

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2009 to July 22, 2010.

1) Employment Unit: Citadel Broadcasting Company – Charleston, SC

2) Unit Members (Stations and Communities of License): WSSX-FM – Charleston, SC
 WIWF-FM – Charleston, SC
 WWWZ-FM – Summerville, SC
 WTMA-AM – Charleston, SC

3) EEO Contact Information for Unit Member:

Mailing Address: Citadel Broadcasting Company 4230 Faber Place Drive, Ste 100 North Charleston, SC 29405	Telephone Number: 843-277-1200
	Contact Person/Title: Jenifer Jenkins/Business Manager
	E-mail Address: Jenifer.jenkins@citcomm.com

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

Job Title	Recruitment Source Referring Hiree
1. Receptionist	College of Charleston
2. Traffic Director	Employee Referral
3. Account Executive (WSSX, WIWF, WTMA)	Employee Referral
4. Account Executive (WWWZ)	Employee Referral
5. Account Executive WSSX, WIWF, WTMA)	Website
6. On-Air Personality (WSSX)	Employee Referral
7. Account Executive (WWWZ)	Employee Referral
8. Account Executive (WWWZ)	Employee Referral
9. Account Executive (WWWZ)	Website
10. Receptionist	Charleston Southern University
11. Account Executive (WSSX, WIWF, WTMA)	Employee Referral
12. Program Director (WIWF)	All-Access

Station WSSX-FM, WIWF-FM, WWWZ-FM, and WTMA-AM are Affirmative Action & Equal Opportunity Employers.

5) Job Title: Receptionist

Referral Source(s) of Hiree: College of Charleston

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Wider Opportunities for Women	Vivian Staples	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	202-464-1596	0	No
National Council of Negro Women	Nakiya Lee	633 Pennsylvania Avenue NW Washington, DC 20004	202-737-0120	0	No
Columbia Urban League	Nell Gainey	1400 Barnwell Street Columbia, SC 29201	803-799-8150	0	No
Charleston Southern University	Hester Young	9200 University Blvd Charleston, SC 29401	843-574-5828	0	No
Benedict College	Karen Rutherford	1600 Harden Street Columbia, SC 29204	803-253-5000	0	No
NAACP	Dot Scott	93 Spring Street Charleston, SC 29403	843-805-8030	0	No
NAACP	James Johnson	2676 Tillman Street N. Charleston, SC 29405	843-805-8030	0	No
Clemson University	Arlene Grimes	316 Hendrix Center Clemson, SC 29634	864-656-3311	0	No
Columbia Housing Authority	Felicia Maloney	1917 Harden Street Columbia, SC 29204	803-254-3886	0	No
University of S.C.	Sylvia Therrell	Close Building 6 th Floor Columbia, SC 29204	803-777-7000	0	No
Allen University	Alzen Smith	1530 Harden Street Columbia, SC 29209	803-376-5700	0	No
Remedy	Donna Glazer	3700 Forest Drive Columbia, SC 29204	803-743-0707	0	No
NAACP of Columbia	Lonnie Randolph	1114 Blanding Street Columbia, SC 29201	803-256-8771	0	No
Pride Staff	Jim Johnston	1700 Decker Blvd, Suite B Columbia, SC 29206	803-782-0082	0	No
The All Access Music Group	J. Denver	www.allaccess.com	310-457-6616	0	No
S.C. Employment Security Commission	Bob Branham	PO Box 567 Columbia, SC 29202	843-792-4005	0	No
Charleston Post & Courier Newspaper	Classified Ads	Charleston, SC	843-577-7111	0	No
SC Broadcasting Association	Karen Nettles	One Harbison Way, Ste 112 Columbia, SC 29212	803-777-6783	1	No
WSSX, WIWF, WWWZ, & WTMA Station websites	Jenifer Jenkins	4230 Faber Place Drive, Ste 100 North Charleston, SC 29405	843-277-1200	2	No
Distributed vacancy notices to all Citadel Broadcasting Company radio stations through-out USA	Business Managers	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	3	No

Posted vacancy notice in Citadel Charleston offices / Employee Referral	Business Manager	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	0	No
South Carolina State University	Anna Haigler	P.O. Box 7068 300 College Street Orangeburg, SC 29117	803-536-7000	0	No
Francis Marion University	Janice Smith	PO Box 100547 Florence, SC 29501	800-368-7551	0	No

South Carolina Employment Security Commission	Charleston Workforce Center	176 Lockwood Drive Charleston, SC 29403	843-953-8400	0	No
Trident Technical College	Student Employment Services	PO Box 118067 Charleston, SC 29423-8067	843-574-6111	0	No
College of Charleston	Student Employment Services			2	Yes

