

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2008 to July 24, 2009.

1) **Employment Unit: Citadel Chicago**

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

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: mike.fowler@citcomm.com

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

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
1. On Air Talent, WLS(AM)	Industry Referral
2. Executive Producer, The Roe Conn Show, WLS(AM)	Citadel Chicago Employee Referral
3. Sales Assistant, WLS(FM)	WLS(FM) Website
4. Account Executive, WLS(AM)	Citadel Chicago Employee Referral
5. Anchor/Reporter	Internal Promotion/Candidate
6. Anchor/Reporter	Cold Call to Station
7. Account Executive, WLS(AM)	Citadel Chicago Employee Referral
8. General Sales Manager, WLS(FM)	Citadel Chicago Employee Referral
9. Account Executive, WLS(FM)	Industry Referral
10. On Air Talent , WLS(AM)	Industry Referral
11. Program Director, WLS(AM)	Citadel Corporate Employee Referral
12. Production Director, WLS(AM/FM)	Internal Promotion/Candidate

Stations WLS(AM) and WLS(FM) are Equal Opportunity Employers.

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|-----------------------------------------------|-------------------------------------------|
| 13. Assistant Production Director, WLS(AM/FM) | Internal Promotion/Candidate |
| 14. Account Executive, WLS(FM) | Illinois Broadcasters Association Website |
| 15. Full-Time Board Operator, WLS(FM) | WLS(FM) Website |
| 16. General Sales Manager, WLS(AM) | Industry Referral |
| 17. Reporter/Anchor, WLS(AM) | Citadel Chicago Employee Referral |
| 18. Account Executive, WLS(FM) | WLS(FM) Website |

5) Job Titles and Referral Source(s) of Hires

1. Job Title: On Air Talent, WLS(AM)

Referral Source(s) of Hiree: Industry Referral

The position of WLS(AM) On Air Talent was filled based on exigent circumstances. Wide recruitment was not executed because WLS(AM) Management had to move quickly in hiring this candidate in order to prevent him from going elsewhere. At the time, this candidate was employed by a competitor and confidentiality was required during the negotiations so as not to alert the competitor of the station's intentions, as well as the talk show host who would eventually be replaced by this candidate. In addition, this candidate is unique, having been in morning drive in Chicago for 20 plus years and value in two day parts. It is unlikely that a comparable talent would be found by recruitment.

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

2. Job Title: Executive Producer, The Roe Conn Show, WLS(AM)

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

The position of WLS(AM) Executive Producer (for The Roe Conn Show) was filled based on exigent circumstances. In order to maintain confidentiality so as not to alert an existing employee who was about to be replaced, WLS(AM) posted a blind ad for this position in the following recruitment source.

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access Website – Blind Ad	Joel Denver	All Access, 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	2	No
Citadel Chicago Employee Referral	-	-	-	4	No

Total number of interviewees for the WLS(AM) Executive Producer (for The Roe Conn Show) position: 6

3. Job Title: Sales Assistant, 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.

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
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
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	1	No
American Women In Radio and Television Website	Michelle Delarosa	8405 Greensboro Drive, Suite 800, Mclean, VA 22102	703-506-3290	0	No
National Association of Broadcasters Website	Karen Hunter	1771 N Street NW Washington, DC 20036	202-429-5498	0	No
Western Illinois University Website	Al Waters	116 Sherman Hall, 1 University Circle, Macomb, IL 61455	309-298-1838	0	No
Shomex Diversity Career Fair	Lew Shomer / Anna Osnowar	Navy Pier, 600 E. Grand Avenue, Chicago, IL 60611	310-450-8831	0	No
Citadel Chicago Employee Referral	-	-	-	4	No
Jewish Vocational Service	Sally Yarberry	216 W. Jackson Blvd., Suite 700	312-673-3400	1	Yes
Industry Referral	-	-	-	1	No

Total number of interviewees for the WLS(FM) Sales Assistant position: 13

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.

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
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		No
Western Illinois University Website	Al Waters	116 Sherman Hall, 1 University Circle, Macomb, IL 61455	309-298-1838		No
Citadel Chicago Employee Referral	-	-	-	1	No
Industry Referral	-	-	-	1	No
Cold Call to Station	-	-	-	1	No
Shomex Diversity Career Fair	Lew Shomer / Anna Osnower	Navy Pier, 600 E. Grand Avenue, Chicago, IL 60611	310-450-8831	1	No

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

5. Job Title: Anchor/Reporter, WLS(AM) Referral Source(s) of Hiree: Internal Promotion/Candidate

This candidate was a part-time weekend On Air Talent at the station. After wide recruitment for this position was executed, she was promoted into the full-time weekday Anchor/Reporter position.

