

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 25, 2009 to July 23, 2010.

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) 984-5301
	Contact Person/Title: Michael Damsky, President and General Manager
	E-mail Address: michael.damsky@citcomm.com

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

<u>Job Title</u>	<u>Recruitment Source(s) Referring Hiree</u>
1. Account Executive, WLS(AM)	Citadel Chicago Employee Referral
2. Web Producer/Designer, WLS(AM) & WLS(FM)	Chicago Interactive Marketing Association Website
3. Local Sales Manager, WLS(AM) & WLS(FM)	Citadel Chicago Employee Referral
4. Account Executive, WLS(FM)	WLS(FM) Website
5. Sales Promotion Director, WLS(AM) & WLS(FM)	WLS(FM) Website
6. Account Executive, WLS(AM)	Citadel Chicago Employee Referral
7. Webmaster/Web Designer, WLS(AM) & WLS(FM)	Linked In
8. Talk Show Host, WLS(AM)	Citadel Chicago Employee Referral
9. Operations Director, WLS(AM)	Citadel Chicago Employee Referral
10. Morning Show Host, WLS(FM)	Industry Referral
11. Account Executive, WLS(AM)	Industry Referral
12. Account Executive, WLS(AM)	WLS(AM) Website

Job Title

Recruitment Source(s) Referring Hiree

- | | |
|--|---|
| 13. Talk Show Host, WLS(AM) | Citadel Chicago Employee Referral |
| 14. Web Content Producer, WLS(AM) & WLS(FM) | WLS(AM) Website, Industry Referral & Citadel Chicago Employee Referral |
| 15. Local Sales Manager, WLS(AM) & WLS(FM) | Citadel Chicago Employee Referral |

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

1. 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	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	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
Media Staffing Network Website	Laurie Kahn	1950 W. Henderson, Chicago, IL 60657	312-944-9194	0	No
Illinois Department of Employment Security	Toni Barnett	715 E. 47 th St., Chicago, IL 60653	773-538-8857	0	Yes
Hire Veterans Website	Marcy Bulstrom	315 E. San Ysidro Blvd., #300, C-304, San Ysidro, CA 92173	619-819-9360	0	No
ChicagoHires Career Fair Fair	Steve Faulk & Tara Scovil	Holiday Inn Chicago Mart Plaza, 350 West Mart Center Drive, Chicago, IL 60654	702-547-0026 702-818-8899	0	No
Citadel Chicago Employee Referral	-	-	-	2	No
Industry Referral	-	-	-	2	No

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

2. Job Title: Web Producer/Designer, WLS(AM) & WLS(FM)

Referral Source(s) of Hiree: Chicago Interactive Marketing 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(AM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	2	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	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
Media Staffing Network Website	Laurie Kahn	1950 W. Henderson, Chicago, IL 60657	312-944-9194	0	No
Illinois Department of Employment Security	Toni Barnett	715 E. 47 th St., Chicago, IL 60653	773-538-8857	0	Yes
Hire Veterans Website	Marcy Bulstrom	315 E. San Ysidro Blvd., #300, C-304, San Ysidro, CA 92173	619-819-9360	1	No
ChicagoHires Career Fair	Steve Faulk & Tara Scovil	Holiday Inn Chicago Mart Plaza, 350 West Mart Center Drive, Chicago, IL 60654	702-547-0026 702-818-8899	0	No
Chicago Interactive Marketing Association Website	Sarah Robertson	P.O. Box 543481, Chicago, IL 60654	708-748-3330	2	No
Indeed.com	N/A	177 Broad Street, 6th Floor, Stamford, CT 06901	N/A	3 *	No

Total number of interviewees for the WLS(AM) & WLS(FM) Webmaster position: 5

* Indeed.com is a comprehensive search engine for jobs through which the candidates for this position were directed to the websites for WLS(AM), Chicago Interactive Marketing Association, and Hire Veterans.

