

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2010 to May 22, 2011.

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 Board Operators: These multiple openings were posted 10/4/10. The interviews enumerated in the hiring method of the 2 filled positions are listed together.	
a. WJR Board Operator	Current Part-time to Full-time
b. WJR Board Operator	Current Part-time to Full-time
2. WDVD/WDRQ Promotions Coordinator	Station Websites
3. WDVD/WDRQ Digital Content Developer	Station Websites
4. WDVD/WDRQ General Sales Manager	Industry Colleague
5. WDVD/WDRQ Local Sales Manager	Industry Colleague
6. WJR/WDVD/WDRQ National Sales Manager	Industry Colleague
7. WJR Account Executive-Digital Media	Current Employee Referral
8. WJR Account Executive	Call-In-On-Air Announcement
9. WDVD/WDRQ Account Executives: These multiple openings were posted 2/2/11. The interviews enumerated in the hiring method of the 2 filled positions are listed together.	
a. WDVD/WDRQ Account Executive	Industry Colleague
b. WDVD/WDRQ Account Executive	Station Website
10. WJR/WDVD/WDRQ Engineer-Transmitter	Past Employee Referral
11. WJR/WDVD/WDRQ Natl Sales Asst.	Current Employee Referral
12. WDVD/WDRQ Promotions Coordinators: These multiple openings were posted 3/7/11. The interviews enumerated in the hiring method of the 2 filled positions are listed together.	
a. WDVD/WDRQ Promotions Coordinator	Current Part-time to Full-time
b. WDVD/WDRQ Promotions Coordinator	Current Part-time to Full-time

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

5) FULL-TIME JOB VACANCIES FILLED DURING REPORTING PERIOD

5.1 (a.) and (b.)

Job Title: WJR Board Operators

Referral Source(s) of Hirees: Current part-time to full-time

Posted 10/14/10 Hired 11/1/10 & 7/6/10

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviews Referred	Did Source Request Notification ? (Yes or No)
				Total 6	
Stations websites	D Pellegrino C Paul	http://www.wjr.com/ http://www.963wdvd.com/ http://www.dougfm.com/	313-875-4440	4	No
Current employees				2	No
Michigan Talent Bank(MTB)	mtbhelp@michigan.gov	michworks.org	222-253-6855	0	No

5.2

Job Title: WDVD/WDRQ Promotions

Referral Source(s) of Hiree: Station Websites

Coordinator

Posted 6/10/10 Hired 7/19/10

(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 10	
Stations websites	D Pellegrino C Paul	http://www.wjr.com/ http://www.963wdvd.com/ http://www.dougfm.com/	313-875-4440	3	No
Industry colleagues				1	No
Current employees				3	No
Michigan Chronicle	Linda Moragne	linda.moragne@michronicle.com	313-963-5522x242		No
CareerBuilder.com Observer & Eccentric	Amy Esper	aesper@hometownlife.com	734-953-2067		No
MI Assoc of Broadcasters (M.A.B.)	JobBank@michmab.com	www.michmab.com	517-484-7444	3	No
Michigan Talent Bank-MTB	mtbhelp@michigan.gov	www.michworks.org	222-253-6855		No
HireVeterans.com	Website	www.hireveterans.com	n/a/		No
NAACP	Detroitnaacp.com	iparks@detroitnaacp.org ; whiteym@michigannaacp.org ; info@detroitnaacp.org	313-871-7705		No
Urban League	Fax	www.detroiturbanleague.org	313-863-		No

