

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2009 to May 22, 2010.

1) Employment Unit: CITADEL BROADCASTING - DETROIT

2) Unit Members (Stations and Communities of License): WJR-AM
WDRQ-FM
WDVD-FM

3) EEO Contact Information for Unit Member:

| | |
|---|---|
| Mailing Address: 3011 W. Grand Blvd Ste 800 Detroit, MI 48202 | Telephone Number: 313-873-9701 |
| | Contact Person/Title: Diane Cunningham |
| | E-mail Address: Diane.cunningham@citcomm.com |

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

| Job Title | Recruitment Source Referring Hiree |
|--|------------------------------------|
| 1. WJR Executive Producer | Current Employee Referral |
| 2. WJR Account Executive | Industry Colleague Referral |
| 3. WDVD/WDRQ Account Executive: These multiple openings were posted 10/8/09. The interviews enumerated in the hiring method of the 2 filled positions are listed together. | |
| a. WDVD/WDRQ Account Executive | Current Employee Referral |
| b. WDVD/WDRQ Account Executive | Station Websites/Jobs |
| 4. WDVD/WDRQ Imaging Director | AllAccess.com |
| 5. WDVD On-Air Talent | Current Part-time Employee |
| 6. WDVD/WDRQ Sales Assistant | Industry Colleague Referral |

Station WJR/WDVD/WDRQ are Affirmative Action & Equal Opportunity Employers.

5) FULL-TIME JOB VACANCIES FILLED DURING REPORTING PERIOD

5.1) Job Title: WJR Executive Producer Referral Source(s) of Hiree: Current employee referral
 Posted 6/22/09 Hired 9/9/09

| (i) Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | # of Interviews Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|------------------------|---|-------------------|--------------------------|--|
| | | | | Total 17 | |
| Stations websites | D Pellegrino C Paul | http://www.wjr.com/ http://www.963wdvd.com/ http://www.dougfm.com/ | 313-875-4440 | 5 | No |
| Industry colleagues | | | | 2 | No |
| Current employees | | | | 4 | No |
| Observer & Eccentric Newspaper group | Alana Copeland | acope@hometownlife.com | 734-953-2067 | | No |
| CareerBuilder.com Observer & Eccentric | Alana Copeland | acope@hometownlife.com | 734-953-2067 | 1 | No |
| Adcrafter | Bob Guerrini | advertising@adcrafter.org | 313-872-7850 | | No |
| TVandRadioJobs.com | | www.tvandradiojobs.com | | | No |
| Michigan Chronicle | Linda Moragne | linda.moragne@michronicle.com | 313-963-5522x242 | | No |
| Hire a Vet | | www.hireveterans.com | | | No |
| Michigan Talent Bank(MTB) | mtbhelp@michigan.gov | michworks.org | 222-253-6855 | 1 | No |
| NAACP | Stephanie Brown | sbrown1@detroitnaacp.org | 313-871-2087 | | No |
| Urban League | Sonya Cook | scook@deturbanleague.org | 313-831-5132 | | No |
| MI Assoc of Broadcasters (M.A.B.) | Esther Shaw | JobBank@michmab.com | 517-484-7444 | 4 | No |
| Women in Communications | Rose Ann Nicolai | info@womcomdetroit.org | 248-582-8465 | | No |
| YWCA of Metro Detroit | Emma Peterson | emmaywcadet@aol.com | 313-259-9920 | | No |
| Specs Howard School of Broadcasting | Kevin Scollin | kscollin@specshoward.edu | 248-358-9000 | | No |
| Wayne State University | Kimberly Streeter | kimberly.streeter@wayne.edu | 313-577-3390 | | No |
| Eastern Michigan University | Mary Jones | emich.edu | 734-487-0400 | | No |
| Michigan State University | Lisa Hinckley | hinkleyl@msu.edu | 517-355-6500 | | No |
| Central Michigan University | Sarah | careers@cmich.edu | 989-774-3068 | | No |
| Southfield Career Center | Denise Vane | dvanhee@cityofsouthfield.com | 248-796-4573 | | No |

