

EEO PUBLIC FILE REPORT

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

1) Employment Unit: CITADEL BROADCASTING COMPANY/GRAND RAPIDS/MUSKEGON

2) Unit Members (Stations and Communities of License): **WBBL-AM, GRAND RAPIDS, MI**
WHTS-FM, COOPERSVILLE, MI
WKLQ-FM, GREENVILLE, MI
WLAV-FM, GRAND RAPIDS, MI
WTNR-FM, HOLLAND, MI
WEFG-FM, WHITEHALL, MI
WLAW-FM, NEWAYGO, MI
WLCS-FM, NORTH MUSKEGON, MI
WODJ-AM, WHITEHALL, MI
WVIB-FM, HOLTON, MI

3) EEO Contact Information for Unit Member:

Mailing Address: Citadel Broadcasting Company 60 Monroe Center, NW 3 rd Floor Grand Rapids, MI 49503	Telephone Number: 616-774-8461
	Contact Person/Title: Carole VanderHyde/Regional Business Manager
	E-mail Address: carole.vanderhyde@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	EMPLOYEE REFERRAL
2. ACCOUNT EXECUTIVE	ON-AIR RECRUITMENT ADS
3. ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
4. ACCOUNT EXECUTIVE	CLIENT REFERRAL
5. ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL
6. ACCOUNT EXECUTIVE	ON-AIR RECRUITMENT ADS
7. ACCOUNT EXECUTIVE	ON-AIR RECRUITMENT ADS
8. ACCOUNT EXECUTIVE	EMPLOYEE REFERRAL

**Stations: WBBL, WHTS, WKLQ, WLAV, WTNR, WEFG, WLAW, WLCS, WODJ, WVIB
 are Equal Opportunity & Affirmative Action Employers.**

D) Job Title: G. Rapids - Account Executive		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)	
Women's Resource Center	Sharon Face	678 Front Ave NW; Suite 180 Grand Rapids, MI 49504	616-458-5443	0	No	
Hispanic Center of W. Michigan	Emily Aleman	730 Grandville Ave SW Grand Rapids, MI 49503	616-233-0566	0	No	
Hispanic Ministries	Community Bulletin Board	671 Davis Ave NW Grand Rapids, MI 49504	616-456-2759	0	No	
NAACP	Hazel Lewis	640 Eastern AVE SE Grand Rapids, MI 49503	616-243-1300	0	No	
Grand Rapids Urban League	Placement Office	745 Eastern Ave SE Grand Rapids, MI 49503	616-245-2207	0	No	
Bethel Pentecostal Church	Congregational Care Office	834 Lake DR SE Grand Rapids, MI 49503	(616) 454-5654	0	No	
Michigan Unemployment Security Commission	Job Orders	PO Box 169 Grand Rapids, MI 49501-0169	(616) 456-2183	0	No	
Uptown Assembly of God	Congregational Care Ministry	1470 Lake Dr SE Grand Rapids, MI 49506	(616) 776-3710	0	No	
Job Corps of Grand Rapids	Placement Office	110 Hall SE Grand Rapids, MI 49507	616-243-2360	0	No	
All Citadel Properties	Business Managers	Various	Via email	0	No	
Grand Rapids Community College	Chris Allen	143 Bostwick NE Grand Rapids, MI 49503	616-234-2046	0	No	
Grand Valley State University	Placement Office	1 Campus Dr Allendale, MI 49401	616-331-5000	0	No	
Calvary Church	Jim Samra	777 E. Beltline NE Grand Rapids, MI 49525	(616) 956-9377	0	No	
Columbia College	Matthew Green	600 S. Michigan Ave Chicago, IL 60605-1996	312-344-7281	0	No	
ITT Technical Institute	Jennifer Hance	4020 Sparks Dr. SE Grand Rapids, MI 49546	Careerservices036@itt-tech.edu	0	No	
Specs Howard School of Broadcast	Placement Office	19900 W. 9 Mile Rd Southfield, MI 48075	248-358-9000	0	No	
Baker College of Muskegon	Toni Moulatsiotis	Toni.moulatsiotis@baker.edc	231-777-5223	0	No	
Michigan Association of Broadcasters	MAB Job Bank	819 N. Washington Ave Lansing, MI 48906	800-968-7622	0	No	
Employee Referral	Regional Business Mgr	60 Monroe Center NW 3 rd Flr Grand Rapids, MI 49503	616 774-8461	2	No	

