

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2007 to July 22, 2008.

1) **Employment Unit: Citadel Chicago**

2) **Unit Members (Stations and Communities of License): WLS(AM), Chicago  
WLS(FM), Chicago (formerly WZZN(FM))**

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

Mailing Address:  190 N. State Street Chicago, IL 60601	Telephone Number: (312) 984-5351
	Contact Person/Title: Michael Fowler, President and General Manager
	E-mail Address: <a href="mailto:mike.fowler@citcomm.com">mike.fowler@citcomm.com</a>

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, WLS(AM)	Citadel Chicago Employee Referral
2. Account Executive, WLS(FM)	Industry Referral
3. Assistant Chief Engineer, WLS(FM)	Society of Broadcast Engineers Website
4. Account Executive, WLS(AM)	Citadel Chicago Employee Referral
5. On Air Talent, WLS(FM)	Internal Promotion
6. Sales Assistant, WLS(FM)	Citadel Chicago Employee Referral
7. Account Executive, WLS(FM)	Citadel Chicago Employee Referral
8. Account Executive, WLS(FM)	Citadel Chicago Employee Referral
9. Sales Assistant, WLS(FM)	Unsolicited
10. Account Executive, WLS(AM)	Citadel Chicago Employee Referral
11. Full-Time Board Operator/Producer, WLS(FM)	WLS(FM) Website
12. Account Executive, WLS(FM)	Citadel Chicago Employee Referral
13. General Manager, WLS(FM)	Citadel Chicago Employee Referral

- |   |  |
|---|--|
| 14. <b>Account Executive, WLS(FM)</b>         | <b>Internal Promotion</b>                |
| 15. <b>Account Executive, WLS(FM)</b>         | <b>WLS(FM) Website</b>                   |
| 16. <b>Account Executive, WLS(FM)</b>         | <b>Citadel Chicago Employee Referral</b> |
| 17. <b>General Manager, WLS(AM)/WLS(FM)</b>   | <b>Internal Promotion</b>                |
| 18. <b>Promotions Director, WLS(FM)</b>       | <b>Industry Referral</b>                 |
| 19. <b>Director of Sales, WLS(AM)/WLS(FM)</b> | <b>Citadel Chicago Employee Referral</b> |

**5) Job Title: Account Executive, WLS(AM) Referral Source(s) of Hiree: Citadel Chicago Employee Referral**

In addition to the sources listed below, the organizations listed in Attachment A were contacted and only ones who referred interviewees are listed below.

<b>(i) Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person</b>	<b>Address:</b>	<b>Telephone Number:</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
WLS(AM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	2	No
Citadel Stations	EEO Contact	-	-	0	No
Internal Posting at Citadel Chicago Stations (WLS(AM) & WLS(FM))	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	0	No
All Access Website	Joel Denver	All Access, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0	No
Illinois Broadcasters Association Website	Debbie David	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	1	No
American Women In Radio and Television Website	Amy Lotz	8405 Greensboro Drive, Suite 800, Mclean, VA 22102	703-506-3290	1	No
Western Illinois University Website	Al Waters	116 Sherman Hall, 1 University Circle, Macomb, IL 61455	309-298-1838	0	No
Loyola University Chicago Website	Farrah Ellison	6525 N. Sheridan Rd., Chicago, IL 60626	773-508-7716	0	No
Citadel Chicago Employee Referral	-	-	-	2	No

Total number of interviewees for the WLS(AM) Account Executive position: 6

**Job Title: Account Executive, WLS(FM)**

**Referral Source(s) of Hiree: Industry Referral**

In addition to the sources listed below, the organizations listed in Attachment A were contacted and only ones who referred interviewees are listed below.