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
WLS(AM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	0	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
Citadel Chicago Employee Referral	-	-	-	2	No
Internal Promotion	-	-	-	1	No
Illinois Radio Network	-	-	-	2	No
Metro Networks	-	-	-	1	No
Industry Referral	-	-	-	1	No

Total number of interviewees for the WLS(AM) Anchor/Reporter position: 7

6. Job Title: Anchor/Reporter, WLS(AM) Referral Source(s) of Hiree: Cold Call to Station

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
WLS(AM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	0	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
Citadel Chicago Employee Referral	-	-	-	2	No
Internal Promotion	-	-	-	1	No
Illinois Radio Network	-	-	-	2	No
Metro Networks	-	-	-	1	No
Industry Referral	-	-	-	1	No
Cold Call to the Station	-	-	-	1	No

Total number of interviewees for WLS(AM) Anchor/Reporter position: 8 *

* Seven of the candidates interviewed for this position were also considered for two other Anchor/Reporter positions (Job Titles #5 & #17) that became open on the same date that this position became open.

7. 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.

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
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	0	No
Western Illinois University Website	Al Waters	116 Sherman Hall, 1 University Circle, Macomb, IL 61455	309-298-1838	0	No
Citadel Chicago Employee Referral	-	-	-	2	No
Industry Referral	-	-	-	1	No
Cold Call to Station	-	-	-	1	No
Shomex Diversity Career Fair	Lew Shomer / Anna Osnower	Navy Pier, 600 E. Grand Avenue, Chicago, IL 60611	310-450-8831	1	No

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

* Seven of the candidates interviewed for this position were also considered for another Account Executive position (Job Title #4) that was open while this position was open.

8. Job Title: General Sales Manager, 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.

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
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
Shomex Diversity Career Fair	Lew Shomer / Anna Osnowar	Navy Pier, 600 E. Grand Avenue, Chicago, IL 60611	310-450-8831	0	No
Citadel Chicago Employee Referral	-	-	-	2	No
Industry Referral	-	-	-	2	No

Total number of interviewees for the WLS(FM) General Sales Manager position: 5

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
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
Shomex Diversity Career Fair	Lew Shomer / Anna Osnower	Navy Pier, 600 E. Grand Avenue, Chicago, IL 60611	310-450-8831	2	No
Citadel Chicago Employee Referral	-	-	-	1	No
Industry Referral	-	-	-	3	No

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

* One of the candidates interviewed for this position was also considered for the General Sales Manager position (Job Title #8) that was open while this position was open.

10. Job Title: On Air Talent, WLS(AM) Referral Source(s) of Hiree: Industry Referral

The position of WLS(AM) On Air Talent was filled based on exigent circumstances. The individual hired is a well known controversial Chicago radio personality with a proven track record of attracting young audiences. A comparable candidate would not have been found through regular recruitment. In addition, it was necessary to maintain confidentiality so as not to alert the current talk show host that he was going to be replaced by this candidate.

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

11. Job Title: Program Director, WLS(AM) Referral Source(s) of Hiree: Citadel Corporate Employee Referral

The position of WLS(AM) Program Director was filled based on exigent circumstances. Wide recruitment was not executed in order to maintain confidentiality so as not to alert the current Program Director that he was going to be terminated, as well as the competitor who employed this candidate. This candidate was a perfect fit for the position because, prior to being hired, he was the Program Director at a number one rated AM station in the Chicago market and was already familiar with the Talk format. He is also a former employee of the Citadel Broadcasting Corporation.

Total number of interviewees for the WLS(AM) Program Director position: 1

12. Job Title: Production Director, WLS(AM/FM)

Referral Source(s) of Hiree: Internal Promotion

This position was filled by internal promotion. The WLS(FM) Production Director was promoted to the position of WLS(AM/FM) Production Director.

Total number of interviewees for the WLS(AM/FM) Production Director position: 1

13. Job Title: Assistant Production Director, WLS(AM/FM) Referral Source(s) of Hiree: Internal Promotion

This position was filled by internal promotion. The WLS(FM) Morning Show Executive Producer was promoted to the position of WLS(AM/FM) Assistant Production Director.

Total number of interviewees for the WLS(AM/FM) Assistant Production Director position: 1

14. Job Title: Account Executive, WLS(FM) Referral Source(s) of Hiree: Illinois Broadcasters Association 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.

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
WLS(FM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	0	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	1	No
American Women In Radio and Television Website	Amy Lotz	8405 Greensboro Drive, Suite 800, Mclean, VA 22102	703-506-3290	0	No
Citadel Chicago Employee Referral	-	-	-	3	No
Industry Referral	-	-	-	3	No
Cold Call to Station	-	-	-	1	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: 9

15. Job Title: Full-Time Board Operator, 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.

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
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	2	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

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

16. Job Title: General Sales Manager, WLS(AM) Referral Source(s) of Hiree: Citadel Chicago Employee Referral

The position of WLS(AM) General Sales Manager was filled based on exigent circumstances. Wide recruitment was not executed in order to maintain confidentiality so as not to alert the current General Sales Manager that he was going to be terminated, as well as the competitor who employed this candidate. This candidate was a perfect fit for the position because, prior to being hired, he was a sales manager at a number one billing AM station in the Chicago market and was already familiar with the format and clients.