			6155		
Women in Communications	Rose Ann Nicolai	info@womcomdetroit.org	248-582-8465		No
YWCA of Metro Detroit	Emma Peterson	emmaywcadet@aol.com for www.detywca.orf	313-259-9920		No
Society of St. Vincent DePaul	Alove-Berkley	Alove-berkley@svdpdet.org	313-393-2938		No
Association of Hispanic Journalist	jobbank@nahj.org	www.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	maryjones@emich.edu www.ecampusrecruiter.com	734-487-0400		No
Michigan State University	Email or fax	jaquees@msu.edu	517-432-1244		No
Central Michigan University	Email or fax	careers@cmich.edu	989-774-6608		No
Southfield Career Center	Denise Vane	dvanhee@cityofsouthfield.com	248-945-5115		No
Dorsey Staffing	Email or Fax	hr@dorseystaffing.com	248-585-1195		No
New Lawton School	Email or Fax	ilovemsb@hotmail.com	248-569-6974		No
Detroit Business Institute	Fax	Fax ONLY 313-963-7643	248-552-7300		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	Kyna Mason	kyna.mason@davenport.edu	313-581-4400 x2845		No
Adrian College	Email or Fax	careerplanning@adrian.edu	517264-3181		No
Albion College	Email or Fax	careers@albion.edu	517-629-0578		No
Baker College	Email or Fax	yvonne.langley@baker.edu	313-425-3777		No
Madonna University	Ingrid Krueger	ikroeger@madonna.edu	734-432-5621		No
Monroe County Community College	Email or Fax	workforce@monroeccc.edu	734-384-4190		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

**Job Title: WDVD/WDRQ Digital
Content Developer
Posted 7/22/10 Hired 9/7/10**

Referral Source(s) of Hiree: Station Websites

(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 9	
Stations websites	D Pellegrino C Paul	http://www.wjr.com/ http://www.963wdvd.com/ http://www.dougfm.com/	313-875-4440	5	No
Indeed.com	No post by us	Per applicant		1	No
Michigan Chronicle	Linda Moragne	linda.moragne@michronicle.com	313-963-5522x242		No
CareerBuilder.com Observer & Eccentric	Amy Esper	aesper@hometownlife.com	734-953-2067	3	No
MI Assoc of Broadcasters (M.A.B.)	JobBank@michmab.com	www.michmab.com	517-484-7444		No
Michigan Talent Bank-MTB	mtbhelp@michigan.gov	www.michworks.org	222-253-6855		No
HireVeterans.com	Website	www.hireverterans.com	n/a/		No
NAACP	Detroitnaacp.com	iparks@detroitnaacp.org ; whiteym@michigannaacp.org ; info@detroitnaacp.org	313-871-7705		No
Urban League	Fax	www.detroiturbanleague.org	313-863-6155		No
Women in Communications	Rose Ann Nicolai	info@womcomdetroit.org	248-582-8465		No
YWCA of Metro Detroit	Emma Peterson	emmaywcadet@aol.com for www.detywca.org	313-259-9920		No
Society of St. Vincent DePaul	Alove-Berkley	Alove-berkley@svdpdet.org	313-393-2938		No
Association of Hispanic Journalist	jobbank@nahj.org	www.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	maryjones@emich.edu www.ecampusrecruiter.com	734-487-0400		No
Michigan State University	Email or fax	jaquees@msu.edu	517-432-1244		No
Central Michigan University	Email or fax	careers@cmich.edu	989-774-6608		No
Southfield Career Center	Denise Vane	dvanhee@cityofsouthfield.com	248-945-5115		No
Dorsey Staffing	Email or Fax	hr@dorseystaffing.com	248-585-1195		No
New Lawton School	Email or Fax	ilovemsb@hotmail.com	248-569-		No

			6974		
Detroit Business Institute	Fax	Fax ONLY 313-963-7643	248-552-7300		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	Kyna Mason	kyna.mason@davenport.edu	313-581-4400 x2845		No
Adrian College	Email or Fax	careerplanning@adrian.edu	517264-3181		No
Albion College	Email or Fax	careers@albion.edu	517-629-0578		No
Baker College	Email or Fax	yvonne.langley@baker.edu	313-425-3777		No
Madonna University	Ingrid Krueger	ikroeger@madonna.edu	734-432-5621		No
Monroe County Community College	Email or Fax	workforce@monroeccc.edu	734-384-4190		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

