

## EEO PUBLIC FILE REPORT

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

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.**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Account Executive	<i>Post &amp; Courier</i> newspaper
2. Account Executive	Station website
3. On-Air Personality	Internal referral
4. Account Executive	Internal referral
5. Account Executive	Walk In
6. Account Executive	Internal referral

**Station WSSX-FM, WIWF-FM, WWWZ-FM, and WTMA-AM are Equal Opportunity Employers.**

**5) Job Title: Account Executive**

**Referral Source(s) of Hiree: Post & Courier Newspaper**

(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 <sup>th</sup> Floor Columbia, SC 29204	803-777-7000	0	No
Southern Wesleyan University	Gail Doxie	1801 Charleston Hwy. #Q	864-644-5011	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	<a href="http://www.allaccess.com">www.allaccess.com</a>	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	2	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	3	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	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

**Job Title: Account Executive**

**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 <sup>th</sup> Floor Columbia, SC 29204	803-777-7000	0	No
Southern Wesleyan University	Gail Doxie	1801 Charleston Hwy. #Q	864-644-5011	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	<a href="http://www.allaccess.com">www.allaccess.com</a>	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	5	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	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

**Job Title: On-Air Personality**

**Referral Source(s) of Hiree: Internal 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 <sup>th</sup> Floor Columbia, SC 29204	803-777-7000	0	No
Southern Wesleyan University	Gail Doxie	1801 Charleston Hwy. #Q	864-644-5011	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	<a href="http://www.allaccess.com">www.allaccess.com</a>	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	0	No
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Posted vacancy notice in Citadel Charleston offices	Business Manager	4230 Faber Place Drive, Ste. 100 North Charleston, SC 29405	843-277-1200	3	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
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South Carolina Employment Security Commission	Charleston Workforce Center	176 Lockwood Drive Charleston, SC 29403	843-953-8400	0	No
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Trident Technical College	Student Employment Services	PO Box 118067 Charleston, SC 29423-8067	843-574-6111	0	No
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**Job Title: Account Executive**

**Referral Source(s) of Hiree: Internal referral**

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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
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Pride Staff	Jim Johnston	1700 Decker Blvd, Suite B Columbia, SC 29206	803-782-0082	0	No
The All Access Music Group	J. Denver	<a href="http://www.allaccess.com">www.allaccess.com</a>	310-457-6616	0	No

S.C. Employment Security Commission	Bob Branham	PO Box 567 Columbia, SC 29202	843-792-4005	0	No
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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

**Job Title: Account Executive**

**Referral Source(s) of Hiree: Walk In**

(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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National Council of Negro Women	Nakiya Lee	633 Pennsylvania Avenue NW Washington, DC 20004	202-737-0120	0	No
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NAACP	James Johnson	2676 Tillman Street N. Charleston, SC 29405	843-805-8030	0	No
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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	<a href="http://www.allaccess.com">www.allaccess.com</a>	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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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
Citadel Broadcasting Radio stations WSSX, WIWF, WWWZ, WTMA	Sales Manager	4230 Faber Place Drive, Ste100 North Charleston, SC 29405	843-277-1200	4	No

Citadel Broadcasting -Walk-In	Jenifer Jenkins	4230 Faber Place Drive, Ste 100 North Charleston, SC 29405	843-277-1200	1	Yes
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**Job Title: Account Executive**

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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
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The All Access Music Group	J. Denver	<a href="http://www.allaccess.com">www.allaccess.com</a>	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	803-777-6783	0	No

		Columbia, SC 29212			
WSSX, WIWF, WWWZ, & WTMA Station websites	Jenifer Jenkins	4230 Faber Place Drive, Ste 100 North Charleston, SC 29405	843-277-1200	5	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	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
Citadel Broadcasting Radio stations WSSX, WIWF, WWWZ, WTMA	Sales Manager	4230 Faber Place Drive, Ste100 North Charleston, SC 29405	843-277-1200	1	No

**6) Total # of Interviewees Referred:** For the period from July 23, 2008 to July 22, 2009, this Employment Unit interviewed 33 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: Internships**

The Employment Unit has an active internship program. During this reporting period, the Employment Unit provided internships to two students from two participating entities, Trident Technical College and Charleston Southern University. Each internship typically lasts four months. The students interned in several departments, including: General & Administrative, Programming, Promotions, and Sales. Generally, the 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 two students as job shadowers – both followed on-air personalities.

**(c) Initiative: Job Fairs**

- 1.) WWWZ-FM Account Executive, who has substantial hiring authority, took part in the Rollings Middle School Job Fair on Wednesday, February 25<sup>th</sup>, 2009 from 9:00am – 11:00am.
- 2.) WWWZ-FM Account Executive, who has substantial hiring authority, took part in the Alston Middle School Job Fair on Tuesday, January 20<sup>th</sup>, 2009 from 9:00am – 11:00am.
- 3.) Cluster Market Sales Manager took part in the South Carolina Broadcasters Association Job Fair in Columbia, SC on Tuesday, April 7<sup>th</sup>, 2009 from 10:00am – 12noon