<b>(i) Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person</b>	<b>Address:</b>	<b>Telephone Number:</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
WLS(FM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	7	No
ABC/Disney Website	Nilsa Vargas	77 W. 66th Street, New York, NY 10023	212-456-7430	2	No
Citadel Stations	EEO Contact	-	-	0	No
Internal Posting at Citadel Chicago Stations (WLS(AM) & WLS(FM))	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	0	No
All Access Website	Joel Denver	All Access, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0	No
Illinois Broadcasters Association Website	Debbie David	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
American Women In Radio And Television Website	Amy Lotz	8405 Greensboro Drive, Suite 800, Mclean, VA 22102	703-506-3290	0	No
Western Illinois University Website	Al Waters	116 Sherman Hall, 1 University Circle, Macomb, IL 61455	309-298-1838	0	No
Loyola University Chicago Website	Farrah Ellison	6525 N. Sheridan Rd., Chicago, IL 60626	773-508-7716	0	No
Industry Referral	-	-	-	4	No
Chicago State University Annual Spring Job Fair – 3/20/07	Abdul Mahdi	9501 S. King Drive, 4th Floor, Chicago, IL 60628	773- 995-2327	0	No
Loyola University Chicago Communication Careers Job Fair – 3/29/07	Farrah Ellison	Kasbeer Hall, Water Tower Campus, 25 E. Pearson, 15th Floor, Chicago, IL 60611	773-508-2895	0	No
Robert Morris College Spring Internship and Job Fair – 3/30/07	Gloria Martin	Hilton Chicago, 720 S. Michigan Avenue, Chicago, IL 60605	312-935-4107	1	No

Total number of interviewees for the WLS(FM) Account Executive position: 14

**Job Title: Assistant Chief Engineer, WLS(FM) Referral Source(s) of Hiree: Society of Broadcast Engineers Website**

In addition to the sources listed below, the organizations listed in Attachment A were contacted and only ones who referred interviewees are listed below.

<b>(i) Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person</b>	<b>Address:</b>	<b>Telephone Number:</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
WLS(FM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	0	No
ABC/Disney Website	Nilsa Vargas	77 West 66th Street, New York, NY 10023	212- 456-7430	1	No
All Access Website	Joel Denver	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0	No
Illinois Broadcasters Association Website	Debbie David	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
American Women In Radio and Television Website	Michelle Delarosa	8405 Greensboro Drive, Suite 800, Mclean, VA 22102	703-506-3290	0	No
Western Illinois University Website	Al Waters	116 Sherman Hall, 1 University Circle, Macomb, IL 61455	309-298-1838	0	No
Loyola University Chicago Website	Farrah Ellison	6525 N. Sheridan Rd., Chicago, IL 60626	773-508-7716	0	No
Society of Broadcast Engineers Website	Holly Essex	9102 North Meridian Street, Suite 150, Indianapolis, IN 46260	317-846-9000	1	No
Industry Referral	-	-	-	2	No
Citadel Chicago Employee Referral/Internal Candidate	-	-	-	1	No

Total number of interviewees for the WLS(FM) Assistant Chief Engineer position: 5

**Job Title: Account Executive, WLS(AM)**

**Referral Source(s) of Hiree: Citadel Chicago Employee Referral**

In addition to the sources listed below, the organizations listed in Attachment A were contacted and only ones who referred interviewees are listed below.

<b>(i) Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person</b>	<b>Address:</b>	<b>Telephone Number:</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
WLS(AM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	2	No
Citadel Stations	EEO Contact	-	-	0	No
Internal Posting at Citadel Chicago Stations (WLS(AM) & WLS(FM))	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	0	No
All Access Website	Joel Denver	All Access, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0	No
Illinois Broadcasters Association Website	Debbie David	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	1	No
American Women In Radio and Television Website	Amy Lotz	8405 Greensboro Drive, Suite 800, Mclean, VA 22102	703-506-3290	1	No
Western Illinois University Website	Al Waters	116 Sherman Hall, 1 University Circle, Macomb, IL 61455	309-298-1838	0	No
Loyola University Chicago Website	Farrah Ellison	6525 N. Sheridan Rd., Chicago, IL 60626	773-508-7716	0	No
National Association of Broadcasters Website	Karen Hunter	1771 N Street NW, Washington, DC 20036	202-429-5498	0	No
Citadel Chicago Employee Referral	-	-	-	2	No

Total number of interviewees for the WLS(AM) Account Executive position: 6

**Job Title: On Air Talent, WLS(FM)**

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

This candidate was working part-time on WLS(FM) as a fill-in On Air Talent. Listener response to his shows was consistently positive, and over time WLS(FM) Programming Management felt that it would be in the best interest of the station to replace a current On Air Talent with this particular candidate. In order to maintain confidentiality and so as not to alert the current On Air Talent that he was being replaced after his contract expired, wide recruitment was not executed.