5) Job Title: Traffic Director

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)
Wider Opportunities for Women	Vivian Staples	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	202-464-1596	0	No
National Council of Negro Women	Nakiya Lee	633 Pennsylvania Avenue NW Washington, DC 20004	202-737-0120	0	No
Columbia Urban League	Nell Gainey	1400 Barnwell Street Columbia, SC 29201	803-799-8150	0	No
Charleston Southern University	Hester Young	9200 University Blvd Charleston, SC 29401	843-574-5828	0	No
Benedict College	Karen Rutherford	1600 Harden Street Columbia, SC 29204	803-253-5000	0	No
NAACP	Dot Scott	93 Spring Street Charleston, SC 29403	843-805-8030	0	No
NAACP	James Johnson	2676 Tillman Street N. Charleston, SC 29405	843-805-8030	0	No
Clemson University	Arlene Grimes	316 Hendrix Center Clemson, SC 29634	864-656-3311	0	No
Columbia Housing Authority	Felicia Maloney	1917 Harden Street Columbia, SC 29204	803-254-3886	0	No
University of S.C.	Sylvia Therrell	Close Building 6 th Floor Columbia, SC 29204	803-777-7000	0	No
Allen University	Alzen Smith	1530 Harden Street Columbia, SC 29209	803-376-5700	0	No
Remedy	Donna Glazer	3700 Forest Drive Columbia, SC 29204	803-743-0707	0	No
NAACP of Columbia	Lonnie Randolph	1114 Blanding Street Columbia, SC 29201	803-256-8771	0	No
Pride Staff	Jim Johnston	1700 Decker Blvd, Suite B Columbia, SC 29206	803-782-0082	0	No
The All Access Music Group	J. Denver	www.allaccess.com	310-457-6616	0	No
S.C. Employment Security Commission	Bob Branham	PO Box 567 Columbia, SC 29202	843-792-4005	0	No
Charleston Post & Courier Newspaper	Classified Ads	Charleston, SC	843-577-7111	0	No
SC Broadcasting Association	Karen Nettles	One Harbison Way, Ste 112 Columbia, SC 29212	803-777-6783	0	No
WSSX, WIWF, WWWZ, & WTMA Station websites	Jenifer Jenkins	4230 Faber Place Drive, Ste 100 North Charleston, SC 29405	843-277-1200	1	No
Distributed vacancy notices to all Citadel Broadcasting Company radio stations through-out USA	Business Managers	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	0	No

Posted vacancy notice in Citadel Charleston offices / Employee Referral	Business Manager	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	3	Yes
South Carolina State University	Anna Haigler	P.O. Box 7068 300 College Street Orangeburg, SC 29117	803-536-7000	0	No
Francis Marion University	Janice Smith	PO Box 100547 Florence, SC 29501	800-368-7551	0	No

South Carolina Employment Security Commission	Charleston Workforce Center	176 Lockwood Drive Charleston, SC 29403	843-953-8400	0	No
Trident Technical College	Student Employment Services	PO Box 118067 Charleston, SC 29423-8067	843-574-6111	0	No
Radio Announcements	Jenifer Jenkins	4230 Faber Place Drive, Ste 100 North Charleston, SC 29405	843-277-1200	1	No

5) Job Title: Account Executive (WSSX, WIWF, WTMA) 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)
Wider Opportunities for Women	Vivian Staples	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	202-464-1596	0	No
National Council of Negro Women	Nakiya Lee	633 Pennsylvania Avenue NW Washington, DC 20004	202-737-0120	0	No
Columbia Urban League	Nell Gainey	1400 Barnwell Street Columbia, SC 29201	803-799-8150	0	No
Charleston Southern University	Hester Young	9200 University Blvd Charleston, SC 29401	843-574-5828	0	No
Benedict College	Karen Rutherford	1600 Harden Street Columbia, SC 29204	803-253-5000	0	No
NAACP	Dot Scott	93 Spring Street Charleston, SC 29403	843-805-8030	0	No
NAACP	James Johnson	2676 Tillman Street N. Charleston, SC 29405	843-805-8030	0	No
Clemson University	Arlene Grimes	316 Hendrix Center Clemson, SC 29634	864-656-3311	0	No
Columbia Housing Authority	Felicia Maloney	1917 Harden Street Columbia, SC 29204	803-254-3886	0	No
University of S.C.	Sylvia Therrell	Close Building 6 th Floor Columbia, SC 29204	803-777-7000	0	No
Allen University	Alzen Smith	1530 Harden Street Columbia, SC 29209	803-376-5700	0	No
Remedy	Donna Glazer	3700 Forest Drive Columbia, SC 29204	803-743-0707	0	No
NAACP of Columbia	Lonnie Randolph	1114 Blanding Street Columbia, SC 29201	803-256-8771	0	No
Pride Staff	Jim Johnston	1700 Decker Blvd, Suite B Columbia, SC 29206	803-782-0082	0	No
The All Access Music Group	J. Denver	www.allaccess.com	310-457-6616	0	No
S.C. Employment Security Commission	Bob Branham	PO Box 567 Columbia, SC 29202	843-792-4005	0	No
Charleston Post & Courier Newspaper	Classified Ads	Charleston, SC	843-577-7111	0	No
SC Broadcasting Association	Karen Nettles	One Harbison Way, Ste 112 Columbia, SC 29212	803-777-6783	0	No
WSSX, WIWF, WWVZ, & WTMA Station websites	Jenifer Jenkins	4230 Faber Place Drive, Ste 100 North Charleston, SC 29405	843-277-1200	0	No
Distributed vacancy notices to all Citadel Broadcasting Company radio stations through-out USA	Business Managers	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	0	No