| | | | | | |
|--|---------------------------|--|-----------------------|--|----|
| Dorsey Staffing | Jean Lemay | hr@dorseystaffing.com | 248-583-9500 | | No |
| New Lawton School, Inc. | Barbara Oliver | boliverio@dorsey.edu | 248-569-7787 | | No |
| U of M Dearborn | Regina Storrs/Tammy Casey | kcordon@umd.umich.edu | 313-593-5020 | | No |
| Davenport University - Warren Campus | Elaine Steinhardt | warren.cs@davenport.edu | 586-558-8700 | | No |
| Davenport University – Dearborn Campus | Kina Mason | kyna.mason@davenport.edu | 313-581-4400 x2845 | | No |
| Adrian College | Carolyn Holtz | choltz@adrian.edu | 517-265-4392 | | No |
| Albion College | Kelsey Ebbel | careers@albion.edu | 517-629-0332 | | No |
| Baker College | Beth Nuccio | beth.nuccio@baker.edu | 248-276-8217 | | No |
| Madonna University | Ingrid Krueger | ikroeger@madonna.edu | 734-432-5621 | | No |
| Monroe County Community College | Heather Kopf | workplace@monroeccc.edu | 734-384-4270 | | No |
| Schoolcraft College | Kathleen Cox | kcox@schoolcraft.edu | 734-462-4400 x4421 | | No |
| Washtenaw Community College | David Weldon | dwildfon@wccnet.edu | 734-677-5155 | | No |
| Detroit Business Institute | Dawn Jackson | Djackson0410@yahoo.com | 248-552-6300 | | No |
| Walsh College | Angela Boesler | careerservices@walshcollege.edu | 248-823-1625 | | No |

5.2) Job Title: WJR Account
 Executive Posted 7/23/09 Hired
 10/14/09

Referral Source(s) of Hiree: Industry Colleague

| (i) Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | # of Interviews Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|------------------------|---|-------------------|--------------------------|--|
| | | | | Total 17 | |
| Stations websites | D Pellegrino C Paul | http://www.wjr.com/ http://www.963wdvd.com/ http://www.dougfm.com/ | 313-875-4440 | 4 | No |
| Industry colleagues | | | | 2 | No |
| Current employees | | | | 1 | No |
| Michigan Chronicle | Linda Moragne | linda.moragne@michronicle.com | 313-963-5522x242 | 1 | No |
| CareerBuilder.com (Oakland Press) | Abby Kowaczyk | abby.kowaczyk@newspaperclassifieds.com | 248-745-4727 | 3 | No |
| Adcrafter | Bob Guerrini | advertising@adcrafter.org | 313-872-7850 | 2 | No |
| TVandRadioJobs.com | | www.tvandradiojobs.com | | | No |
| Michigan Talent Bank-MTB | mtbhelp@michigan.gov | michworks.org | 222-253-6855 | 4 | No |
| HireVeterans.com | Website | www.hireveterans.com | n/a/ | | No |
| NAACP | Stephanie Brown | sbrown1@detroitnaacp.org | 313-871-2087 | | No |
| Urban League | Sonya Cook | scook@deturbanleague.org | 313-831-5132 | | No |
| MI Assoc of Broadcasters (M.A.B.) | Esther Shaw | JobBank@michmab.com | 517-484-7444 | | No |
| Women in Communications | Rose Ann Nicolai | info@womcomdetroit.org | 248-582-8465 | | No |
| YWCA of Metro Detroit | Emma Peterson | emmaywcadet@aol.com | 313-259-9920 | | No |
| Specs Howard School of Broadcasting | Kevin Scollin | kscollin@specshoward.edu | 248-358-9000 | | No |
| Wayne State University | Kimberly Streeter | kimberly.streeter@wayne.edu | 313-577-3390 | | No |
| Eastern Michigan University | Mary Jones | emich.edu | 734-487-0400 | | No |
| Michigan State University | Lisa Hinckley | hinkleyl@msu.edu | 517-355-6500 | | No |
| Central Michigan University | Sarah | careers@cmich.edu | 989-774-3068 | | No |