Total number of interviewees for the WLS(FM) On Air Talent position: 1

**Job Title: Sales Assistant, WLS(FM)**

**Referral Source(s) of Hiree: Citadel Chicago Employee Referral  
(Exigent Circumstances)**

The Station did not recruit for this position due to exigent circumstances. The WLS(FM) Sales Department had two Sales Assistants who recently resigned. WLS(FM) Sales Management needed to immediately replace at least one of these two employees in order to fulfill the needs of the Sales staff. The first and only candidate interviewed possessed all the computer skills required for the position, and therefore, was hired immediately. Recruitment for the second Sales Assistant position was later executed.

Total number of interviewees for the WLS(FM) Sales Assistant position: 1

**Job Title: Account Executive, WLS(FM)**

**Referral Source(s) of Hiree: Citadel Chicago Employee Referral**

In addition to the sources listed below, the organizations listed in Attachment A were contacted and only ones who referred interviewees are listed below.

<b>(i) Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person</b>	<b>Address:</b>	<b>Telephone Number:</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
WLS(FM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	6	No
Citadel Stations	EEO Contact	-	-	0	No
Internal Posting at Citadel Chicago Stations (WLS(AM) & WLS(FM))	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	0	No
ABC/Disney Website	Nilsa Vargas	77 W. 66 <sup>th</sup> Street, New York, NY 10023	212-456-7430	2	No
All Access Website	Joel Denver	All Access, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0	No
Illinois Broadcasters Association Website	Debbie David	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
American Women In Radio and Television Website	Amy Lotz	8405 Greensboro Drive, Suite 800, Mclean, VA 22102	703-506-3290	0	No
Western Illinois University Website	Al Waters	116 Sherman Hall, 1 University Circle, Macomb, IL 61455	309-298-1838	0	No
Loyola University Chicago Website	Farrah Ellison	6525 N. Sheridan Rd., Chicago, IL 60626	773-508-7716	0	No
National Association of Broadcasters Website	Karen Hunter	1771 N Street NW, Washington, DC 20036	202-429-5498	0	No
Citadel Chicago Employee Referral	-	-	-	3	No
Industry Referral	-	-	-	3	No
Robert Morris College Spring Internship and Job Fair – 3/30/07	Gloria Martin	Hilton Chicago, 720 S. Michigan Avenue, Chicago, IL 60605	312-935-4107	1	No

Total number of interviewees for the WLS(FM) Account Executive position: 15

**Job Title: Account Executive, WLS(FM)**

**Referral Source(s) of Hire: Citadel Chicago Employee Referral**

In addition to the sources listed below, the organizations listed in Attachment A were contacted and only ones who referred interviewees are listed below.

<b>(i) Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person</b>	<b>Address:</b>	<b>Telephone Number:</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
WLS(FM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	1	No
Citadel Stations	EEO Contact	-	-	0	No
Internal Posting at Citadel Chicago Stations (WLS(AM) & WLS(FM))	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	0	No
All Access Website	Joel Denver	All Access, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0	No
Illinois Broadcasters Association Website	Debbie David	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
American Women In Radio and Television Website	Amy Lotz	8405 Greensboro Drive, Suite 800, Mclean, VA 22102	703-506-3290	0	No
Western Illinois University Website	Al Waters	116 Sherman Hall, 1 University Circle, Macomb, IL 61455	309-298-1838	0	No
Loyola University Chicago Website	Farah Ellison	6525 N. Sheridan Rd., Chicago, IL 60626	773-508-7716	0	No
National Association of Broadcasters Website	Karen Hunter	1771 N Street NW Washington, DC 20036	202-429-5498	0	No
Citadel Chicago Employee Referral	-	-	-	5	No
Industry Referral	-	-	-	1	No
Unsolicited	-	-	-	1	No

Total number of interviewees for the WLS(FM) Account Executive position: 8

**Job Title: Sales Assistant, WLS(FM)**

**Referral Source(s) of Hiree: Unsolicited**

In addition to the sources listed below, the organizations listed in Attachment A were contacted and only ones who referred interviewees are listed below.