D) Job Title: G. Rapids - Account Executive

Referral Source(s) of Hiree: On-Air Recruitment Ads

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Women's Resource Center	Sharon Face	678 Front Ave NW; Suite 180 Grand Rapids, MI 49504	616-458-5443	0	No
Hispanic Center of W. Michigan	Emily Aleman	730 Grandville Ave SW Grand Rapids, MI 49503	616-233-0566	0	No
Hispanic Ministries	Community Bulletin Board	671 Davis Ave NW Grand Rapids, MI 49504	616-456-2759	0	No
NAACP	Hazel Lewis	640 Eastern AVE SE Grand Rapids, MI 49503	616-243-1300	0	No
Grand Rapids Urban League	Placement Office	745 Eastern Ave SE Grand Rapids, MI 49503	616-245-2207	0	No
Bethel Pentecostal Church	Congregational Care Office	834 Lake DR SE Grand Rapids, MI 49503	(616) 454-5654	0	No
Michigan Unemployment Security Commission	Job Orders	PO Box 169 Grand Rapids, MI 49501-0169	(616) 456-2183	0	No
Uptown Assembly of God	Congregational Care Ministry	1470 Lake Dr SE Grand Rapids, MI 49506	(616) 776-3710	0	No
Job Corps of Grand Rapids	Placement Office	110 Hall SE Grand Rapids, MI 49507	616-243-2360	0	No
All Citadel Properties	Business Managers	Various	Via email	0	No
Grand Rapids Community College	Chris Allen	143 Bostwick NE Grand Rapids, MI 49503	616-234-2046	0	No
Grand Valley State University	Placement Office	1 Campus Dr Allendale, MI 49401	616-331-5000	0	No
Calvary Church	Jim Samra	777 E. Beltline NE Grand Rapids, MI 49525	(616) 956-9377	0	No
Columbia College	Matthew Green	600 S. Michigan Ave Chicago, IL 60605-1996	312-344-7281	0	No
ITT Technical Institute	Jennifer Hance	4020 Sparks Dr. SE Grand Rapids, MI 49546	Careerservices036@itt-tech.edu	0	No
Specs Howard School of Broadcast	Placement Office	19900 W. 9 Mile Rd Southfield, MI 48075	248-358-9000	0	No
Baker College of Muskegon	Toni Moulatsiotis	Toni.moulatsiotis@baker.edc	231-777-5223	0	No
Michigan Association of Broadcasters	MAB Job Bank	819 N. Washington Ave Lansing, MI 48906	800-968-7622	0	No
On-Air Recruitment Ad Campaign	Citadel Radio Station WBBL	60 Monroe Center NW 3 rd Flr Grand Rapids, MI 49503	616 774-8461	2	No
Unsolicited	Cold call			1	No
Internal Intern	Regional Business Mgr	60 Monroe Center NW 3 rd Flr Grand Rapids, MI 49503	616 774-8461	1	No