| | | | | | |
|--|---------------------------|--|-----------------------|--|----|
| Southfield Career Center | Denise Vane | dvanhee@cityofsouthfield.com | 248-796-4573 | | No |
| Dorsey Staffing | Jean Lemay | hr@dorseystaffing.com | 248-583-9500 | | No |
| New Lawton School, Inc. | Barbara Oliver | boliverio@dorsey.edu | 248-569-7787 | | No |
| U of M Dearborn | Regina Storrs/Tammy Casey | kcordon@umd.umich.edu | 313-593-5020 | | No |
| Davenport University - Warren Campus | Elaine Steinhardt | warren.cs@davenport.edu | 586-558-8700 | | No |
| Davenport University – Dearborn Campus | Kina Mason | kyna.mason@davenport.edu | 313-581-4400 x2845 | | No |
| Adrian College | Carolyn Holtz | choltz@adrian.edu | 517-265-4392 | | No |
| Albion College | Kelsey Ebbed | careers@albion.edu | 517-629-0332 | | No |
| Baker College | Beth Nuccio | beth.nuccio@baker.edu | 248-276-8217 | | No |
| Madonna University | Ingrid Krueger | ikroeger@madonna.edu | 734-432-5621 | | No |
| Monroe County Community College | Heather Kopf | workplace@monroeccc.edu | 734-384-4270 | | No |
| Schoolcraft College | Kathleen Cox | kcox@schoolcraft.edu | 734-462-4400 x4421 | | No |
| Washtenaw Community College | David Weldon | dwildfon@wccnet.edu | 734-677-5155 | | No |
| Walsh College | Angela Boeslerler | careerservices@walshcollege.edu | 248-823-1625 | | No |

5.3 (a) & (b) Job Title: Account Executives(2) Posted 10/8/09
Hired 11/30/09 & 1/4/10

Referral Source(s) of Hiree: Current employee & Station Website

| (i) Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | # of Interviews Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|------------------------|---|-------------------|--------------------------|--|
| | | | | Total 18 | |
| Stations websites | D Pellegrino C Paul | http://www.wjr.com/ http://www.963wdvd.com/ http://www.dougfm.com/ | 313-875-4440 | 1 | No |
| Industry colleagues | | | | 3 | No |
| Current employees | | | | 4 | No |
| Observer & Eccentric Newspaper group | Alana Copeland | acope@hometownlife.com | 734-953-2067 | | No |
| CareerBuilder.com Observer & Eccentric | Alana Copeland | acope@hometownlife.com | 734-953-2067 | 5 | No |
| Adcrafter | Bob Guerrini | advertising@adcraft.org | 313-872-7850 | | No |
| Michigan Chronicle | Linda Moragne | linda.moragne@michronicle.com | 313-963-5522x242 | | No |
| TVandRadioJobs.com | | www.tvandradiojobs.com | | | No |
| Michigan Talent Bank-MTB | mtbhelp@michigan.gov | michworks.org | 222-253-6855 | 5 | No |
| HireVeterans.com | Website | www.hireverterans.com | n/a/ | | No |
| NAACP | Stephanie Brown | sbrown1@detroitnaacp.org | 313-871-2087 | | No |
| Urban League | Sonya Cook | scook@deturbanleague.org | 313-831-5132 | | No |
| MI Assoc of Broadcasters (M.A.B.) | Esther Shaw | JobBank@michmab.com | 517-484-7444 | | No |
| Society of St. Vincent DePaul | Tamika Weems | tweems@svdpdet.org | 313-393-2938 | | No |
| Women in Communications | Rose Ann Nicolai | info@womcomdetroit.org | 248-582-8465 | | No |
| YWCA of Metro Detroit | Emma Peterson | emmaywcadet@aol.com | 313-259-9920 | | No |
| Association of Hispanic Journalist | Virginia Galina | jobbank@nahj.org | 202-662-7145 | | No |
| Specs Howard School of Broadcasting | Kevin Scollin | kscollin@specshoward.edu | 248-358-9000 | | No |
| Wayne State University | Kimberly Streeter | kimberly.streeter@wayne.edu | 313-577-3390 | | No |
| Eastern Michigan University | Mary Jones | emich.edu | 734-487-0400 | | No |