<b>(i) Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person</b>	<b>Address:</b>	<b>Telephone Number:</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
WLS(FM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	1	No
Citadel Stations	EEO Contact	-	-	0	No
Internal Posting at Citadel Chicago Stations (WLS(AM) & WLS(FM))	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	1	No
All Access Website	Joel Denver	All Access, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0	No
Illinois Broadcasters Association Website	Debbie David	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
American Women In Radio and Television Website	Amy Lotz	8405 Greensboro Drive, Suite 800, Mclean, VA 22102	703-506-3290	0	No
Western Illinois University Website	Al Waters	116 Sherman Hall, 1 University Circle, Macomb, IL 61455	309-298-1838	0	No
Loyola University Chicago Website	Farrah Ellison	6525 N. Sheridan Rd., Chicago, IL 60626	773-508-7716	0	No
National Association of Broadcasters Website	Karen Hunter	1771 N Street NW Washington, DC 20036	202-429-5498	0	No
Citadel Chicago Employee Referral	-	-	-	1	No
Unsolicited	-	-	-	1	No

Total number of interviewees for the WLS(FM) Sales Assistant position: 4

**Job Title: Account Executive, WLS(AM)**

**Referral Source(s) of Hiree: Citadel Chicago Employee Referral**

In addition to the sources listed below, the organizations listed in Attachment A were contacted and only ones who referred interviewees are listed below.

<b>(i) Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person</b>	<b>Address:</b>	<b>Telephone Number:</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
WLS(AM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	3	No
Citadel Stations	EEO Contact	-	-	0	No
Internal Posting at Citadel Chicago Stations (WLS(AM) & WLS(FM))	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	0	No
All Access Website	Joel Denver	All Access, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0	No
Illinois Broadcasters Association Website	Debbie David	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	1	No
American Women In Radio and Television Website	Amy Lotz	8405 Greensboro Drive, Suite 800, Mclean, VA 22102	703-506-3290	1	No
Western Illinois University Website	Al Waters	116 Sherman Hall, 1 University Circle, Macomb, IL 61455	309-298-1838	0	No
Loyola University Chicago Website	Farah Ellison	6525 N. Sheridan Rd., Chicago, IL 60626	773-508-7716	0	No
National Association of Broadcasters Website	Karen Hunter	1771 N Street NW Washington, DC 20036	202-429-5498	0	No
Citadel Chicago Employee Referral	-	-	-	3	No

Total number of interviewees for the WLS(AM) Account Executive position: 8

**Job Title: Full-Time Board Operator/Producer, WLS(FM)**

**Referral Source(s) of Hiree: WLS(FM) Website**

In addition to the sources listed below, the organizations listed in Attachment A were contacted and only ones who referred interviewees are listed below.

<b>(i) Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person</b>	<b>Address:</b>	<b>Telephone Number:</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
WLS(FM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	4	No
Citadel Stations	EEO Contact	-	-	0	No
Internal Posting at Citadel Chicago Stations (WLS(AM) & WLS(FM))	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	2	No
All Access Website	Joel Denver	All Access, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0	No
Illinois Broadcasters Association Website	Debra Gray	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
American Women In Radio and Television Website	Amy Lotz	8405 Greensboro Drive, Suite 800, Mclean, VA 22102	703-506-3290	0	No
Western Illinois University Website	Al Waters	116 Sherman Hall, 1 University Circle, Macomb, IL 61455	309-298-1838	0	No
Loyola University Chicago Website	Farrah Ellison	6525 N. Sheridan Rd., Chicago, IL 60626	773-508-7716	0	No
National Association of Broadcasters Website	Karen Hunter	1771 N Street NW Washington, DC 20036	202-429-5498	0	No

Total number of interviewees for the WLS(FM) Full-Time Board Operator position: 6

**Job Title: Account Executive, WLS(FM)**

**Referral Source(s) of Hire: Citadel Chicago Employee Referral**

In addition to the sources listed below, the organizations listed in Attachment A were contacted and only ones who referred interviewees are listed below.

