-8/17/11
Intern #8 Montevallo 5/23/11-8/17/11
Intern #9 Montevallo 1/5/11-5/13/11
Intern #10 University of Alabama 5/23/11-8/17/11
Intern #11 UAB 9/5/11-11/22/11
Intern #12 Samford University 9/5/11-11/22/11
Intern #13 Troy University 9/5/11-11/22/11

(b) Initiative: Miles College Job Fair

EU participated in a job fair on April 7, 2011 at Miles College from 9:00 a.m. to 12:00 p.m. EU was represented by EU Promotions Director with hiring authority for the EU. He met with job-seeking students and discussed job opportunities at Citadel Broadcasting and accepted resumes for current and future available positions.

(c) WAPI and WJOX Job Bank

All Citadel Birmingham radio stations post broadcast openings for the EU on each of the station websites. The positions are for all departments within the EU. In addition to the EU job openings, WJOX offers a free service on the station website allowing businesses to post job openings as well as allowing visitors to look for employment. This is over-seen by the program director.