D) Job Title: **G. Rapids - Account Executive**

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)
Women's Resource Center	Sharon Face	678 Front Ave NW; Suite 180 Grand Rapids, MI 49504	616-458-5443	0	No
Hispanic Center of W. Michigan	Emily Aleman	730 Grandville Ave SW Grand Rapids, MI 49503	616-233-0566	0	No
Hispanic Ministries	Community Bulletin Board	671 Davis Ave NW Grand Rapids, MI 49504	616-456-2759	0	No
NAACP	Hazel Lewis	640 Eastern AVE SE Grand Rapids, MI 49503	616-243-1300	0	No
Grand Rapids Urban League	Placement Office	745 Eastern Ave SE Grand Rapids, MI 49503	616-245-2207	0	No
Bethel Pentecostal Church	Congregational Care Office	834 Lake DR SE Grand Rapids, MI 49503	(616) 454-5654	0	No
Michigan Unemployment Security Commission	Job Orders	PO Box 169 Grand Rapids, MI 49501-0169	(616) 456-2183	0	No
Uptown Assembly of God	Congregational Care Ministry	1470 Lake Dr SE Grand Rapids, MI 49506	(616) 776-3710	0	No
Job Corps of Grand Rapids	Placement Office	110 Hall SE Grand Rapids, MI 49507	616-243-2360	0	No
All Citadel Properties	Business Managers	Various	Via email	0	No
Grand Rapids Community College	Chris Allen	143 Bostwick NE Grand Rapids, MI 49503	616-234-2046	0	No
Grand Valley State University	Placement Office	1 Campus Dr Allendale, MI 49401	616-331-5000	0	No
Calvary Church	Jim Samra	777 E. Beltline NE Grand Rapids, MI 49525	(616) 956-9377	0	No
Columbia College	Matthew Green	600 S. Michigan Ave Chicago, IL 60605-1996	312-344-7281	0	No
ITT Technical Institute	Jennifer Hance	4020 Sparks Dr. SE Grand Rapids, MI 49546	Careerservices036@itt-tech.edu	0	No
Specs Howard School of Broadcast	Placement Office	19900 W. 9 Mile Rd Southfield, MI 48075	248-358-9000	0	No
Baker College of Muskegon	Toni Moulatsiotis	Toni.moulatsiotis@baker.edc	231-777-5223	0	No
Michigan Association of Broadcasters	MAB Job Bank	819 N. Washington Ave Lansing, MI 48906	800-968-7622	0	No
Employee Referral	Regional Business Mgr	60 Monroe Center NW 3 rd Flr Grand Rapids, MI 49503	616 774-8461	1	No

D) Job Title: **G. Rapids - Account Executive**

Referral Source(s) of Hire: **Client 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)
Women's Resource Center	Sharon Face	678 Front Ave NW; Suite 180 Grand Rapids, MI 49504	616-458-5443	0	No
Hispanic Center of W. Michigan	Emily Aleman	730 Grandville Ave SW Grand Rapids, MI 49503	616-233-0566	0	No
Hispanic Ministries	Community Bulletin Board	671 Davis Ave NW Grand Rapids, MI 49504	616-456-2759	0	No
NAACP	Hazel Lewis	640 Eastern AVE SE Grand Rapids, MI 49503	616-243-1300	0	No
Grand Rapids Urban League	Placement Office	745 Eastern Ave SE Grand Rapids, MI 49503	616-245-2207	0	No
Bethel Pentecostal Church	Congregational Care Office	834 Lake DR SE Grand Rapids, MI 49503	(616) 454-5654	0	No
Michigan Unemployment Security Commission	Job Orders	PO Box 169 Grand Rapids, MI 49501-0169	(616) 456-2183	0	No
Uptown Assembly of God	Congregational Care Ministry	1470 Lake Dr SE Grand Rapids, MI 49506	(616) 776-3710	0	No
Job Corps of Grand Rapids	Placement Office	110 Hall SE Grand Rapids, MI 49507	616-243-2360	0	No
All Citadel Properties	Business Managers	Various	Via email	0	No
Grand Rapids Community College	Chris Allen	143 Bostwick NE Grand Rapids, MI 49503	616-234-2046	0	No
Grand Valley State University	Placement Office	1 Campus Dr Allendale, MI 49401	616-331-5000	0	No
Calvary Church	Jim Samra	777 E. Beltline NE Grand Rapids, MI 49525	(616) 956-9377	0	No
Columbia College	Matthew Green	600 S. Michigan Ave Chicago, IL 60605-1996	312-344-7281	0	No
ITT Technical Institute	Jennifer Hance	4020 Sparks Dr. SE Grand Rapids, MI 49546	Careerservices036@itt-tech.edu	0	No
Specs Howard School of Broadcast	Placement Office	19900 W. 9 Mile Rd Southfield, MI 48075	248-358-9000	0	No
Baker College of Muskegon	Toni Moulatsiotis	Toni.moulatsiotis@baker.edc	231-777-5223	0	No
Michigan Association of Broadcasters	MAB Job Bank	819 N. Washington Ave Lansing, MI 48906	800-968-7622	0	No
Client Referral	Fox Nissan	3060 Broadmoor Ave Grand Rapids, MI 48512	616-956-0000	1	No