3. Job Title: Local Sales Manager, 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.

(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
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	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
Illinois Department of Employment Security	Toni Barnett	715 E. 47 th St., Chicago, IL 60653	773-538-8857	0	Yes
Hire Veterans Website	Marcy Bulstrom	315 E. San Ysidro Blvd., #300, C-304, San Ysidro, CA 92173	619-819-9360	0	No
Media Staffing Network Website	Laurie Kahn	1950 W. Henderson, Chicago, IL 60657	312-944-9194	1 *	No
Columbia College	Tom Joyce	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7280	1 *	No
Citadel Chicago Employee Referral	-	-	-	3 *	No
Industry Referral	-	-	-	2	No

Total number of interviewees for the WLS(AM) & WLS(FM) Local Sales Manager position: 5

* One of the candidates for this position was referred by three different sources: Columbia College, Media Staffing Network, and a Citadel Chicago Employee Referral.

4. 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(AM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	0	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	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
Illinois Department of Employment Security	Toni Barnett	715 E. 47 th St., Chicago, IL 60653	773-538-8857	0	Yes
Hire Veterans Website	Marcy Bulstrom	315 E. San Ysidro Blvd., #300, C-304, San Ysidro, CA 92173	619-819-9360	0	No
Media Staffing Network Website	Laurie Kahn	1950 W. Henderson, Chicago, IL 60657	312-944-9194	0	No
Chicago Urban League	Valerie Everett	4510 S. Michigan Avenue, Chicago, IL 60653	773-285-5800	1	Yes
Citadel Chicago Employee Referral	-	-	-	2	No
Industry Referral	-	-	-	1	No

Total number of interviewees for the WLS(FM) Account Executive position: 5

5. Job Title: Sales Promotion Director, WLS(AM) & 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(AM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	1	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	28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265	310-457-6616	1	No
Illinois Broadcasters Association Website	Debbie David	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
Illinois Department of Employment Security	Toni Barnett	715 E. 47 th St., Chicago, IL 60653	773-538-8857	0	Yes
Hire Veterans Website	Marcy Bulstrom	315 E. San Ysidro Blvd., #300, C-304, San Ysidro, CA 92173	619-819-9360	0	No
Media Staffing Network Website	Laurie Kahn	1950 W. Henderson, Chicago, IL 60657	312-944-9194	0	No
Citadel Chicago Employee Referral	-	-	-	1	No
Citadel Media Chicago Sales Employee Referral	-	-	-	1	No

Total number of interviewees for the WLS(AM) & WLS(FM) Sales Promotion Director position: 6

6. 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	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
Illinois Department of Employment Security	Toni Barnett	715 E. 47 th St., Chicago, IL 60653	773-538-8857	0	Yes
Hire Veterans Website	Marcy Bulstrom	315 E. San Ysidro Blvd., #300, C-304, San Ysidro, CA 92173	619-819-9360	0	No
Media Staffing Network Website	Laurie Kahn	1950 W. Henderson, Chicago, IL 60657	312-944-9194	0	No
ChicagoHires Career Fair	Steve Faulk & Tara Scovil	Holiday Inn Chicago Mart Plaza, 350 West Mart Center Drive, Chicago, IL 60654	702-547-0026 702-818-8899	0	No
WLS(FM) Website	Anabel Roda	190 N. State Street, Chicago, IL 60601	312-984-5281	1	No
Chicago Urban League	Valerie Everett	4510 S. Michigan Avenue, Chicago, IL 60653	773-285-5800	1	Yes
Citadel Chicago Employee Referral	-	-	-	3	No
Industry Referral	-	-	-	1	No

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

7. Job Title: Webmaster/Web Designer, WLS(AM) & WLS(FM) Referral Source(s) of Hiree: Linked In

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	1	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	1	No
Illinois Broadcasters Association Website	Debbie David	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
Illinois Department of Employment Security	Toni Barnett	715 E. 47 th St., Chicago, IL 60653	773-538-8857	0	Yes
Hire Veterans Website	Marcy Bulstrom	315 E. San Ysidro Blvd., #300, C-304, San Ysidro, CA 92173	619-819-9360	0	No
Media Staffing Network Website	Laurie Kahn	1950 W. Henderson, Chicago, IL 60657	312-944-9194	0	No
Linked In	-	-	-	1	No
Citadel Chicago Employee Referral	-	-	-	1	No
Industry Referral	-	-	-	1	No

Total number of interviewees for the WLS(AM) & WLS(FM) Webmaster/Web Designer position: 5

8. Job Title: Talk Show Host, WLS(AM)

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

The position of WLS(AM) Talk Show Host 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. In addition, this candidate was previously employed by the station and already had a fan base among our listeners.