<b>(i) Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person</b>	<b>Address:</b>	<b>Telephone Number:</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
WLS(FM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	1	No
Citadel Stations	EEO Contact	-	-	0	No
Internal Posting at Citadel Chicago Stations (WLS(AM) & WLS(FM))	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	0	No
All Access Website	Joel Denver	All Access, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0	No
Illinois Broadcasters Association Website	Debra Gray	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
American Women In Radio and Television Website	Amy Lotz	8405 Greensboro Drive, Suite 800, Mclean, VA 22102	703-506-3290	0	No
Western Illinois University Website	Al Waters	116 Sherman Hall, 1 University Circle, Macomb, IL 61455	309-298-1838	0	No
Loyola University Chicago Website	Farrah Ellison	6525 N. Sheridan Rd., Chicago, IL 60626	773-508-7716	0	No
National Association of Broadcasters Website	Karen Hunter	1771 N Street NW Washington, DC 20036	202-429-5498	0	No
Citadel Chicago Employee Referral	-	-	-	5	No
Industry Referral	-	-	-	1	No

Total number of interviewees for the WLS(FM) Account Executive position: 7

**Job Title: General Manager, WLS(FM)**

**Referral Source(s) of Hiree: Citadel Chicago Employee Referral  
(Exigent Circumstances)**

The full-time vacancy for the WLS(FM) General Manager was filled based on exigent circumstances. In this instance, recruitment was not executed in order to preserve confidentiality and to not alert the current General Manager who was to be replaced. Additionally, a qualified candidate who had the necessary experience for the position was immediately available. A comparable candidate would not have been found through recruitment. Thus, in the best business interests of the station, the decision to interview and hire this candidate was made by the President, Major Market Radio Station Group.

Total number of interviewees for the WLS(FM) General Manager position: 1

**Job Title: Account Executive, WLS(FM)**

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

The Sales Assistant for WLS(FM) was promoted to the position of Account Executive.

Total number of interviewees for the WLS(FM) Account Executive position: 1

**Job Title: Account Executive, WLS(FM)      Referral Source(s) of Hire: WLS(FM) Website**

In addition to the sources listed below, the organizations listed in Attachment A were contacted and only ones who referred interviewees are listed below.

<b>(i) Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person</b>	<b>Address:</b>	<b>Telephone Number:</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
WLS(FM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	1	No
Citadel Stations	EEO Contact	-	-	0	No
Internal Posting at Citadel Chicago Stations (WLS(AM) & WLS(FM))	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	0	No
All Access Website	Joel Denver	All Access, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0	No
Illinois Broadcasters Association Website	Debra Gray	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
American Women In Radio and Television Website	Amy Lotz	8405 Greensboro Drive, Suite 800, Mclean, VA 22102	703-506-3290	0	No
Western Illinois University Website	Al Waters	116 Sherman Hall, 1 University Circle, Macomb, IL 61455	309-298-1838	0	No
National Association of Broadcasters Website	Karen Hunter	1771 N Street NW Washington, DC 20036	202-429-5498	0	No
Citadel Chicago Employee Referral	-	-	-	3	No

Total number of interviewees for the WLS(FM) Account Executive position: 4

**Job Title: Account Executive, WLS(FM)**

**Referral Source(s) of Hire: Citadel Chicago Employee Referral**

In addition to the sources listed below, the organizations listed in Attachment A were contacted and only ones who referred interviewees are listed below.

<b>(i) Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person</b>	<b>Address:</b>	<b>Telephone Number:</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
WLS(FM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	1	No
Citadel Stations	EEO Contact	-	-	0	No
Internal Posting at Citadel Chicago Stations (WLS(AM) & WLS(FM))	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	0	No
All Access Website	Joel Denver	All Access, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0	No
Illinois Broadcasters Association Website	Debra Gray	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
American Women In Radio and Television Website	Amy Lotz	8405 Greensboro Drive, Suite 800, Mclean, VA 22102	703-506-3290	0	No
Western Illinois University Website	Al Waters	116 Sherman Hall, 1 University Circle, Macomb, IL 61455	309-298-1838	0	No
National Association of Broadcasters Website	Karen Hunter	1771 N Street NW Washington, DC 20036	202-429-5498	0	No
Citadel Chicago Employee Referral	-	-	-	2	No
WLS(AM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	1	No

Total number of interviewees for the WLS(FM) Account Executive position: 4

**Job Title: General Manager, WLS(AM) & WLS(FM) Referral Source(s) of Hire: Internal Promotion**

The President and General Manager of WLS(FM) was promoted to the position of President and General Manager of WLS(AM) and WLS(FM), taking on responsibilities for both stations.