5.4

Job Title: WDVD/WDRQ Sales Manager
Posted 7/15/10 Hired 9/20/10

Referral Source(s) of Hire: Industry Colleague

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviews Referred	Did Source Request Notification ? (Yes or No)
				Total 10	
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				7	No
Michigan Chronicle	Linda Moragne	linda.moragne@michronicle.com	313-963-5522x242		No
CareerBuilder.com Observer & Eccentric	Amy Esper	aesper@hometownlife.com	734-953-2067	2	No
MI Assoc of Broadcasters (M.A.B.)	JobBank@michmab.com	www.michmab.com	517-484-7444		No

Michigan Talent Bank-MTB	mtbhelp@mic higan.gov	www.michworks.org	222-253- 6855		No
HireVeterans.com	Website	www.hireverterans.com	n/a/		No
NAACP	Detroitnaacp. com	iparks@detroitnaacp.org ; whiteym@michigannaacp.org ; info@detroitnaacp.org	313-871- 7705		No
Urban League	Fax	www.detroiturbanleague.org	313-863- 6155		No
Women in Communications	Rose Ann Nicolai	info@womcomdetroit.org	248-582- 8465		No
YWCA of Metro Detroit	Emma Peterson	emmaywcadet@aol.com for www.detywca.org	313-259- 9920		No
Society of St. Vincent DePaul	Alove- Berkley	Alove-berkley@sudpdet.org	313-393- 2938		No
Association of Hispanic Journalist	<a href="mailto:jobbank@nah
j.org">jobbank@nah j.org	www.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	maryjones@emich.edu www.ecampusrecruiter.com	734-487- 0400		No
Michigan State University	Email or fax	jaquees@msu.edu	517-432- 1244		No
Central Michigan University	Email or fax	careers@cmich.edu	989-774- 6608		No

Southfield Career Center	Denise Vane	dvanhee@cityofsouthfield.com	248-945- 5115		No
Dorsey Staffing	Email or Fax	hr@dorseystaffing.com	248-585- 1195		No
New Lawton School	Email or Fax	ilovemsb@hotmail.com	248-569- 6974		No
Detroit Business Institute	Fax	Fax ONLY 313-963-7643	248-552- 7300		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	Kyna Mason	kyna.mason@davenport.edu	313-581- 4400 x2845		No
Adrian College	Email or Fax	careerplanning@adrian.edu	517264- 3181		No
Albion College	Email or Fax	careers@albion.edu	517-629- 0578		No
Baker College	Email or Fax	yvonne.langley@baker.edu	313-425- 3777		No
Madonna University	Ingrid Krueger	ikroeger@madonna.edu	734-432- 5621		No
Monroe County Community College	Email or Fax	workforce@monroeccc.edu	734-384- 4190		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

5.5

Job Title: WDVD/WDRQ Local Sales Manager

Referral Source(s) of Hiree: Industry Colleague

Posted 10/19/10 Hired 2/7/11

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviews Referred	Did Source Request Notification ? (Yes or No)
				Total 8	
Stations websites	D Pellegrino C Paul	http://www.wjr.com/ http://www.963wdvd.com/ http://www.dougf.com/	313-875-4440		No
Industry colleagues				8	No
Michigan Talent Bank-MTB	mtbhelp@michigan.gov	www.michworks.org	222-253-6855		No

5.6

Job Title: WJR/WDVD/WDRQ National Sales Manager

Referral Source(s) of Hiree: Industry Colleague

Posted 10/19/10 Hired 12/6/10

(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.dougf.com/	313-875-4440		No
Industry colleagues				4	No
Detroit Newspapers Careerbuilders.com	Amy Peretto	aperetto@dnps.com	586-826-7064		No
MI Assoc of Broadcasters (M.A.B.)	JobBank@michmab.com	www.michmab.com	517-484-7444		No
Michigan Talent Bank-MTB	mtbhelp@michigan.gov	www.michworks.org	222-253-6855		No
HireVeterans.com	Website	www.hireveterans.com	n/a/		No
TVandRadioJobs.com		www.tvandradiojobs.com			No