D) Job Title: **G. Rapids - Account Executive**

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)
Women's Resource Center	Sharon Face	678 Front Ave NW; Suite 180 Grand Rapids, MI 49504	616-458-5443	0	No
Hispanic Center of W. Michigan	Emily Aleman	730 Grandville Ave SW Grand Rapids, MI 49503	616-233-0566	0	No
Hispanic Ministries	Community Bulletin Board	671 Davis Ave NW Grand Rapids, MI 49504	616-456-2759	0	No
NAACP	Hazel Lewis	640 Eastern AVE SE Grand Rapids, MI 49503	616-243-1300	0	No
Grand Rapids Urban League	Placement Office	745 Eastern Ave SE Grand Rapids, MI 49503	616-245-2207	0	No
Bethel Pentecostal Church	Congregational Care Office	834 Lake DR SE Grand Rapids, MI 49503	(616) 454-5654	0	No
Michigan Unemployment Security Commission	Job Orders	PO Box 169 Grand Rapids, MI 49501-0169	(616) 456-2183	0	No
Uptown Assembly of God	Congregational Care Ministry	1470 Lake Dr SE Grand Rapids, MI 49506	(616) 776-3710	0	No
Job Corps of Grand Rapids	Placement Office	110 Hall SE Grand Rapids, MI 49507	616-243-2360	0	No
All Citadel Properties	Business Managers	Various	Via email	0	No
Grand Rapids Community College	Chris Allen	143 Bostwick NE Grand Rapids, MI 49503	616-234-2046	1	No
Grand Valley State University	Placement Office	1 Campus Dr Allendale, MI 49401	616-331-5000	0	No
Calvary Church	Jim Samra	777 E. Beltline NE Grand Rapids, MI 49525	(616) 956-9377	0	No
Columbia College	Matthew Green	600 S. Michigan Ave Chicago, IL 60605-1996	312-344-7281	0	No
ITT Technical Institute	Jennifer Hance	4020 Sparks Dr. SE Grand Rapids, MI 49546	Careerservices036@itt-tech.edu	0	No
Specs Howard School of Broadcast	Placement Office	19900 W. 9 Mile Rd Southfield, MI 48075	248-358-9000	0	No
Baker College of Muskegon	Toni Moulatsiotis	Toni.moulatsiotis@baker.edc	231-777-5223	0	No
Michigan Association of Broadcasters	MAB Job Bank	819 N. Washington Ave Lansing, MI 48906	800-968-7622	0	No
Employee Referral	Regional Business Mgr	60 Monroe Center NW 3 rd Flr Grand Rapids, MI 49503	616 774-8461	1	No
Client Referral	Delta Plex	2500 Turner NW Grand Rapids, MI 49544	616-364-9000	1	No