Total number of interviewees for the WLS(AM) & WLS(FM) General Manager position: 1

**Job Title: Promotions Director, WLS(FM)      Referral Source(s) of Hiree: Industry Referral**

In addition to the sources listed below, the organizations listed in Attachment A were contacted and only ones who referred interviewees are listed below.

<b>(i) Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person</b>	<b>Address:</b>	<b>Telephone Number:</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
WLS(FM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	4	No
Citadel Stations	EEO Contact	-	-	0	No
Internal Posting at Citadel Chicago Stations (WLS(AM) & WLS(FM))	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	1	No
All Access Website	Joel Denver	All Access, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	0	No
Illinois Broadcasters Association Website	Debra Gray	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
American Women In Radio and Television Website	Amy Lotz	8405 Greensboro Drive, Suite 800, Mclean, VA 22102	703-506-3290	0	No
Western Illinois University Website	Al Waters	116 Sherman Hall, 1 University Circle, Macomb, IL 61455	309-298-1838	0	No
National Association of Broadcasters Website	Karen Hunter	1771 N Street NW, Washington, DC 20036	202-429-5498	0	No
Industry Referral	-	-	-	1	No

Total number of interviewees for the WLS(FM) Promotions Director position: 6

**Job Title: Director of Sales, WLS(AM)/WLS(FM) Referral Source(s) of Hiree: Citadel Chicago Employee Referral**

In addition to the sources listed below, the organizations listed in Attachment A were contacted and only ones who referred interviewees are listed below.

<b>(i) Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person</b>	<b>Address:</b>	<b>Telephone Number:</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification? (Yes or No)</b>
WLS(AM) & WLS(FM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	1	No
Citadel Stations	EEO Contact	-	-	0	No
Internal Posting at Citadel Chicago Stations (WLS(AM) & WLS(FM))	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	0	No
All Access Website	Joel Denver	All Access, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	3	No
Illinois Broadcasters Association Website	Debra Gray	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
American Women In Radio and Television Website	Amy Lotz	8405 Greensboro Drive, Suite 800, Mclean, VA 22102	703-506-3290	0	No
Western Illinois University Website	Al Waters	116 Sherman Hall, 1 University Circle, Macomb, IL 61455	309-298-1838	0	No
National Association of Broadcasters Website	Karen Hunter	1771 N Street NW, Washington, DC 20036	202-429-5498	0	No
Citadel Chicago Employee Referral	-	-	-	8	No
Industry Referral	-	-	-	1	No

Total number of interviewees for the WLS(AM)/WLS(FM) Director of Sales position: 13

**6) Total # of Interviewees Referred:** For the period from July 23, 2007 to July 22, 2008, this Employment Unit interviewed one hundred and eleven interviewees for full-time job vacancies.

## **7) Supplemental Recruitment Initiatives**

### **(a) Initiative: Internet Outreach**

The Employment Unit's Executive Assistant created a form letter designed to inform and educate the public of the Employment Unit's mailing list for career opportunities. This form letter is found on both of the Employment Unit's websites. Organizations that would like to be placed on the mailing list to receive job postings can print out the form, complete it, and mail or fax it back to the Employment Unit. Once the Employment Unit receives the form, the organization is promptly added to the mailing list and, in future, will receive job postings from the Employment Unit. Three organizations submitted their request to be placed on our mailing list after seeing the form letter on the WLS(AM) website.

### **(b) Initiative: On-Air Announcements**

The Employment Unit ran on-air announcements stating that the station is an equal opportunity employer and that any organization wishing to be placed on the mailing list to learn of future job vacancies can contact the station. Both stations ran these on-air announcements every month, during varied time slots throughout each station's schedule.

### **(c) Initiative: Individual Outreach**

The Employment Unit reached out individually to approximately 100 organizations, including minority and women organizations, via phone, e-mail, and fax, informing them that they can remain on or be added to the Employment Unit's mailing lists for job vacancies (See Attachment A). Since 7/23/07, twenty-seven organizations responded positively to the invitation and three organizations that were not previously on the mailing list, requested to be added to the mailing list. These new organizations were promptly added to the Employment Unit's mailing list for job openings.