Posted vacancy notice in Citadel Charleston offices / Employee Referral	Business Manager	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	7	yes
South Carolina State University	Anna Haigler	P.O. Box 7068 300 College Street Orangeburg, SC 29117	803-536-7000	0	No
Francis Marion University	Janice Smith	PO Box 100547 Florence, SC 29501	800-368-7551	0	No
South Carolina Employment Security Commission	Charleston Workforce Center	176 Lockwood Drive Charleston, SC 29403	843-953-8400	0	No
Trident Technical College	Student Employment Services	PO Box 118067 Charleston, SC 29423-8067	843-574-6111	0	No

5) Job Title: Account Executive (WWWZ) 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)
Wider Opportunities for Women	Vivian Staples	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	202-464-1596	0	No
National Council of Negro Women	Nakiya Lee	633 Pennsylvania Avenue NW Washington, DC 20004	202-737-0120	0	No
Columbia Urban League	Nell Gainey	1400 Barnwell Street Columbia, SC 29201	803-799-8150	0	No
Charleston Southern University	Hester Young	9200 University Blvd Charleston, SC 29401	843-574-5828	0	No
Benedict College	Karen Rutherford	1600 Harden Street Columbia, SC 29204	803-253-5000	0	No
NAACP	Dot Scott	93 Spring Street Charleston, SC 29403	843-805-8030	0	No
NAACP	James Johnson	2676 Tillman Street N. Charleston, SC 29405	843-805-8030	0	No
Clemson University	Arlene Grimes	316 Hendrix Center Clemson, SC 29634	864-656-3311	0	No
Columbia Housing Authority	Felicia Maloney	1917 Harden Street Columbia, SC 29204	803-254-3886	0	No
University of S.C.	Sylvia Therrell	Close Building 6 th Floor Columbia, SC 29204	803-777-7000	0	No
Allen University	Alzen Smith	1530 Harden Street Columbia, SC 29209	803-376-5700	0	No
Remedy	Donna Glazer	3700 Forest Drive Columbia, SC 29204	803-743-0707	0	No
NAACP of Columbia	Lonnie Randolph	1114 Blanding Street Columbia, SC 29201	803-256-8771	0	No
Pride Staff	Jim Johnston	1700 Decker Blvd, Suite B Columbia, SC 29206	803-782-0082	0	No
The All Access Music Group	J. Denver	www.allaccess.com	310-457-6616	0	No
S.C. Employment Security Commission	Bob Branham	PO Box 567 Columbia, SC 29202	843-792-4005	0	No
Charleston Post & Courier Newspaper	Classified Ads	Charleston, SC	843-577-7111	0	No
SC Broadcasting Association	Karen Nettles	One Harbison Way, Ste 112 Columbia, SC 29212	803-777-6783	0	No
WSSX, WIWF, WWWZ, & WTMA Station websites	Jenifer Jenkins	4230 Faber Place Drive, Ste 100 North Charleston, SC 29405	843-277-1200	2	No
Distributed vacancy notices to all Citadel Broadcasting Company radio stations through-out USA	Business Managers	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	0	No

Posted vacancy notice in Citadel Charleston offices / Employee Referral	Business Manager	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	1	yes
South Carolina State University	Anna Haigler	P.O. Box 7068 300 College Street Orangeburg, SC 29117	803-536-7000	0	No
Francis Marion University	Janice Smith	PO Box 100547 Florence, SC 29501	800-368-7551	0	No
South Carolina Employment Security Commission	Charleston Workforce Center	176 Lockwood Drive Charleston, SC 29403	843-953-8400	0	No
Trident Technical College	Student Employment Services	PO Box 118067 Charleston, SC 29423-8067	843-574-6111	0	No
Radio Announcements	Jenifer Jenkins	4230 Faber Place Drive, Ste 100 North Charleston, SC 29405	843-277-1200	2	No