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

17. Job Title: Anchor/Reporter, 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.

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
WLS(AM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	0	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
Citadel Chicago Employee Referral	-	-	-	3	No
Illinois Radio Network	-	-	-	2	No
Metro Networks	-	-	-	1	No
Industry Referral	-	-	-	1	No
Cold Call to the Station	-	-	-	1	No

Total number of interviewees for the WLS(AM) Anchor/Reporter position: 8

* Seven of the candidates interviewed for this position were also considered for two other Anchor/Reporter positions (Job Titles #5 & #6) that became open on the same date that this position became open.

18. Job Title: Account Executive, 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.

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
WLS(FM) 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	2	No
Illinois Broadcasters Association Website	Debbie David	300 N. Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
Media Staffing Network Website	Laurie Kahn	1950 W. Henderson, Chicago, IL 60657	312-944-9194	0	No
Hire Veterans Website	Marcy Bulstrom	315 E. San Ysidro Blvd., #300 C-304, San Ysidro, CA 92173	619-819-9360	0	No
Illinois Department of Employment Security	Toni Barnett	715 E. 47th St., Chicago, IL 60653	773-538-8857	0	Yes
Citadel Chicago Employee Referral	-	-	-	2	No
Industry Referral	-	-	-	1	No

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

6) Total # of Interviewees Referred: For the period from July 23, 2008 to July 24, 2009, this Employment Unit interviewed seventy-four 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. One organization submitted their request to be placed on our mailing list after seeing the form letter on the WLS(AM) website. Another organization submitted their request after seeing the form letter on the WLS(FM) website.

(b) Initiative: On-Air Announcements

The Employment Unit ran on-air announcements stating that the stations are equal opportunity employers and that any organization wishing to be placed on the mailing list to learn of future job vacancies can contact the stations. Both stations ran these on-air announcements during varied time slots throughout each station's schedule for this reporting period.

(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 7/23/08, twenty-seven organizations responded positively to the invitation, and four organizations that were previously not on the mailing list requested to be added to the 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 typically lasts 10-12 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 April 9, 2009, at Illinois State University in Normal, Illinois.

The Employment Unit participated in the following two job fairs during this period: 1) National Association for the Advancement of Colored People (NAACP) Diversity Job Fair and 2) ChicagoHires Job Fair.

The Employment Unit participated in the National Association for the Advancement of Colored People (NAACP) Diversity Job Fair on September 24, 2008, at Navy Pier in Chicago. The WLS(AM/FM) Director of Sales, the WLS(FM) Promotions Director, and the WLS(AM) Program Director worked the stations' booth at the event, recruiting potential candidates for the available positions at the Employment Unit's two radio stations.

The Employment Unit also participated in the ChicagoHires Job Fair on July 23, 2009, at the Holiday Inn Chicago Mart Plaza in Chicago. The WLS(AM/FM) Director of Sales and the WLS(FM) Program Director worked the stations' booth at the event, answering questions and giving 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 these two job fairs, the Employment Unit was a media sponsor of these events, airing PSA's on both stations to help promote the job fair. The Employment Unit also posted a Q&A session, produced by the

Employment Unit, on each of the station's websites. This Q&A session addressed the frequently asked questions that interested participants may have regarding this type of event. Visitors of the websites could click on the Q&A session to hear all the relevant information pertaining to the job fair. Chicagohires also posted this Q&A session on their website.

(f) Initiative: Educational Outreach

On November 19, 2008, students from Columbia College's Intro to Radio Class visited the Employment Unit and met with the WLS(FM) Program Director who gave the students a tour of the radio station and discussed his role and duties as Program Director. He also spent time discussing 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.

On May 12, 2009, the WLS(AM/FM) Director of Sales and a WLS(AM) Technical Producer were part of a panel of volunteer media professionals who attended a Radio and TV Class at Chicago Vocational Academy where they judged and evaluated the students' annual projects and discussed the different type of jobs in the radio industry, specifically the type of positions at the Employment Unit. They each gave their insight into the qualifications and education required to obtain a job in their specific department. They also made themselves available for any follow-through or professional advice that the students may have needed afterwards.

(g) Initiative: Broadcast Conferences

On October, 25, 2008, the WLS(FM) Program Director and a WLS(FM) On Air Talent were panelists at the Intercollegiate Broadcasting System (IBS) Fall Radio Conference at Columbia College in Chicago, IL. They talked to the students about how to get a job as an On Air Talent in Radio, the Do's and Don't's of submitting your demo, what should be on your demo, how to be a successful On Air Talent, etc. The WLS(AM) Program Director was also a keynote speaker at the event, talking about the future of Radio and the different types of jobs in the industry.

(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 with one or both of the following 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 of 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.