| | | | | |
|--|---------------------------|--|-----------------------|----|
| Michigan State University | Lisa Hinckley | hinkleyl@msu.edu | 517-355-6500 | No |
| Central Michigan University | Sarah | careers@cmich.edu | 989-774-3068 | No |
| Southfield Career Center | Denise Vane | dvanhee@cityofsouthfield.com | 248-796-4573 | No |
| | | | | |
| Dorsey Staffing | Jean Lemay | hr@dorseystaffing.com | 248-583-9500 | No |
| New Lawton School, Inc. | Barbara Oliver | boliverio@dorsey.edu | 248-569-7787 | No |
| Diversified Educational Services | Monique Smith | Fax ONLY 313-963-7643 | 313-963-7545x310 | No |
| U of M Dearborn | Regina Storrs/Tammy Casey | kcordon@umd.umich.edu | 313-593-5020 | No |
| Davenport University - Warren Campus | Elaine Steinhardt | warren.cs@davenport.edu | 586-558-8700 | No |
| Davenport University – Dearborn Campus | Kina Mason | kyna.mason@davenport.edu | 313-581-4400 x2845 | No |
| Adrian College | Carolyn Holtz | choltz@adrian.edu | 517-265-4392 | No |
| Albion College | Kelsey Ebbel | careers@albion.edu | 517-629-0332 | No |
| Baker College | Beth Nuccio | beth.nuccio@baker.edu | 248-276-8217 | No |
| Madonna University | Ingrid Krueger | ikroeger@madonna.edu | 734-432-5621 | No |
| Monroe County Community College | Heather Kopf | workplace@monroecc.edu | 734-384-4270 | No |
| Schoolcraft College | Kathleen Cox | kcox@schoolcraft.edu | 734-462-4400 x4421 | No |
| Washtenaw Community College | David Weldon | dwildfon@wccnet.edu | 734-677-5155 | No |
| University of Phoenix | Karin Goat | karyn.goit.phoenix.edu | 248-925-4100 | No |
| Walsh College | Angela Boesler | careerservices@walshcollege.edu | 248-823-1625 | No |

5.4) Job Title: Imaging Director
 Posted 11/20/09 Hired 2/15/2010

Referral Source(s) of Hiree: AllAccess.com

| (i) Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | # of Interviews Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|------------------------|---|-------------------|--------------------------|--|
| | | | | Total 4 | |
| Stations websites | D Pellegrino C Paul | http://www.wjr.com/ http://www.963wdvd.com/ http://www.dougfm.com/ | 313-875-4440 | 1 | No |
| Industry colleagues | | | | 1 | No |
| Current employees | | | | | No |
| Observer & Eccentric Newspaper group | Alana Copeland | acope@hometownlife.com | 734-953-2067 | | No |
| CareerBuilder.com Observer & Eccentric | Alana Copeland | acope@hometownlife.com | 734-953-2067 | | No |
| Michigan Chronicle | Linda Moragne | linda.moragne@michronicle.com | 313-963-5522x242 | | No |
| Adcrafter | Bob Guerrini | advertising@adcraft.org | 313-872-7850 | | No |
| TVandRadioJobs.com | | www.tvandradiojobs.com | | | No |
| AllAccess.com | Pcolbert | pcolbert@allaccess.com | 310-457-6616 | 2 | No |
| Michigan Talent Bank-MTB | mtbhelp@michigan.gov | michworks.org | 222-253-6855 | | No |
| NAACP | Stephanie Brown | sbrown1@detroitnaacp.org | 313-871-2087 | | No |
| Urban League | Sonya Cook | scook@deturbanleague.org | 313-831-5132 | | No |
| MI Assoc of Broadcasters (M.A.B.) | Esther Shaw | JobBank@michmab.com | 517-484-7444 | | No |
| Society of St. Vincent DePaul | Tamika Weems | tweems@svdpdet.org | 313-393-2938 | | No |
| Women in Communications | Rose Ann Nicolai | info@womcomdetroit.org | 248-582-8465 | | No |
| YWCA of Metro Detroit | Emma Peterson | emmaywcadet@aol.com | 313-259-9920 | | No |
| Association of Hispanic Journalist | Virginia Galina | jobbank@nahj.org | 202-662-7145 | | No |
| Specs Howard School of Broadcasting | Kevin Scollin | kscollin@specshoward.edu | 248-358-9000 | | No |
| Wayne State University | Kimberly Streeter | kimberly.streeter@wayne.edu | 313-577-3390 | | No |
| Eastern Michigan University | Mary Jones | emich.edu | 734-487-0400 | | No |
| Michigan State University | Lisa Hinckley | hinklevl@msu.edu | 517-355-6500 | | No |
| Central Michigan University | Sarah | careers@cmich.edu | 989-774-3068 | | No |