5) Job Title: Account Executive (WSSX, WIWF, WTMA) Referral Source(s) of Hiree: Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Wider Opportunities for Women	Vivian Staples	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	202-464-1596	0	No
National Council of Negro Women	Nakiya Lee	633 Pennsylvania Avenue NW Washington, DC 20004	202-737-0120	0	No
Columbia Urban League	Nell Gainey	1400 Barnwell Street Columbia, SC 29201	803-799-8150	0	No
Charleston Southern University	Hester Young	9200 University Blvd Charleston, SC 29401	843-574-5828	0	No
Benedict College	Karen Rutherford	1600 Harden Street Columbia, SC 29204	803-253-5000	0	No
NAACP	Dot Scott	93 Spring Street Charleston, SC 29403	843-805-8030	0	No
NAACP	James Johnson	2676 Tillman Street N. Charleston, SC 29405	843-805-8030	0	No
Clemson University	Arlene Grimes	316 Hendrix Center Clemson, SC 29634	864-656-3311	0	No
Columbia Housing Authority	Felicia Maloney	1917 Harden Street Columbia, SC 29204	803-254-3886	0	No
University of S.C.	Sylvia Therrell	Close Building 6 th Floor Columbia, SC 29204	803-777-7000	0	No
Allen University	Alzen Smith	1530 Harden Street Columbia, SC 29209	803-376-5700	0	No
Remedy	Donna Glazer	3700 Forest Drive Columbia, SC 29204	803-743-0707	0	No
NAACP of Columbia	Lonnie Randolph	1114 Blanding Street Columbia, SC 29201	803-256-8771	0	No
Pride Staff	Jim Johnston	1700 Decker Blvd, Suite B Columbia, SC 29206	803-782-0082	0	No
The All Access Music Group	J. Denver	www.allaccess.com	310-457-6616	0	No
S.C. Employment Security Commission	Bob Branham	PO Box 567 Columbia, SC 29202	843-792-4005	0	No
Charleston Post & Courier Newspaper	Classified Ads	Charleston, SC	843-577-7111	0	No
SC Broadcasting Association	Karen Nettles	One Harbison Way, Ste 112 Columbia, SC 29212	803-777-6783	0	No
WSSX, WIWF, WWVZ, & WTMA Station websites	Jenifer Jenkins	4230 Faber Place Drive, Ste 100 North Charleston, SC 29405	843-277-1200	6	yes
Distributed vacancy notices to all Citadel Broadcasting Company radio stations through-out USA	Business Managers	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	0	No

Posted vacancy notice in Citadel Charleston offices / Employee Referral	Business Manager	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	0	No
South Carolina State University	Anna Haigler	P.O. Box 7068 300 College Street Orangeburg, SC 29117	803-536-7000	0	No
Francis Marion University	Janice Smith	PO Box 100547 Florence, SC 29501	800-368-7551	0	No
South Carolina Employment Security Commission	Charleston Workforce Center	176 Lockwood Drive Charleston, SC 29403	843-953-8400	0	No
Trident Technical College	Student Employment Services	PO Box 118067 Charleston, SC 29423-8067	843-574-6111	0	No

5) Job Title: On-Air Personality (WSSX) 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)
Wider Opportunities for Women	Vivian Staples	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	202-464-1596	0	No
National Council of Negro Women	Nakiya Lee	633 Pennsylvania Avenue NW Washington, DC 20004	202-737-0120	0	No
Columbia Urban League	Nell Gainey	1400 Barnwell Street Columbia, SC 29201	803-799-8150	0	No
Charleston Southern University	Hester Young	9200 University Blvd Charleston, SC 29401	843-574-5828	0	No
Benedict College	Karen Rutherford	1600 Harden Street Columbia, SC 29204	803-253-5000	0	No
NAACP	Dot Scott	93 Spring Street Charleston, SC 29403	843-805-8030	0	No
NAACP	James Johnson	2676 Tillman Street N. Charleston, SC 29405	843-805-8030	0	No
Clemson University	Arlene Grimes	316 Hendrix Center Clemson, SC 29634	864-656-3311	0	No
Columbia Housing Authority	Felicia Maloney	1917 Harden Street Columbia, SC 29204	803-254-3886	0	No
University of S.C.	Sylvia Therrell	Close Building 6 th Floor Columbia, SC 29204	803-777-7000	0	No
Allen University	Alzen Smith	1530 Harden Street Columbia, SC 29209	803-376-5700	0	No
Remedy	Donna Glazer	3700 Forest Drive Columbia, SC 29204	803-743-0707	0	No
NAACP of Columbia	Lonnie Randolph	1114 Blanding Street Columbia, SC 29201	803-256-8771	0	No
Pride Staff	Jim Johnston	1700 Decker Blvd, Suite B Columbia, SC 29206	803-782-0082	0	No
The All Access Music Group	J. Denver	www.allaccess.com	310-457-6616	2	No
S.C. Employment Security Commission	Bob Branham	PO Box 567 Columbia, SC 29202	843-792-4005	0	No
Charleston Post & Courier Newspaper	Classified Ads	Charleston, SC	843-577-7111	0	No
SC Broadcasting Association	Karen Nettles	One Harbison Way, Ste 112 Columbia, SC 29212	803-777-6783	0	No
WSSX, WIWF, WWWZ, & WTMA Station websites	Jenifer Jenkins	4230 Faber Place Drive, Ste 100 North Charleston, SC 29405	843-277-1200	1	yes
Distributed vacancy notices to all Citadel Broadcasting Company radio stations through-out USA	Business Managers	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	0	No