NAACP	Detroitnaacp.com	iparks@detroitnaacp.org ; whiteym@michigannaacp.org ; info@detroitnaacp.org	313-871-7705	No
Urban League	Fax	www.detroiturbanleague.org	313-863-6155	No
Women in Communications	Rose Ann Nicolai	info@womcomdetroit.org	248-582-8465	No
YWCA of Metro Detroit	Emma Peterson	emmaywca@aol.com for www.detywca.org	313-259-9920	No
Society of St. Vincent DePaul	Alove-Berkley	Alove-berkley@sudpdet.org	313-393-2938	No
Association of Hispanic Journalist	jobbank@nahj.org	www.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	maryjones@emich.edu www.ecampusrecruiter.com	734-487-0400	No
Michigan State University	Email or fax	jaquees@msu.edu	517-432-1244	No
Central Michigan University	Email or fax	careers@cmich.edu	989-774-6608	No
Southfield Career Center	Denise Vane	dvanhee@cityofsouthfield.com	248-945-5115	No
Dorsey Staffing	Email or Fax	hr@dorseystaffing.com	248-585-1195	No
New Lawton School	Email or Fax	ilovemsb@hotmail.com	248-569-6974	No
Detroit Business Institute	Fax	Fax ONLY 313-963-7643	248-552-7300	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	Kyna Mason	kyna.mason@davenport.edu	313-581-4400 x2845	No
Adrian College	Email or Fax	careerplanning@adrian.edu	517-264-3181	No
Albion College	Email or Fax	careers@albion.edu	517-629-0578	No
Baker College	Email or Fax	yvonne.langley@baker.edu	313-425-3777	No
Madonna University	Ingrid Krueger	ikroeger@madonna.edu	734-432-5621	No
Monroe County Community College	Email or Fax	workforce@monrocecc.edu	734-384-4190	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

5.7

Job Title: WJR Account Executive – Digital Media
Posted 9/3/10 Hired 12/6/10

Referral Source(s) of Hiree: Current Employee Referral

(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 9	
Stations websites	D Pellegrino C Paul	http://www.wjr.com/ http://www.963wdvd.com/ http://www.dougfm.com/	313-875-4440	3	No
Current employees				1	No
Detroit Newspapers Careerbuilders.com	Amy Peretto	aperetto@dnps.com	586-826-7064	2	No
MI Assoc of Broadcasters (M.A.B.)	JobBank@michmab.com	www.michmab.com	517-484-7444		No
Michigan Talent Bank-MTB	mtbhelp@michigan.gov	www.michworks.org	222-253-6855	1	No
HireVeterans.com	Website	www.hireveterans.com	n/a/		No
TVandRadioJobs.com		www.tvandradiojobs.com			No
NAACP	Detroitnaacp.com	iparks@detroitnaacp.org ; whiteym@michigannaacp.org ; info@detroitnaacp.org	313-871-7705		No
Urban League	Fax	www.detroiturbanleague.org	313-863-6155		No
Women in Communications	Rose Ann Nicolai	info@womcomdetroit.org	248-582-8465		No
YWCA of Metro Detroit	Emma Peterson	emmaywca@aol.com for www.detywca.org	313-259-9920		No
Society of St. Vincent DePaul	Alove-Berkley	Alove-berkley@svidpdet.org	313-393-2938		No
Association of Hispanic Journalist	jobbank@nahj.org	www.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	maryjones@emich.edu www.ecampusrecruiter.com	734-487-0400		No
Michigan State University	Email or fax	jaquees@msu.edu	517-432-1244	2	No
Central Michigan University	Email or fax	careers@cmich.edu	989-774-6608		No
Southfield Career Center	Denise Vane	dvanhee@cityofsouthfield.com	248-945-5115		No
Dorsey Staffing	Email or Fax	hr@dorseystaffing.com	248-585-1195		No
New Lawton School	Email or Fax	ilovemsb@hotmail.com	248-569-6974		No