| | | | | | |
|--|---------------------------|--|-----------------------|--|----|
| Southfield Career Center | Denise Vane | dvanhee@cityofsouthfield.com | 248-796-4573 | | No |
| Dorsey Staffing | Jean Lemay | hr@dorseystaffing.com | 248-583-9500 | | No |
| New Lawton School, Inc. | Barbara Oliver | boliverio@dorsey.edu | 248-569-7787 | | No |
| Diversified Educational Services | Monique Smith | Fax ONLY 313-963-7643 | 313-963-7545x310 | | No |
| U of M Dearborn | Regina Storrs/Tammy Casey | kcordon@umd.umich.edu | 313-593-5020 | | No |
| Davenport University - Warren Campus | Elaine Steinhardt | warren.cs@davenport.edu | 586-558-8700 | | No |
| Davenport University – Dearborn Campus | Kina Mason | kyna.mason@davenport.edu | 313-581-4400 x2845 | | No |
| Adrian College | Carolyn Holtz | choltz@adrian.edu | 517-265-4392 | | No |
| Albion College | Kelsey Ebbel | careers@albion.edu | 517-629-0332 | | No |
| Baker College | Beth Nuccio | beth.nuccio@baker.edu | 248-276-8217 | | No |
| Madonna University | Ingrid Krueger | ikroeger@madonna.edu | 734-432-5621 | | No |
| Monroe County Community College | Heather Kopf | workplace@monroecc.edu | 734-384-4270 | | No |
| Schoolcraft College | Kathleen Cox | kcox@schoolcraft.edu | 734-462-4400 x4421 | | No |
| Washtenaw Community College | David Weldon | dwildfon@wccnet.edu | 734-677-5155 | | No |
| University of Phoenix | Karin Goat | karyn.goit.phoenix.edu | 248-925-4100 | | No |
| Walsh College | Angela Boesler | careerservices@walshcollege.edu | 248-823-1625 | | No |

5.5) Job Title: On-Air Talent
 Posted 3/29/2010 Hired 5/10/2010

Referral Source(s) of Hiree: Internal – Current Part-Time to Full-Time

| (i) Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | # of Interviews Referred | Did Recruitment Source Request Notification ? (Yes or No) |
|---|------------------------|---|-------------------|--------------------------|---|
| | | | | Total 7 | |
| Stations websites | D Pellegrino C Paul | http://www.wjr.com/ http://www.963wdvd.com/ http://www.dougf.com/ | 313-875-4440 | 1 | No |
| Industry colleagues | | | | | No |
| Current employees | | | | 3 | No |
| Detroit Newspapers Careerbuilders.com | Amy Peretto | aperetto@dnps.com | 586-826-7064 | | No |
| Michigan Chronicle | Linda Moragne | linda.moragne@michronicle.com | 313-963-5522x242 | | No |
| Adcrafter | Bob Guerrini | advertising@adcrafter.org | 313-872-7850 | | No |
| TVandRadioJobs.com | | www.tvandradiojobs.com | | | No |
| AllAccess.com | Pcolbert | pcolbert@allaccess.com | 310-457-6616 | 3 | No |
| Michigan Talent Bank-MTB | mtbhelp@michigan.gov | michworks.org | 222-253-6855 | | No |
| HireVeterans.com | Website | www.hireveterans.com | n/a/ | | No |
| NAACP | Stephanie Brown | sbrown1@detroitnaacp.org | 313-871-2087 | | No |
| Urban League | Sonya Cook | scook@deturbanleague.org | 313-831-5132 | | No |
| MI Assoc of Broadcasters (M.A.B.) | Esther Shaw | JobBank@michmab.com | 517-484-7444 | | No |
| Women in Communications | Rose Ann Nicolai | info@womcomdetroit.org | 248-582-8465 | | No |
| YWCA of Metro Detroit | Emma Peterson | emmaywcadet@aol.com | 313-259-9920 | | No |
| Association of Hispanic Journalist | Virginia Galina | jobbank@nahj.org | 202-662-7145 | | No |
| Specs Howard School of Broadcasting | Kevin Scollin | kscollin@specshoward.edu | 248-358-9000 | | No |
| Wayne State University | Kimberly Streeter | kimberly.streeter@wayne.edu | 313-577-3390 | | No |
| Eastern Michigan University | Mary Jones | emich.edu | 734-487-0400 | | No |
| Michigan State University | Lisa Hinckley | hinkleyl@msu.edu | 517-355-6500 | | No |
| Central Michigan University | Sarah | careers@cmich.edu | 989-774-3068 | | No |
| Southfield Career Center | Denise Vane | dvanhee@cityofsouthfield.com | 248-796-4573 | | No |
| Dorsey Staffing | Jean Lemay | hr@dorseystaffing.com | 248-583-9500 | | No |