Posted vacancy notice in Citadel Charleston offices / Employee Referral	Business Manager	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	1	No
South Carolina State University	Anna Haigler	P.O. Box 7068 300 College Street Orangeburg, SC 29117	803-536-7000	0	No
Francis Marion University	Janice Smith	PO Box 100547 Florence, SC 29501	800-368-7551	0	No
South Carolina Employment Security Commission	Charleston Workforce Center	176 Lockwood Drive Charleston, SC 29403	843-953-8400	0	No
Trident Technical College	Student Employment Services	PO Box 118067 Charleston, SC 29423-8067	843-574-6111	0	No

5) Job Title: Account Executive (WWWZ) 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)
Wider Opportunities for Women	Vivian Staples	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	202-464-1596	0	No
National Council of Negro Women	Nakiya Lee	633 Pennsylvania Avenue NW Washington, DC 20004	202-737-0120	0	No
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NAACP	Dot Scott	93 Spring Street Charleston, SC 29403	843-805-8030	0	No
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Clemson University	Arlene Grimes	316 Hendrix Center Clemson, SC 29634	864-656-3311	0	No
Columbia Housing Authority	Felicia Maloney	1917 Harden Street Columbia, SC 29204	803-254-3886	0	No
University of S.C.	Sylvia Therrell	Close Building 6 th Floor Columbia, SC 29204	803-777-7000	0	No
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Pride Staff	Jim Johnston	1700 Decker Blvd, Suite B Columbia, SC 29206	803-782-0082	0	No
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Posted vacancy notice in Citadel Charleston offices / Employee Referral	Business Manager	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	1	yes
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South Carolina Employment Security Commission	Charleston Workforce Center	176 Lockwood Drive Charleston, SC 29403	843-953-8400	0	No
Trident Technical College	Student Employment Services	PO Box 118067 Charleston, SC 29423-8067	843-574-6111	0	No
Radio Announcements	Jenifer Jenkins	4230 Faber Place Drive, Ste 100 North Charleston, SC 29405	843-277-1200	2	No

5) Job Title: Account Executive (WWWZ) 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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Columbia Urban League	Nell Gainey	1400 Barnwell Street Columbia, SC 29201	803-799-8150	0	No
Charleston Southern University	Hester Young	9200 University Blvd Charleston, SC 29401	843-574-5828	0	No
Benedict College	Karen Rutherford	1600 Harden Street Columbia, SC 29204	803-253-5000	0	No
NAACP	Dot Scott	93 Spring Street Charleston, SC 29403	843-805-8030	0	No
NAACP	James Johnson	2676 Tillman Street N. Charleston, SC 29405	843-805-8030	0	No
Clemson University	Arlene Grimes	316 Hendrix Center Clemson, SC 29634	864-656-3311	0	No
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University of S.C.	Sylvia Therrell	Close Building 6 th Floor Columbia, SC 29204	803-777-7000	0	No
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NAACP of Columbia	Lonnie Randolph	1114 Blanding Street Columbia, SC 29201	803-256-8771	0	No
Pride Staff	Jim Johnston	1700 Decker Blvd, Suite B Columbia, SC 29206	803-782-0082	0	No
The All Access Music Group	J. Denver	www.allaccess.com	310-457-6616	0	No
S.C. Employment Security Commission	Bob Branham	PO Box 567 Columbia, SC 29202	843-792-4005	0	No
Charleston Post & Courier Newspaper	Classified Ads	Charleston, SC	843-577-7111	0	No
SC Broadcasting Association	Karen Nettles	One Harbison Way, Ste 112 Columbia, SC 29212	803-777-6783	0	No
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Distributed vacancy notices to all Citadel Broadcasting Company radio stations through-out USA	Business Managers	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	0	No

Posted vacancy notice in Citadel Charleston offices / Employee Referral	Business Manager	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	1	yes
South Carolina State University	Anna Haigler	P.O. Box 7068 300 College Street Orangeburg, SC 29117	803-536-7000	0	No
Francis Marion University	Janice Smith	PO Box 100547 Florence, SC 29501	800-368-7551	0	No
South Carolina Employment Security Commission	Charleston Workforce Center	176 Lockwood Drive Charleston, SC 29403	843-953-8400	0	No
Trident Technical College	Student Employment Services	PO Box 118067 Charleston, SC 29423-8067	843-574-6111	0	No
Radio Announcements	Jenifer Jenkins	4230 Faber Place Drive, Ste 100 North Charleston, SC 29405	843-277-1200	1	No