Detroit Business Institute	Fax	Fax ONLY 313-963-7643	248-552-7300		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	Kyna Mason	kyna.mason@davenport.edu	313-581-4400 x2845		No
Adrian College	Email or Fax	careerplanning@adrian.edu	517264-3181		No
Albion College	Email or Fax	careers@albion.edu	517-629-0578		No
Baker College	Email or Fax	yvonne.langley@baker.edu	313-425-3777		No
Madonna University	Ingrid Krueger	ikroeger@madonna.edu	734-432-5621		No
Monroe County Community College	Email or Fax	workforce@monroeccc.edu	734-384-4190		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

5.8)

Job Title: WJR Account Executive
(Posted 3/18/10)
***Re-Posted 10/19/10 Hired 1/5/11**

Referral Source(s) of Hire: Call-In;On-Air Announcements

(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 13	
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
On-Air Announcements	S. Finateri	WJR Testimonials	Call Ins	2	No
Detroit Newspapers Careerbuilders.com	Amy Perfetto	aperfetto@dnps.com	586-826-7064	9	No
MI Assoc of Broadcasters (M.A.B.)	JobBank@michmab.com	www.michmab.com	517-484-7444		No
Michigan Talent Bank-MTB	mtbhelp@michigan.gov	www.michworks.org	222-253-6855		No
HireVeterans.com	Website	www.hireveterans.com	n/a/		No
TVandRadioJobs.com		www.tvandradiojobs.com			No

NAACP	Detroitnaacp.com	iparks@detroitnaacp.org ; whiteym@michigannaacp.org ; info@detroitnaacp.org	313-871-7705	No
Urban League	Fax	www.detroiturbanleague.org	313-863-6155	No
Women in Communications	Rose Ann Nicolai	info@womcomdetroit.org	248-582-8465	No
YWCA of Metro Detroit	Emma Peterson	emmaywca@aol.com for www.detywca.org	313-259-9920	No
Society of St. Vincent DePaul	Alove-Berkley	Alove-berkley@svdpdet.org	313-393-2938	No
Association of Hispanic Journalist	jobbank@nahj.org	www.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	maryjones@emich.edu www.ecampusrecruiter.com	734-487-0400	No
Michigan State University	Email or fax	jaquees@msu.edu	517-432-1244	No
Central Michigan University	Email or fax	careers@cmich.edu	989-774-6608	No
Southfield Career Center	Denise Vane	dvanhee@cityofsouthfield.com	248-945-5115	No
Dorsey Staffing	Email or Fax	hr@dorseystaffing.com	248-585-1195	No
New Lawton School	Email or Fax	ilovemsb@hotmail.com	248-569-6974	No
Detroit Business Institute	Fax	Fax ONLY 313-963-7643	248-552-7300	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	Kyna Mason	kyna.mason@davenport.edu	313-581-4400 x2845	No
Adrian College	Email or Fax	careerplanning@adrian.edu	517-264-3181	No
Albion College	Email or Fax	careers@albion.edu	517-629-0578	No
Baker College	Email or Fax	yvonne.langley@baker.edu	313-425-3777	No
Madonna University	Ingrid Krueger	ikroeger@madonna.edu	734-432-5621	No
Monroe County Community College	Email or Fax	workforce@monrocecc.edu	734-384-4190	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

5.9 (a.) and (b.)