| | | | | | |
|--|---------------------------|--|-----------------------|--|----|
| New Lawton School, Inc. | Barbara Oliver | boliverio@dorsey.edu | 248-569-7787 | | No |
| Diversified Educational Services | Monique Smith | Fax ONLY 313-963-7643 | 313-963-7545x310 | | No |
| U of M Dearborn | Regina Storrs/Tammy Casey | kcordon@umd.umich.edu | 313-593-5020 | | No |
| Davenport University - Warren Campus | Elaine Steinhardt | warren.cs@davenport.edu | 586-558-8700 | | No |
| Davenport University – Dearborn Campus | Kina Mason | kyna.mason@davenport.edu | 313-581-4400 x2845 | | No |
| Adrian College | Carolyn Holtz | choltz@adrian.edu | 517-265-4392 | | No |
| Albion College | Kelsey Ebbel | careers@albion.edu | 517-629-0332 | | No |
| Baker College | Beth Nuccio | beth.nuccio@baker.edu | 248-276-8217 | | No |
| Madonna University | Ingrid Krueger | ikroeger@madonna.edu | 734-432-5621 | | No |
| Monroe County Community College | Heather Kopf | workplace@monroeccc.edu | 734-384-4270 | | No |
| Schoolcraft College | Kathleen Cox | kcox@schoolcraft.edu | 734-462-4400 x4421 | | No |
| Washtenaw Community College | David Weldon | dwildfon@wccnet.edu | 734-677-5155 | | No |
| University of Phoenix | Karin Goat | karyn.goit.phoenix.edu | 248-925-4100 | | No |
| Walsh College | Angela Boesler | careerservices@walshcollege.edu | 248-823-1625 | | No |

5.6) Job Title: Sales Assistant
 Posted 4/15/2010 Hired 5/17/2010

Referral Source(s) of Hiree: Industry Colleague

| (i) Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | # of Interviews Referred | Did Recruitment Source Request Notification ? (Yes or No) |
|---|------------------------|---|-------------------|--------------------------|---|
| | | | | Total 11 | |
| Stations websites | D Pellegrino C Paul | http://www.wjr.com/ http://www.963wdvd.com/ http://www.dougfmm.com/ | 313-875-4440 | | No |
| Industry colleagues | | | | 2 | No |
| Current employees | | | | 2 | No |
| Detroit Newspapers Careerbuilders.com | Amy Perfetto | aperfetto@dnps.com | 586-826-7064 | 5 | No |
| Michigan Chronicle | Linda Moragne | linda.moragne@michronicle.com | 313-963-5522x242 | | No |
| Adcrafter | Bob Guerrini | advertising@adcraft.org | 313-872-7850 | | No |
| TVandRadioJobs.com | | www.tvandradiojobs.com | | | No |
| AllAccess.com | Pcolbert | pcolbert@allaccess.com | 310-457-6616 | | No |
| Michigan Talent Bank-MTB | mtbhelp@michigan.gov | michworks.org | 222-253-6855 | | No |
| HireVeterans.com | Website | www.hireveterans.com | n/a/ | | No |
| NAACP | Stephanie Brown | sbrown1@detroitnaacp.org | 313-871-2087 | | No |
| Urban League | Sonya Cook | scook@deturbanleague.org | 313-831-5132 | | No |
| MI Assoc of Broadcasters (M.A.B.) | Esther Shaw | JobBank@michmab.com | 517-484-7444 | 1 | No |
| Society of St. Vincent DePaul | Tamika Weems | tweems@svdpdet.org | 313-393-2938 | | No |
| Women in Communications | Rose Ann Nicolai | info@womcomdetroit.org | 248-582-8465 | | No |
| YWCA of Metro Detroit | Emma Peterson | emmaywcadet@aol.com | 313-259-9920 | | No |
| Association of Hispanic Journalist | Virginia Galina | jobbank@nahj.org | 202-662-7145 | | No |
| Specs Howard School of Broadcasting | Kevin Scollin | kscollin@specshoward.edu | 248-358-9000 | | No |
| Wayne State University | Kimberly Streeter | kimberly.streeter@wayne.edu | 313-577-3390 | | No |
| Eastern Michigan University | Mary Jones | emich.edu | 734-487-0400 | | No |
| Michigan State University | Lisa Hinckley | hinkleyl@msu.edu | 517-355-6500 | | No |
| Central Michigan University | Sarah | careers@cmich.edu | 989-774-3068 | | No |
| Southfield Career Center | Denise Vane | dvanhee@cityofsouthfield.com | 248-796-4573 | | No |