5) Job Title: Account Executive (WWWZ) Referral Source(s) of Hiree: Station Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Wider Opportunities for Women	Vivian Staples	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	202-464-1596	0	No
National Council of Negro Women	Nakiya Lee	633 Pennsylvania Avenue NW Washington, DC 20004	202-737-0120	0	No
Columbia Urban League	Nell Gainey	1400 Barnwell Street Columbia, SC 29201	803-799-8150	0	No
Charleston Southern University	Hester Young	9200 University Blvd Charleston, SC 29401	843-574-5828	0	No
Benedict College	Karen Rutherford	1600 Harden Street Columbia, SC 29204	803-253-5000	0	No
NAACP	Dot Scott	93 Spring Street Charleston, SC 29403	843-805-8030	0	No
NAACP	James Johnson	2676 Tillman Street N. Charleston, SC 29405	843-805-8030	0	No
Clemson University	Arlene Grimes	316 Hendrix Center Clemson, SC 29634	864-656-3311	0	No
Columbia Housing Authority	Felicia Maloney	1917 Harden Street Columbia, SC 29204	803-254-3886	0	No
University of S.C.	Sylvia Therrell	Close Building 6 th Floor Columbia, SC 29204	803-777-7000	0	No
Allen University	Alzen Smith	1530 Harden Street Columbia, SC 29209	803-376-5700	0	No
Remedy	Donna Glazer	3700 Forest Drive Columbia, SC 29204	803-743-0707	0	No
NAACP of Columbia	Lonnie Randolph	1114 Blanding Street Columbia, SC 29201	803-256-8771	0	No
Pride Staff	Jim Johnston	1700 Decker Blvd, Suite B Columbia, SC 29206	803-782-0082	0	No
The All Access Music Group	J. Denver	www.allaccess.com	310-457-6616	0	No
S.C. Employment Security Commission	Bob Branham	PO Box 567 Columbia, SC 29202	843-792-4005	0	No
Charleston Post & Courier Newspaper	Classified Ads	Charleston, SC	843-577-7111	0	No
SC Broadcasting Association	Karen Nettles	One Harbison Way, Ste 112 Columbia, SC 29212	803-777-6783	0	No
WSSX, WIWF, WWWZ, & WTMA Station websites	Jenifer Jenkins	4230 Faber Place Drive, Ste 100 North Charleston, SC 29405	843-277-1200	1	yes
Distributed vacancy notices to all Citadel Broadcasting Company radio stations through-out USA	Business Managers	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	0	No

Posted vacancy notice in Citadel Charleston offices / Employee Referral	Business Manager	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	2	No
South Carolina State University	Anna Haigler	P.O. Box 7068 300 College Street Orangeburg, SC 29117	803-536-7000	0	No
Francis Marion University	Janice Smith	PO Box 100547 Florence, SC 29501	800-368-7551	0	No
South Carolina Employment Security Commission	Charleston Workforce Center	176 Lockwood Drive Charleston, SC 29403	843-953-8400	0	No
Trident Technical College	Student Employment Services	PO Box 118067 Charleston, SC 29423-8067	843-574-6111	0	No

5) Job Title: Receptionist

Referral Source(s) of Hiree: Charleston Southern University

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Wider Opportunities for Women	Vivian Staples	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	202-464-1596	0	No
National Council of Negro Women	Nakiya Lee	633 Pennsylvania Avenue NW Washington, DC 20004	202-737-0120	0	No
Columbia Urban League	Nell Gainey	1400 Barnwell Street Columbia, SC 29201	803-799-8150	0	No
Charleston Southern University	Hester Young	9200 University Blvd Charleston, SC 29401	843-574-5828	2	yes
Benedict College	Karen Rutherford	1600 Harden Street Columbia, SC 29204	803-253-5000	0	No
NAACP	Dot Scott	93 Spring Street Charleston, SC 29403	843-805-8030	0	No
NAACP	James Johnson	2676 Tillman Street N. Charleston, SC 29405	843-805-8030	0	No
Clemson University	Arlene Grimes	316 Hendrix Center Clemson, SC 29634	864-656-3311	0	No
Columbia Housing Authority	Felicia Maloney	1917 Harden Street Columbia, SC 29204	803-254-3886	0	No
University of S.C.	Sylvia Therrell	Close Building 6 th Floor Columbia, SC 29204	803-777-7000	0	No
Allen University	Alzen Smith	1530 Harden Street Columbia, SC 29209	803-376-5700	0	No
Remedy	Donna Glazer	3700 Forest Drive Columbia, SC 29204	803-743-0707	0	No
NAACP of Columbia	Lonnie Randolph	1114 Blanding Street Columbia, SC 29201	803-256-8771	0	No
Pride Staff	Jim Johnston	1700 Decker Blvd, Suite B Columbia, SC 29206	803-782-0082	0	No
The All Access Music Group	J. Denver	www.allaccess.com	310-457-6616	0	No
S.C. Employment Security Commission	Bob Branham	PO Box 567 Columbia, SC 29202	843-792-4005	3	No
Charleston Post & Courier Newspaper	Classified Ads	Charleston, SC	843-577-7111	0	No
SC Broadcasting Association	Karen Nettles	One Harbison Way, Ste 112 Columbia, SC 29212	803-777-6783	0	No
WSSX, WIWF, WWWZ, & WTMA Station websites	Jenifer Jenkins	4230 Faber Place Drive, Ste 100 North Charleston, SC 29405	843-277-1200	0	No
Distributed vacancy notices to all Citadel Broadcasting Company radio stations through-out USA	Business Managers	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	0	No