Total number of interviewees for the WLS(AM) Talk Show Host position: 1

9. Job Title: Operations Director, WLS(AM)

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

The position of WLS(AM) Operations Director was filled based on exigent circumstances. Wide recruitment was not executed because this candidate was a perfect fit for the position because he was formerly the Program Director who was the originator of the station's successful Talk format. Station Management also saw this as an opportunity to hire a specialized skill set directly from the competition.

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

10. Job Title: Morning Show Host, 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.

(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	Debbie David	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
Illinois Department of Employment Security	Toni Barnett	715 E. 47 th St., Chicago, IL 60653	773-538-8857	0	Yes
Hire Veterans Website	Marcy Bulstrom	315 E. San Ysidro Blvd., #300, C-304, San Ysidro, CA 92173	619-819-9360	0	No
Industry Referral	-	-	-	1	No
Citadel Chicago Employee Referral	-	-	-	2	No
Citadel New York Employee Referral	-	-	-	1	No
Citadel Dallas Employee Referral	-	-	-	1	No

Total number of interviewees for the WLS(FM) Morning Show Host position: 5

11. Job Title: Account Executive, WLS(AM)

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.

(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	2	No
Illinois Broadcasters Association Website	Debbie David	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
Illinois Department of Employment Security	Toni Barnett	715 E. 47 th St., Chicago, IL 60653	773-538-8857	0	Yes
Hire Veterans Website	Marcy Bulstrom	315 E. San Ysidro Blvd., #300, C-304, San Ysidro, CA 92173	619-819-9360	0	No
Media Staffing Network Website	Laurie Kahn	1950 W. Henderson, Chicago, IL 60657	312-944-9194	0	No
ChicagoHires Career Fair	Peggy Hillman	Holiday Inn Chicago Mart Plaza, 350 West Mart Center Drive, Chicago, IL 60654	702-547-0026 702-818-8899	1	No
Citadel Chicago Employee Referral	-	-	-	2	No
Industry Referral	-	-	-	1	No

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

* The candidates interviewed for this position were the same eight (8) candidates interviewed for another WLS(AM) Account Executive position (Job Title Number 12). Both positions were open at the same time.

12. Job Title: Account Executive, WLS(AM)**Referral Source(s) of Hiree: WLS(AM) 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(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	2	No
Illinois Broadcasters Association Website	Debbie David	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
Illinois Department of Employment Security	Toni Barnett	715 E. 47 th St., Chicago, IL 60653	773-538-8857	0	Yes
Hire Veterans Website	Marcy Bulstrom	315 E. San Ysidro Blvd., #300, C-304, San Ysidro, CA 92173	619-819-9360	0	No
Media Staffing Network Website	Laurie Kahn	1950 W. Henderson, Chicago, IL 60657	312-944-9194	0	No
ChicagoHires Job Fair				1	No
Citadel Chicago Employee Referral	-	-	-	2	No
Industry Referral	-	-	-	1	No

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

* The candidates interviewed for this position were the same eight (8) candidates interviewed for another WLS(AM) Account Executive position (Job Title Number 11). Both positions were open at the same time.

13. Job Title: Talk Show Host, 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
Illinois Department of Employment Security	Toni Barnett	715 E. 47 th St., Chicago, IL 60653	773-538-8857	0	Yes
Hire Veterans Website	Marcy Bulstrom	315 E. San Ysidro Blvd., #300, C-304, San Ysidro, CA 92173	619-819-9360	0	No
Media Staffing Network Website	Laurie Kahn	1950 W. Henderson, Chicago, IL 60657	312-944-9194	0	No
Citadel Chicago Employee Referral	-	-	-	5	No
Industry Referral	-	-	-	3	No

Total number of interviewees for the WLS(AM) Talk Show Host position: 8

14. Web Content Producer, WLS(AM) & WLS(FM)

Referral Source(s) of Hiree: WLS(AM) Website, Industry Referral, and 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	1 *	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	Debbie David	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
Illinois Department of Employment Security	Toni Barnett	715 E. 47 th St., Chicago, IL 60653	773-538-8857	0	Yes
Hire Veterans Website	Marcy Bulstrom	315 E. San Ysidro Blvd., #300, C-304, San Ysidro, CA 92173	619-819-9360	0	No
Indeed.com	N/A	177 Broad Street, 6 th Floor, Stamford, CT 06901	N/A	1	No
Chicagoland Radio and Media Website	-	-	-	1	No
Citadel Chicago Employee Referral	-	-	-	3 *	No
Industry Referral	-	-	-	1 *	No

Total number of interviewees for the WLS(AM) & WLS(FM) Web Content Producer position: 5

* One of the candidates/candidate hired for this position was referred by three different sources: WLS(AM) Website, Industry Referral, and Citadel Chicago Employee Referral.