| | | | | | |
|--|---------------------------|--|-----------------------|---|----|
| Dorsey Staffing | Jean Lemay | hr@dorseystaffing.com | 248-583-9500 | | No |
| New Lawton School, Inc. | Barbara Oliver | boliverio@dorsey.edu | 248-569-7787 | | No |
| Diversified Educational Services | Monique Smith | Fax ONLY 313-963-7643 | 313-963-7545x310 | | No |
| U of M Dearborn | Regina Storrs/Tammy Casey | kcordon@umd.umich.edu | 313-593-5020 | | No |
| Davenport University - Warren Campus | Elaine Steinhardt | warren.cs@davenport.edu | 586-558-8700 | | No |
| Davenport University – Dearborn Campus | Kina Mason | kyna.mason@davenport.edu | 313-581-4400 x2845 | | No |
| Adrian College | Carolyn Holtz | choltz@adrian.edu | 517-265-4392 | | No |
| Albion College | Kelsey Ebbel | careers@albion.edu | 517-629-0332 | | No |
| Baker College | Beth Nuncio | beth.nuccio@baker.edu | 248-276-8217 | 1 | No |
| Madonna University | Ingrid Krueger | ikroeger@madonna.edu | 734-432-5621 | | No |
| Monroe County Community College | Heather Kopf | workplace@monroeccc.edu | 734-384-4270 | | No |
| Schoolcraft College | Kathleen Cox | kcox@schoolcraft.edu | 734-462-4400 x4421 | | No |
| Washtenaw Community College | David Weldon | dwildfon@wccnet.edu | 734-677-5155 | | No |
| University of Phoenix | Karin Goat | karyn.goit.phoenix.edu | 248-925-4100 | | No |
| Walsh College | Angela Boesler | careerservices@walshcollege.edu | 248-823-1625 | | No |

6) Total # of Interviewees Referred: For the period from May 23, 2009 to May 22, 2010, this Employment Unit interviewed 74 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Internship programs: All Stations have established semester-long college internship programs designed to assist qualified students in acquiring skills needed for employment in the broadcast industry, while allowing the student to gain school credit. The goal of the internship programs is to expose students to the “real-life” world of the field they are pursuing. Each department utilizes established guidelines to create a program specific to the department. The Stations strive to teach interns how the world of radio works, and provide them with valuable experience to facilitate the pursuit of a career in broadcasting. An intern’s learning experiences range from promotional events to the production of on-air programs. During this reporting period, nineteen interns spent a portion or all of their internship period of two to four months at one of our three Stations. During this reporting period, four interns were hired as part-time promotion assistants upon completing their college intern requirements. Currently, one intern is spending time with the WJR Programming department, two with WDVD Programming on-air staff and two more with the WDVD/WDRQ Promotions department.

College interns are recruited in three ways: 1) notices to area colleges/universities; 2) postings on station web sites; and 3) student-initiated contacts. Information about the Stations’ internships appears in the “Jobs” section on each of the Stations websites.

The department head is responsible for following the Stations’ Internship Policy. The policy ensures the proper procedures are followed and verified using uniform documentation across all three Stations. The files are kept in a secure central location available for audit by the Assistant Business Manager.

(b) Job fair participation: WDVD/WDRQ co-sponsored the Michigan Association of Broadcasters Foundation (MABF) Career Expo held October 15, 2009 at Specs Howard School of Broadcasting. In addition to purchasing a table for financial support, the Stations ran PSA’s from September 29, 2009 through October 8, 2009. The MABF fair has wide dissemination, including distribution to a high volume of women and minority resources. The Director of Digital Media for

WDVD/WDRQ participated at the event, speaking with attendees and collecting resumes, which were copied and distributed to the appropriate departments upon return to the stations.