### **(d) Initiative: Internship Program**

The Employment Unit continues to offer college and university undergraduates the opportunity to learn the day-to-day process and workings of a radio station for school credit. The internship lasts 12-14 weeks or more, depending on the student's availability. Participants must work a minimum of 15 hours per week. Each intern is assigned a base department, but must spend at least one week working in other departments. The internship program provides an opportunity for the students to learn how to produce commercials, put a traffic log together, edit and dub tapes, coordinate a promotional event, work the sound board, produce a show, work with talent, and various other activities which teach interns the skills necessary for employment in broadcasting. Forty-three interns participated in the Employment Unit's Internship Program during the reporting period.

### **(e) Initiative: Job Fairs**

The Employment Unit aired PSA's to help promote the Illinois Broadcasters Association's Career Fair held on February 27, 2008 at Illinois State University in Normal, Illinois.

The Employment Unit participated in the Shomex Diversity Job Fair on July 15, 2008, at Navy Pier in Chicago. The WLS(FM) Program Director, the WLS(AM) General Sales Manager, and the WLS(AM) Promotions Director worked the stations' booth at the event, recruiting potential candidates for the available positions at the Employment Unit's two radio stations. The hiring managers also gave advice on how to pursue a career in Radio and what it takes to be successful in the ever-changing industry.

In addition to attending the Shomex Diversity Job Fair, the Employment Unit was a media sponsor of the event, airing PSA's on both stations to help promote the job fair.

### **(f) Initiative: Educational Outreach**

As a representative for the Employment Unit, WLS (FM)'s Program Director addressed students at Columbia College's Intro to Radio Class on September 16 & 18, 2007, and on March 13, 2008. He spoke to the students about career opportunities in the broadcasting industry and employment opportunities at the Employment Unit's stations.

On February 1, 2008, high school students from Chicago Public Schools visited the Employment Unit, as part of Job Shadow Day, and met with the WLS(AM) Program Director, the WLS(AM) Production Director, a WLS(AM) On Air Talent, a WLS(AM) News Reporter, a WLS(AM) Technical Producer, the WLS(FM) Program Director, and the WLS(FM) General Sales Manager. The employees discussed their roles at the radio station and explained the different departments that make up a radio station. The employees also talked about the different employment opportunities in the radio industry, as well as in the Employment Unit, and what type of education and training is required to be successful in those positions.

**(g) Initiative: Broadcast Conferences**

On August 10, 2007, the WLS(AM) Program Director participated in the Talentmasters' Morning Show Bootcamp, a series of one on one counseling sessions for aspiring talent, at the Swiss Hotel in Chicago, IL. As a representative of the Employment Unit, he coached the attendees on how to be successful as an on air talent in the Radio industry.

On October, 27, 2007, the WLS(AM)'s News Director, a WLS(AM) On Air Talent, the WLS(FM)'s Program Director and a WLS(FM) On Air Talent were panelists/presentors at the Intercollegiate Broadcasting System (IBS) Fall Radio Conference at Columbia College in Chicago.

On November 10, 2007, the WLS(AM) Program Director and the WLS(FM) Program Director addressed the students in The Conclave's TalenTrak conference at Columbia College in Chicago, IL. The Conclave is an organization that awards scholarships to students desiring an education in the radio and music industries.

**(h) Initiative: Media Trade Group Postings**

With the exception of the openings that were filled based on exigent circumstances, the Employment Unit posted all of its full-time openings on the website of two media trade groups: The Illinois Broadcasters Association ("IBA") website and the American Women in Radio and Television ("AWRT") website. The IBA provides a range of services to broadcasters throughout Illinois. AWRT is a professional organization that has a broad-based membership comprised of women and minorities who work in the electronic media and allied fields.

**(i) Initiative: Weblinks to Job Openings**

To further the goal of disseminating information regarding employment opportunities within the Employment Unit, the Employment Unit continues to have its stations' websites links visible on the employment/career center section of the following colleges' websites: Columbia College (Chicago) and Western Illinois University. Visitors on the organizations' websites, who might not otherwise be aware of such opportunities, can view the job openings available within the Employment Unit by clicking on the links provided.

**(j) Initiative: Training to Management Level Personnel**

On September 11, 2007, Stations Managers attended a training session entitled "Discrimination in the Workplace: Don't Bring It On". This was conducted at the Citadel Managers' Meeting. The session provided an overview of federal anti-discrimination laws and provided station-specific examples of the application of the anti-discrimination laws.