15. Job Title: Local Sales Manager, 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.

(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	1	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	Debbie David	300 North Pershing Street, Suite B, Energy, IL 62933	618-942-2139	0	No
Illinois Department of Employment Security	Toni Barnett	715 E. 47 th St., Chicago, IL 60653	773-538-8857	0	Yes
Hire Veterans Website	Marcy Bulstrom	315 E. San Ysidro Blvd., #300, C-304, San Ysidro, CA 92173	619-819-9360	0	No
Media Staffing Network Website	Laurie Kahn	1950 W. Henderson, Chicago, IL 60657	312-944-9194	1	No
Citadel Chicago Employee Referral	-	-	-	2	No
Industry Referral	-	-	-	1	No

Total number of interviewees for the WLS(AM) & WLS(FM) Local Sales Manager position: 5

6) Total # of Interviewees Referred: For the period from July 25, 2009 to July 23, 2010, this Employment Unit interviewed sixty-five * interviewees for full-time job vacancies.

* This number represents the total number of individuals interviewed. Some candidates were interviewed for more than one position.

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.

(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 at least two times a month 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 7/25/09, twenty-six organizations responded positively to the invitation, and five 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-one interns participated in the Employment Unit's Internship Program during the reporting period.

(e) Initiative: Job Fairs

The Employment Unit participated in the following two job fairs during this period: 1) ChicagoHires Job Fair on October 16, 2009, and 2) ChicagoHires Job Fair on July 1, 2010.

The Employment Unit participated in the ChicagoHires Job Fair on October 16, 2009, at the Holiday Inn Chicago Mart Plaza in Chicago. The WLS(AM) General Sales Manager 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 1, 2010, at the Allerton Hotel in Chicago. The WLS(FM) General Sales Manager and the WLS(AM/FM) Traffic 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.

(f) Initiative: Educational Outreach

On October 14, 2009, a WLS(AM) News Reporter addressed students at Columbia College's Intro to Radio Class. She discussed the different type of jobs within the Radio and TV industry and offered her advice on what type of education and training one should have if they want to pursue a career in broadcasting.

As a representative for the Employment Unit, WLS (FM)'s Operations Director addressed students at Kennedy King College's Radio 101 Class on April 8, 2010. He spoke to the students about career opportunities in the broadcasting industry and current employment opportunities at the Employment Unit's stations.

On April 30, 2010, the WLS(FM) Operations Director participated in Crispus Attucks Academy's Career Day by speaking to the students about his role at the radio station, his career experiences, and how one can go about obtaining the education and training required for his type of job and for other positions within the Radio and Broadcast industry.

On May 10, 2010, students from Homewood Flossmoor High School's journalism class visited the Employment Unit and met with the WLS(AM) Operations Director who gave the students a tour of the radio station and then sat down with them and explained what his role and duties are as head of the Programming Department. He also discussed 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. The students also met with the WLS(AM/FM) Assistant Production Director and a WLS(AM) Technical Producer who gave them an insight into what their responsibilities are and the type of training required for those positions.

The WLS(FM) Operations Director participated in Columbia College's graduate assessments on May 21, 2010. After grading final projects and audition demos, he then addressed the students and talked about the different type of jobs in the radio industry, specifically the type of positions at the Employment Unit. He also gave his insight into the qualifications and education necessary to work in the different departments within a radio station.

(g) Initiative: Broadcast Conferences

On October, 24, 2009, the WLS(FM) Program Director was a panelist at the Intercollegiate Broadcasting System (IBS) Fall Radio Conference at Columbia College in Chicago, IL. He spoke to the high school and college 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.

(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 Illinois Broadcasters Association ("IBA") website. The IBA provides a wide range of services and resources to broadcasters throughout Illinois. It is also the leading advocate for the Broadcasting industry in the state.

(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.