Job Title: WDVD/WDRQ Account

Executives

Posted 2/2/11

Hired a) 2/15/11 b) 5/2/11

Referral Source(s) of Hirees: a) Industry Colleague b) Station

Websites

(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 16	
Stations websites	D Pellegrino C Paul	http://www.wjr.com/ http://www.963wdvd.com/ http://www.dougfm.com/	313-875-4440	3	No
Industry colleagues				5	No
Current employees				2	No
<u>CareerBuilder.com</u> Observer & Eccentric	Amy Esper	aesper@hometownlife.com	734-953-2067	5	No
MI Assoc of Broadcasters (M.A.B.)	JobBank@michmab.com	www.michmab.com	517-484-7444		No
Michigan Talent Bank-MTB	mtbhelp@michigan.gov	www.michworks.org	222-253-6855		No
HireVeterans.com	Website	www.hireverterans.com	n/a/		No
AllAccess.com	Pcolbert	pcolbert@allaccess.com	310-457-6616	1	No
NAACP	Detroitnaacp.com	iparks@detroitnaacp.org ; whiteym@michigannaacp.org ; info@detroitnaacp.org	313-871-7705		No
Urban League	Fax	www.detroiturbanleague.org	313-863-6155		No
Women in Communications	Rose Ann Nicolai	info@womcomdetroit.org	248-582-8465		No
YWCA of Metro Detroit	Emma Peterson	emmaywcadet@aol.com for www.detywca.orf	313-259-9920		No
Society of St. Vincent DePaul	Alove-Berkley	Alove-berkley@sudpdet.org	313-393-2938		No
Association of Hispanic Journalist	jobbank@nahj.org	www.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	maryjones@emich.edu www.ecampusrecruiter.com	734-487-0400		No
Michigan State University	Email or fax	jaquees@msu.edu	517-432-1244		No
Central Michigan University	Email or fax	careers@cmich.edu	989-774-6608		No
Southfield Career Center	Denise Vane	dvanhee@cityofsouthfield.com	248-945-5115		No
Dorsey Staffing	Email or Fax	hr@dorseystaffing.com	248-585-		No

			1195		
New Lawton School	Email or Fax	ilovemsb@hotmail.com	248-569-6974		No
Detroit Business Institute	Fax	Fax ONLY 313-963-7643	248-552-7300		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	Kyna Mason	kyna.mason@davenport.edu	313-581-4400 x2845		No
Adrian College	Email or Fax	careerplanning@adrian.edu	517264-3181		No
Albion College	Email or Fax	careers@albion.edu	517-629-0578		No
Baker College	Email or Fax	yvonne.langley@baker.edu	313-425-3777		No
Madonna University	Ingrid Krueger	ikroeger@madonna.edu	734-432-5621		No
Monroe County Community College	Email or Fax	workforce@monroeccc.edu	734-384-4190		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

5.10

**Job Title: WJR/WDVD/WDRQ
Engineer-Transmitter/Audio
Posted 9/2/10 Hired 3/14/11**

Referral Source(s) of Hire: Past Employee Referral

(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 5	
Stations websites	D Pellegrino C Paul	http://www.wjr.com/ http://www.963wdvd.com/ http://www.dougfm.com/	313-875-4440	1	No
Past/Present Employee Referral				3	No
Indeed.com				1	No
Detroit Newspapers Careerbuilders.com	Amy Perfetto	aperfetto@dnps.com	586-826-7064		No
MI Assoc of Broadcasters (M.A.B.)	JobBank@michmab.com	www.michmab.com	517-484-7444		No
Michigan Talent Bank-MTB	mtbhelp@michigan.gov	www.michworks.org	222-253-6855		No

HireVeterans.com	Website	www.hireverterans.com	n/a/		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.tvandradijobs.com			No
NAACP	Detroitnaacp.com	iparks@detroitnaacp.org ; whiteym@michigannaacp.org ; info@detroitnaacp.org	313-871-7705		No
Urban League	Fax	www.detroiturbanleague.org	313-863-6155		No
Women in Communications	Rose Ann Nicolai	info@womcomdetroit.org	248-582-8465		No
YWCA of Metro Detroit	Emma Peterson	emmaywca@aol.com for www.detywca.org	313-259-9920		No
Society of St. Vincent DePaul	Alove-Berkley	Alove-berkley@svidpdet.org	313-393-2938		No
Association of Hispanic Journalist	jobbank@nahj.org	www.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	maryjones@emich.edu www.ecampusrecruiter.com	734-487-0400		No
Michigan State University	Email or fax	jaquees@msu.edu	517-432-1244		No
Central Michigan University	Email or fax	careers@cmich.edu	989-774-6608		No
Southfield Career Center	Denise Vane	dvanhee@cityofsouthfield.com	248-945-5115		No
Dorsey Staffing	Email or Fax	hr@dorseystaffing.com	248-585-1195		No
New Lawton School	Email or Fax	ilovemsb@hotmail.com	248-569-6974		No
Detroit Business Institute	Fax	Fax ONLY 313-963-7643	248-552-7300		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	Kyna Mason	kyna.mason@davenport.edu	313-581-4400 x2845		No
Adrian College	Email or Fax	careerplanning@adrian.edu	517264-3181		No
Albion College	Email or Fax	careers@albion.edu	517-629-0578		No
Baker College	Email or Fax	yvonne.langley@baker.edu	313-425-3777		No
Madonna University	Ingrid Krueger	ikroeger@madonna.edu	734-432-5621		No
Monroe County Community College	Email or Fax	workforce@monroeccc.edu	734-384-4190		No