Posted vacancy notice in Citadel Charleston offices / Employee Referral	Business Manager	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	4	No
South Carolina State University	Anna Haigler	P.O. Box 7068 300 College Street Orangeburg, SC 29117	803-536-7000	0	No
Francis Marion University	Janice Smith	PO Box 100547 Florence, SC 29501	800-368-7551	0	No
South Carolina Employment Security Commission	Charleston Workforce Center	176 Lockwood Drive Charleston, SC 29403	843-953-8400	0	No
Trident Technical College	Student Employment Services	PO Box 118067 Charleston, SC 29423-8067	843-574-6111	0	No

5) Job Title: Account Executive (WSSX, WIWF, WTMA) 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)
Wider Opportunities for Women	Vivian Staples	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	202-464-1596	0	No
National Council of Negro Women	Nakiya Lee	633 Pennsylvania Avenue NW Washington, DC 20004	202-737-0120	0	No
Columbia Urban League	Nell Gainey	1400 Barnwell Street Columbia, SC 29201	803-799-8150	0	No
Charleston Southern University	Hester Young	9200 University Blvd Charleston, SC 29401	843-574-5828	0	No
Benedict College	Karen Rutherford	1600 Harden Street Columbia, SC 29204	803-253-5000	0	No
NAACP	Dot Scott	93 Spring Street Charleston, SC 29403	843-805-8030	0	No
NAACP	James Johnson	2676 Tillman Street N. Charleston, SC 29405	843-805-8030	0	No
Clemson University	Arlene Grimes	316 Hendrix Center Clemson, SC 29634	864-656-3311	0	No
Columbia Housing Authority	Felicia Maloney	1917 Harden Street Columbia, SC 29204	803-254-3886	0	No
University of S.C.	Sylvia Therrell	Close Building 6 th Floor Columbia, SC 29204	803-777-7000	0	No
Allen University	Alzen Smith	1530 Harden Street Columbia, SC 29209	803-376-5700	0	No
Remedy	Donna Glazer	3700 Forest Drive Columbia, SC 29204	803-743-0707	0	No
NAACP of Columbia	Lonnie Randolph	1114 Blanding Street Columbia, SC 29201	803-256-8771	0	No
Pride Staff	Jim Johnston	1700 Decker Blvd, Suite B Columbia, SC 29206	803-782-0082	0	No
The All Access Music Group	J. Denver	www.allaccess.com	310-457-6616	0	No
S.C. Employment Security Commission	Bob Branham	PO Box 567 Columbia, SC 29202	843-792-4005	0	No
Charleston Post & Courier Newspaper	Classified Ads	Charleston, SC	843-577-7111	0	No
SC Broadcasting Association	Karen Nettles	One Harbison Way, Ste 112 Columbia, SC 29212	803-777-6783	0	No
WSSX, WIWF, WWVZ, & WTMA Station websites	Jenifer Jenkins	4230 Faber Place Drive, Ste 100 North Charleston, SC 29405	843-277-1200	4	no
Distributed vacancy notices to all Citadel Broadcasting Company radio stations through-out USA	Business Managers	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	0	No

Posted vacancy notice in Citadel Charleston offices / Employee Referral	Business Manager	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	4	yes
South Carolina State University	Anna Haigler	P.O. Box 7068 300 College Street Orangeburg, SC 29117	803-536-7000	0	No
Francis Marion University	Janice Smith	PO Box 100547 Florence, SC 29501	800-368-7551	0	No
South Carolina Employment Security Commission	Charleston Workforce Center	176 Lockwood Drive Charleston, SC 29403	843-953-8400	0	No
Trident Technical College	Student Employment Services	PO Box 118067 Charleston, SC 29423-8067	843-574-6111	0	No