D) Job Title: **G. Rapids - Account Executive**

Referral Source(s) of Hiree: **On-Air Recruitment Ads**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Women's Resource Center	Sharon Face	678 Front Ave NW; Suite 180 Grand Rapids, MI 49504	616-458-5443	0	No
Hispanic Center of W. Michigan	Emily Aleman	730 Grandville Ave SW Grand Rapids, MI 49503	616-233-0566	0	No
Hispanic Ministries	Community Bulletin Board	671 Davis Ave NW Grand Rapids, MI 49504	616-456-2759	0	No
NAACP	Hazel Lewis	640 Eastern AVE SE Grand Rapids, MI 49503	616-243-1300	0	No
Grand Rapids Urban League	Placement Office	745 Eastern Ave SE Grand Rapids, MI 49503	616-245-2207	0	No
Bethel Pentecostal Church	Congregational Care Office	834 Lake DR SE Grand Rapids, MI 49503	(616) 454-5654	0	No
Michigan Unemployment Security Commission	Job Orders	PO Box 169 Grand Rapids, MI 49501-0169	(616) 456-2183	0	No
Uptown Assembly of God	Congregational Care Ministry	1470 Lake Dr SE Grand Rapids, MI 49506	(616) 776-3710	0	No
Job Corps of Grand Rapids	Placement Office	110 Hall SE Grand Rapids, MI 49507	616-243-2360	0	No
All Citadel Properties	Business Managers	Various	Via email	0	No
Grand Rapids Community College	Chris Allen	143 Bostwick NE Grand Rapids, MI 49503	616-234-2046	0	No
Grand Valley State University	Placement Office	1 Campus Dr Allendale, MI 49401	616-331-5000	1	No
Calvary Church	Jim Samra	777 E. Beltline NE Grand Rapids, MI 49525	(616) 956-9377	0	No
Columbia College	Matthew Green	600 S. Michigan Ave Chicago, IL 60605-1996	312-344-7281	0	No
ITT Technical Institute	Jennifer Hance	4020 Sparks Dr. SE Grand Rapids, MI 49546	Careerservices036@itt-tech.edu	0	No
Specs Howard School of Broadcast	Placement Office	19900 W. 9 Mile Rd Southfield, MI 48075	248-358-9000	0	No
Baker College of Muskegon	Toni Moulatsiotis	Toni.moulatsiotis@baker.edc	231-777-5223	0	No
Michigan Association of Broadcasters	MAB Job Bank	819 N. Washington Ave Lansing, MI 48906	800-968-7622	0	No
On Air Recruitment Ad Campaign	Radio Station WBBL	60 Monroe Center NW 3 rd Flr Grand Rapids, MI 49503	616 -774-8461	1	No
Client Referral	Jack's Windows	2820 29 th St, SE Grand Rapids, Mi 49506	800-845-4937	1	No

D) Job Title: **G. Rapids - Account Executive**

Referral Source(s) of Hire: **On-Air Recruitment Ads**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Women's Resource Center	Sharon Face	678 Front Ave NW; Suite 180 Grand Rapids, MI 49504	616-458-5443	0	No
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Bethel Pentecostal Church	Congregational Care Office	834 Lake DR SE Grand Rapids, MI 49503	(616) 454-5654	0	No
Michigan Unemployment Security Commission	Job Orders	PO Box 169 Grand Rapids, MI 49501-0169	(616) 456-2183	0	No
Uptown Assembly of God	Congregational Care Ministry	1470 Lake Dr SE Grand Rapids, MI 49506	(616) 776-3710	0	No
Job Corps of Grand Rapids	Placement Office	110 Hall SE Grand Rapids, MI 49507	616-243-2360	0	No
All Citadel Properties	Business Managers	Various	Via email	0	No
Grand Rapids Community College	Chris Allen	143 Bostwick NE Grand Rapids, MI 49503	616-234-2046	0	No
Grand Valley State University	Placement Office	1 Campus Dr Allendale, MI 49401	616-331-5000	0	No
Calvary Church	Jim Samra	777 E. Beltline NE Grand Rapids, MI 49525	(616) 956-9377	0	No
Columbia College	Matthew Green	600 S. Michigan Ave Chicago, IL 60605-1996	312-344-7281	0	No
ITT Technical Institute	Jennifer Hance	4020 Sparks Dr. SE Grand Rapids, MI 49546	Careerservices036@itt-tech.edu	0	No
Specs Howard School of Broadcast	Placement Office	19900 W. 9 Mile Rd Southfield, MI 48075	248-358-9000	0	No
Baker College of Muskegon	Toni Moulatsiotis	Toni.moulatsiotis@baker.edc	231-777-5223	0	No
Michigan Association of Broadcasters	MAB Job Bank	819 N. Washington Ave Lansing, MI 48906	800-968-7622	0	No
On Air Recruitment Ad Campaign	Radio Station WHTS	60 Monroe Center NW 3 rd Flr Grand Rapids, MI 49503	616-774-8461	2	No
Employee Referral	Regional Business Mgr	60 Monroe Center NW 3 rd Flr Grand Rapids, MI 49503	616-774-8461	1	No
Client Referral	Kent Beverage	3710 Roger B Chaffee Blvd Grand Rapids, MI 49548	616-241-5022	1	No