Schoolcraft College	Kathleen Cox	kcox@schoolcraft.edu	734-462-4400		No
Washtenaw Comm Coll	DavidWeldon	dwildfon@wccnet.edu	674-5155		No

5.11

Job Title: WJR/WDVD/WDRQ

National Sales Assistant

Posted 3/3/11 Hired 4/26/11

Referral Source(s) of Hire: Current Employee Referral

(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 10	
Stations websites	D Pellegrino C Paul	http://www.wjr.com/ http://www.963wdvd.com/ http://www.dougfm.com/	313-875-4440	5	No
Curr Employee Referral				2	No
MI Assoc of Broadcasters (M.A.B.)	JobBank@michmab.com	www.michmab.com	517-484-7444	1	No
Michigan Talent Bank-MTB	mtbhelp@michigan.gov	www.michworks.org	222-253-6855	2	No
HireVeterans.com	Website	www.hireverterans.com	n/a/		No
AllAccess.com	Pcolbert	pcolbert@allaccess.com	310-457-6616		No
NAACP	Detroitnaacp.com	iparks@detroitnaacp.org ; whiteym@michigannaacp.org ; info@detroitnaacp.org	313-871-7705		No
Urban League	Fax	www.detroiturbanleague.org	313-863-6155		No
Women in Communications	Rose Ann Nicolai	info@womcomdetroit.org	248-582-8465		No
YWCA of Metro Detroit	Emma Peterson	emmaywcadet@aol.com for www.detywca.org	313-259-9920		No
Society of St. Vincent DePaul	Alove-Berkley	Alove-berkley@svdpdet.org	313-393-2938		No
Association of Hispanic Journalist	jobbank@nahj.org	www.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	maryjones@emich.edu www.ecampusrecruiter.com	734-487-0400		No
Michigan State University	Email or fax	jaquees@msu.edu	517-432-1244		No
Central Michigan University	Email or fax	careers@cmich.edu	989-774-6608		No
Southfield Career Center	Denise Vane	dvanhee@cityofsouthfield.com	248-945-5115		No
Dorsey Staffing	Email or Fax	hr@dorseystaffing.com	248-585-		No

			1195		
New Lawton School	Email or Fax	ilovemsb@hotmail.com	248-569-6974		No
Detroit Business Institute	Fax	Fax ONLY 313-963-7643	248-552-7300		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	Kyna Mason	kyna.mason@davenport.edu	313-581-4400 x2845		No
Adrian College	Email or Fax	careerplanning@adrian.edu	517264-3181		No
Albion College	Email or Fax	careers@albion.edu	517-629-0578		No
Baker College	Email or Fax	yvonne.langley@baker.edu	313-425-3777		No
Madonna University	Ingrid Krueger	ikroeger@madonna.edu	734-432-5621		No
Monroe County Community College	Email or Fax	workforce@monroeccc.edu	734-384-4190		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

5.12 (a.) and (b.)