(c) Job bank listing: The Stations' job openings, including upper-level positions, are listed in a job bank or newsletter of a media trade group whose membership includes substantial participation of women and minorities. Specifically, the Stations have been posting with Women in Communications and the Association of Hispanic Journalists. As a member of the Michigan Association of Broadcasters (MAB), we post all full-time positions with the MAB Job Bank and the Michigan Talent Bank (www.michworks.org). During this reporting period, we added HireVeteran.com to post each opening.

In addition, every full-time job is posted on tvandradijobs.com, a free website. The Stations utilize several other free media websites when the position is related to talent or management in the field of radio broadcasting.

(d) Training management: Citadel Broadcasting has given presentations, sent memos and conducted conference calls and meetings with general managers and other Detroit Station Group employees explaining the Commission's EEO rules and emphasizing the importance of strict compliance with them. The Legal Department works closely with station group management on an ongoing basis to address any questions and facilitate and improve compliance.

(e) Job Shadowing: On May 18, 2010, the WJR Chief Engineer welcomed a student from Groves High School to fulfill a job shadowing requirement for a career class. After a brief tour of each department, he spent most of his time with engineering and in the production studios. The student felt the day was beneficial and will help with his decisions for the future.

Job Vacancy Information

The Stations are equal opportunity and affirmative action employers that are committed to meeting and surpassing the Stations EEO information dissemination obligations. The Stations will continue to actively seek out new recruitment sources to ensure that word of all job openings is distributed to a broad pool of potential applicants. The Stations encourage organizations that distribute employment information or refer prospective candidates to contact us so that they may be placed on our mailing list to receive notification of future vacancies. The Stations broadcast weekly on-air announcements in rotating day-parts inviting interested organizations to request to be added

to our mailing list. A notice posted on the Stations websites extends a similar invitation. The Stations attempt to insert the invitation in “trade” print ads when possible.

Record Keeping

In compliance with the EEO record keeping requirements, the Stations create a file for each position to be filled. The file includes dated copies of advertisements, faxes, emails and the mailing list(s) used to notify sources of the opening along with resumes of all people interviewed for the position with referral source noted.

Documentation is also kept for all versions of the organizational mailing lists, text of on-air announcements, website postings and a summary of filled vacancies showing dates, interviewees and referral sources. In addition, the Stations document the supplemental outreach initiatives listed in the Commission’s “menu.” These files include the nature and date of each activity, the scope of the Stations participation and the names and titles of the Station personnel involved.

Station Responsibility

The stations are committed to meeting and surpassing the EEO information dissemination obligations. Meetings are conducted in person or by phone among station managers. Among the topics periodically discussed is EEO review and implementation.

The Stations currently have three employees responsible for the posting of jobs, recruitment source list maintenance, and additional outreach and documentation requirements. Hiring managers are responsible for screening, interviewing and obtaining information as to the candidate’s recruitment source. The Stations procedures require approval by the Stations General Manager and Business Manager prior to extending a job offer.

The Detroit Station Group has an Assistant Business Manager, who has primary responsibility for implementing, monitoring and improving compliance with company EEO policies and those of the Commission. The Assistant Business Manager acts as a liaison to the community at large and ensures that the Detroit Station Group’s job openings are disseminated widely. Materials received from applicants are supplemented with resumes gathered in the prior three months for similar positions. All resumes are reviewed, and interviews are scheduled by the department head in charge of hiring. In some cases, when the initial pool does not produce a wide variety of qualified applicants, notices are resent to organizations on the mailing list or reposted with job banks, on job search websites and on station websites. The Detroit Station hiring managers are repeatedly reminded of the importance of how interviewees first received information about job openings at the stations.

Over the years, recruitment sources have changed; most recently, the internet and increased number of online job search sites. Because of the large number of internet job sites, the applicant does not remember which web site was used in finding out about the opening, therefore the referral source may not be accurate. Due to the number of free and low cost posting sites, we are less inclined to pay for print ads. We will continue to seek out and add websites to our source list. Online sources are global, therefore, posting on the Internet absolutely ensures that a range of qualified candidates are made aware of all job openings