D) Job Title: G. Rapids - Account Executive

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)
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Hispanic Ministries	Community Bulletin Board	671 Davis Ave NW Grand Rapids, MI 49504	616-456-2759	0	No
NAACP	Hazel Lewis	640 Eastern AVE SE Grand Rapids, MI 49503	616-243-1300	0	No
Grand Rapids Urban League	Placement Office	745 Eastern Ave SE Grand Rapids, MI 49503	616-245-2207	0	No
Bethel Pentecostal Church	Congregational Care Office	834 Lake DR SE Grand Rapids, MI 49503	(616) 454-5654	0	No
Michigan Unemployment Security Commission	Job Orders	PO Box 169 Grand Rapids, MI 49501-0169	(616) 456-2183	0	No
Uptown Assembly of God	Congregational Care Ministry	1470 Lake Dr SE Grand Rapids, MI 49506	(616) 776-3710	0	No
Job Corps of Grand Rapids	Placement Office	110 Hall SE Grand Rapids, MI 49507	616-243-2360	0	No
All Citadel Properties	Business Managers	Various	Via email	0	No
Grand Rapids Community College	Chris Allen	143 Bostwick NE Grand Rapids, MI 49503	616-234-2046	0	No
Grand Valley State University	Placement Office	1 Campus Dr Allendale, MI 49401	616-331-5000	0	No
Calvary Church	Jim Samra	777 E. Beltline NE Grand Rapids, MI 49525	(616) 956-9377	0	No
Columbia College	Matthew Green	600 S. Michigan Ave Chicago, IL 60605-1996	312-344-7281	0	No
ITT Technical Institute	Jennifer Hance	4020 Sparks Dr. SE Grand Rapids, MI 49546	Careerservices036@itt-tech.edu	0	No
Specs Howard School of Broadcast	Placement Office	19900 W. 9 Mile Rd Southfield, MI 48075	248-358-9000	0	No
Baker College of Muskegon	Toni Moulatsiotis	Toni.moulatsiotis@baker.edc	231-777-5223	0	No
Michigan Association of Broadcasters	MAB Job Bank	819 N. Washington Ave Lansing, MI 48906	800-968-7622	0	No
Employee Referral	Regional Business Mgr	60 Monroe Center NW 3 rd Flr Grand Rapids, MI 49503	616-774-8461	1	No
Client Referral	GR Griffins	130 W. Fulton St Grand Rapids, MI 49503	800-246-2539	1	No

6) Total # of Interviewees Referred: For the period from May 23, 2008 to May 22, 2009. This Employment Unit interviewed 20 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives. Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

CITADEL BROADCASTING GRAND RAPIDS/MUSKEGON INTERNAL INTERNSHIP PROGRAM:

Citadel Grand Rapids/Muskegon manages and designs its own Internship Program with high school/college students for which they receive school credit. This program is run by the Promotions Director and Marketing Director. (These internships are separate from any other internship described in this Report.)

The students in this program typically assist the promotions/programming or marketing departments. They set up remotes, shadowed on-air broadcasts, created and produced events, assisted in the station's loyal listener programs and other station and other functions.

May –August 2008, One (1) Intern from Grand Valley State University, Allendale, MI
May-August, 2008, One (1) Intern from Central Michigan University, Mt. Pleasant, MI
August-December, 2008, One (1) Intern from Grand Valley, State University, Allendale, MI
August –December 2008, One (1) Intern from Grand Rapids Community College, Grand Rapids, MI
September – November 2008, One (1) Intern from Grand Rapids Community College Grand Rapids, MI
January-March, 2009, One (1) Intern from Aquinas College, Grand Rapids, Michigan
January-April, 2009, Two (2) Interns from Grand Valley State University, Allendale, MI

One intern from the prior years' reporting period was hired to a full time position in winter, 2009.

JOB FAIRS:

MABF CAREER FAIR AT CENTRAL MICHIGAN UNIVERSITY

October 7, 2008, a Citadel Sales Manager represented the stations at a career fair sponsored by the Michigan Association of Broadcasters Foundation held at Central Michigan University. This career fair was promoted exclusively as a broadcast career fair. A wide variety of students were present as well as other aspiring professionals. Many resumes were received for both on air and other positions. Some were for permanent positions, others for internships.