Job Title: WDVD/WDRQ Promotion Coordinators
Posted 3/7/11 Hired 5/16/11

Referral Source(s) of Hirees: 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 12	
Stations websites	D Pellegrino C Paul	http://www.wjr.com/ http://www.963wdvd.com/ http://www.dougfm.com/	313-875-4440	2	No
Current employee/ Employee Referral				8	
CareerBuilder.com Observer & Eccentric	Amy Esper	aesper@hometownlife.com	734-953-2067	2	No
MI Assoc of Broadcasters (M.A.B.)	JobBank@michmab.com	www.michmab.com	517-484-7444		No
Michigan Talent Bank-MTB	mtbhelp@michigan.gov	www.michworks.org	222-253-6855		No

HireVeterans.com	Website	www.hireverterans.com	n/a/		No
AllAccess.com	Pcolbert	pcolbert@allaccess.com	310-457-6616		No
NAACP	Detroitnaacp.com	iparks@detroitnaacp.org ; whiteym@michigannaacp.org ; info@detroitnaacp.org	313-871-7705		No
Urban League	Fax	www.detroiturbanleague.org	313-863-6155		No
Women in Communications	Rose Ann Nicolai	info@womcomdetroit.org	248-582-8465		No
YWCA of Metro Detroit	Emma Peterson	emmaywca@aol.com for www.detywca.org	313-259-9920		No
Society of St. Vincent DePaul	Alove-Berkley	Alove-berkley@svidpdet.org	313-393-2938		No
Association of Hispanic Journalist	jobbank@nahj.org	www.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	maryjones@emich.edu www.ecampusrecruiter.com	734-487-0400		No
Michigan State University	Email or fax	jaquees@msu.edu	517-432-1244		No
Central Michigan University	Email or fax	careers@cmich.edu	989-774-6608		No
Southfield Career Center	Denise Vane	dvanhee@cityofsouthfield.com	248-945-5115		No
Dorsey Staffing	Email or Fax	hr@dorseystaffing.com	248-585-1195		No
New Lawton School	Email or Fax	ilovemsb@hotmail.com	248-569-6974		No
Detroit Business Institute	Fax	Fax ONLY 313-963-7643	248-552-7300		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	Kyna Mason	kyna.mason@davenport.edu	313-581-4400 x2845		No
Adrian College	Email or Fax	careerplanning@adrian.edu	517264-3181		No
Albion College	Email or Fax	careers@albion.edu	517-629-0578		No
Baker College	Email or Fax	yvonne.langley@baker.edu	313-425-3777		No
Madonna University	Ingrid Krueger	ikroeger@madonna.edu	734-432-5621		No
Monroe County Community College	Email or Fax	workforce@monroeccc.edu	734-384-4190		No
Schoolcraft College	Kathleen Cox	kcox@schoolcraft.edu	734-462-4400		No

Washtenaw Community College	David Weldon	dwildfon@wccnet.edu	734-677-5155		No
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6) Total # of Interviewees Referred: For the period from May 23, 2010 to May 22, 2011, this Employment Unit interviewed 112 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, thirty-seven interns spent a portion or all of their internship period of two to four months at one of our three Stations. Two interns were hired as part-time promotion assistants upon completing their college intern requirements. This month, one of those interns became a full-time employee. Currently, one intern is spending time with the WJR Programming department, one with the digital/website department, two with WDVD Programming on-air staff and four 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 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).

The Stations utilize several other free media websites when the position is related to talent or management in the field of radio broadcasting.

(c) Training management: Citadel Broadcasting Company conducted an employment discrimination training session presented by Company's Corporate HR Director. The EU Business Manager attended the training sessions, which addressed compliance with the Americans with Disabilities Act ("ADA") and identified factors that contribute to a hostile work environment. The presentation also reviewed methods of preventing discrimination in the workplace. The training session was conducted during the Citadel Managers Meeting on October 18-19, 2010.

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.

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.

A new recruitment source was added this reporting period. WJR runs sixty second promotional “testimonial” spots that end with an invitation to Sales job seekers to contact the General Sales Manager with the telephone number. WJR has interviewed several ‘call-ins’ as a result.

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 along with the company SVP of Finance 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 open position. This year, 2011, Citadel Broadcasting created a new procedure to combat inaccuracy. All postings for our stations will reference one email address to reply, using an assigned position number for the subject line that includes a code that identifies the source.

Due to the number of free and low cost posting sites, we are less inclined to pay for print ads. Online sources are global, therefore, posting on the Internet absolutely ensures that a range of qualified candidates are made aware of all job openings.