5) Job Title: Program Director (WIWF) Referral Source(s) of Hire: All-Access

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Wider Opportunities for Women	Vivian Staples	1001 Connecticut Avenue, NW Suite 930 Washington, DC 20036	202-464-1596	0	No
National Council of Negro Women	Nakiya Lee	633 Pennsylvania Avenue NW Washington, DC 20004	202-737-0120	0	No
Columbia Urban League	Nell Gainey	1400 Barnwell Street Columbia, SC 29201	803-799-8150	0	No
Charleston Southern University	Hester Young	9200 University Blvd Charleston, SC 29401	843-574-5828	0	No
Benedict College	Karen Rutherford	1600 Harden Street Columbia, SC 29204	803-253-5000	0	No
NAACP	Dot Scott	93 Spring Street Charleston, SC 29403	843-805-8030	0	No
NAACP	James Johnson	2676 Tillman Street N. Charleston, SC 29405	843-805-8030	0	No
Clemson University	Arlene Grimes	316 Hendrix Center Clemson, SC 29634	864-656-3311	0	No
Columbia Housing Authority	Felicia Maloney	1917 Harden Street Columbia, SC 29204	803-254-3886	0	No
University of S.C.	Sylvia Therrell	Close Building 6 th Floor Columbia, SC 29204	803-777-7000	0	No
Allen University	Alzen Smith	1530 Harden Street Columbia, SC 29209	803-376-5700	0	No
Remedy	Donna Glazer	3700 Forest Drive Columbia, SC 29204	803-743-0707	0	No
NAACP of Columbia	Lonnie Randolph	1114 Blanding Street Columbia, SC 29201	803-256-8771	0	No
Pride Staff	Jim Johnston	1700 Decker Blvd, Suite B Columbia, SC 29206	803-782-0082	0	No
The All Access Music Group	J. Denver	www.allaccess.com	310-457-6616	1	yes
S.C. Employment Security Commission	Bob Branham	PO Box 567 Columbia, SC 29202	843-792-4005	0	No
Charleston Post & Courier Newspaper	Classified Ads	Charleston, SC	843-577-7111	0	No
SC Broadcasting Association	Karen Nettles	One Harbison Way, Ste 112 Columbia, SC 29212	803-777-6783	0	No
WSSX, WIWF, WWVZ, & WTMA Station websites	Jenifer Jenkins	4230 Faber Place Drive, Ste 100 North Charleston, SC 29405	843-277-1200	12	No
Distributed vacancy notices to all Citadel Broadcasting Company radio stations through-out USA	Business Managers	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	0	No

Posted vacancy notice in Citadel Charleston offices / Employee Referral	Business Manager	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	0	No
South Carolina State University	Anna Haigler	P.O. Box 7068 300 College Street Orangeburg, SC 29117	803-536-7000	0	No
Francis Marion University	Janice Smith	PO Box 100547 Florence, SC 29501	800-368-7551	0	No
South Carolina Employment Security Commission	Charleston Workforce Center	176 Lockwood Drive Charleston, SC 29403	843-953-8400	0	No
Trident Technical College	Student Employment Services	PO Box 118067 Charleston, SC 29423-8067	843-574-6111	0	No

6) Total # of Interviewees Referred: For the period from July 23, 2009 to July 22, 2010, the Employment Unit interviewed **73** interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Internships

The Employment Unit has an active internship program. During this reporting period, the Employment Unit provided internships to three students from three participating entities: Charleston Southern University, College of Charleston, and High Point University. Each internship typically lasts four months. The students interned in several departments, including: General & Administrative, Programming, Promotions, and Sales. Interns earned academic credit toward degrees in the fields of radio and television broadcasting.

(b) Initiative: Job Shadowing

Citadel – Charleston hosts a job shadowing program designed to help expose students to the broadcast field. Students have opportunities to observe and participate in on-air broadcasts and/or decision-making processes in the business department. Participants are presented information on the education and skills required for employment opportunities as broadcasts and/or broadcast management personnel. During this reporting period, the Charleston Employment Unit hosted four students as job shadowers – one followed our Promotions Director, and the other three students followed On-Air Personalities.

(c) Initiative: Job Fairs

- 1.) WWWZ-FM Senior Account Executive took part in the Ashley Ridge High School summer employment expo on May 12th, 2010 from 10am – 12noon.
- 2.) On June 16th, 2010 the Citadel - Charleston Business Manager took part in The Post and Courier Career Fair from 4:30pm to 7:30pm.
- 3.) On June 30th, 2010 several Citadel Charleston managers took part in a Job Fair at our offices during the hours of 11am to 2 pm.

(d) Initiative: Events or programs sponsored by educational institutions relating to career opportunities

- 1.) On May 24th, 2010 our Music Director/On-Air personality attended a Career Day at Haut Gap Middle School.
- 2.) On February 24, 2010 our On-Air Personality attended a Career Fair at Stone Park Elementary.
- 3.) On April 23rd, 2010 our Program Director attended a Career Fair for Pepperhill School.
- 4.) On June 2nd, 2010 an On-Air Personality spoke to the graduates of Boykin Academy.