MABF CAREER FAIR AT SPECS HOWARD SCHOOL OF BROADCAST ARTS

October 16, 2008, Citadel Promotions Director represented the EU at a career fair sponsored by the Michigan Association of Broadcasters Foundation held at Specs Howard. This career fair was promoted exclusively as a broadcast career fair. A wide variety of students were present as well as other aspiring professionals. Many resumes were received for both on air and other positions. Some were for permanent positions, others for internships.

GLBC CAREER FAIR AT MICHIGAN ASSOCIATION OF BROADCASTERS

March 11, 2009, Citadel Regional Business Manager represented the stations at a career fair sponsored by the Michigan Association of Broadcasters Foundation held at the Michigan Association of Broadcaster's Conference in Grand Rapids, Michigan. This career fair was promoted exclusively as a broadcast career fair. A wide variety of students were present as well as other aspiring professionals. Many resumes were received for both on air and other positions. Some were for permanent positions, other for internships. Over 150 students were in attendance.

OTHER ACTIVITIES DESIGNED BY EU TO FURTHER THE GOAL OF DISSEMINATING INFORMATION ABOUT EMPLOYMENT OPPORTUNITIES

JENISON HIGH SCHOOL JOB SHADOW

October 21, 2008, Jenison High School student job shadowed with WTNR producer to learn about on-air jobs in broadcasting. Student was encouraged to participate in the show's broadcast and was given an opportunity to interact with the talent during the live broadcast.

KENT INTERMEDIATE SCHOOL DISTRICT

February 19, 2009, Citadel Program Director met with local school counselors to talk with them about the broadcast career options available to graduating students. The discussion focused on today's broadcast industry, trends and career options, which can be shared with their students.

BYRON CENTER HIGH SCHOOL JOB SHADOW

March 10, 2009, Byron Center High School student job shadowed with WBBL Program Director to learn about on-air jobs in broadcasting. Student was encouraged to participate in the show's broadcast and was given an opportunity to interact with the talent during the live broadcast.

NEWHALL MIDDLE SCHOOL, WYOMING, MICHIGAN

March 18, 2009, Citadel Producer met with school teachers to talk with them about the broadcast industry, its trends and career options. That info is to be passed to their students.

HAMILTON JR/SR HIGH SCHOOL JOB SHADOW

April 23, 2009 Hamilton Jr/Sr High School student job shadowed with WTNR Program Director to learn about on-air jobs in broadcasting. Student was encouraged to participate in the show's broadcast and was given an opportunity to interact with the talent during the live broadcast.

GRANDVILLE MIDDLE SCHOOL CAREER DAY

May 7, 2009 Grandville Middle School Career Day. WHTS On-Air Personality made presentations to three middle school classes of 25 students each. The focus of his time spent with the students was careers in the radio industry, what types of jobs are available, and the education and experience needed to enter the field.

THREADS-DOWN SYNDROME ASSOCIATION

May 15, 2009 Citadel's Good Will Task Force hosted a group of teenaged and young adult students for a tour of the radio stations. Students were shown around the facility and were welcomed into our production studios to participate in the production of a PSA we created for them. The focus of the campaign is "Down Syndrome, more alike than different". The focus is to welcome those with Down Syndrome into the workforce and provide workplace opportunities for them in all careers, including radio.

ON – AIR RECRUITMENT

March 18- March 30, 2009 the Citadel EU's General Sales Manager aired advertisements on multiple stations recruiting for sales positions within the company. A total of 258 advertisements were broadcast.

STUDENT ADVANCEMENT FOUNDATION (SAF)

Citadel Broadcasting is a co-sponsor with the City of Grand Rapids to team up with schools to promote literacy and the arts. This program involves mentoring students and addressing the educational needs within our community giving us the opportunity to work with children and foster relationships. Because of this contact, numerous EU staff members have taken the opportunity to share information about broadcasting with students and others to provide awareness of career opportunities within the industry.

EMAIL NOTIFICATIONS

Station WTNR sends weekly email to Thunder Club members (loyal listener club email list) encouraging area students to sign up for the Citadel Internship Program.