

EEO PUBLIC FILE REPORT

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

1) **Employment Unit:** Citadel Broadcasting Company – Syracuse, NY

2) **Unit Members (Stations and Communities of License):** WNTQ-FM – Syracuse, NY
 WAQX-FM – Syracuse, NY
 WLTI-FM – Syracuse, NY
 WNSS-AM – Syracuse, NY

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

Mailing Address: Citadel Broadcasting Company 1064 James Street Syracuse, NY 13203	Telephone Number: 315-472-0200 X228
	Contact Person/Title: Dan Austin, General Manager
	E-mail Address: Dan.austin@citcomm.com

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

Job Title	Recruitment Source Referring Hiree
1. Traffic Manager: These multiple openings were posted 7/6/2009-7/21/2009. The interviews enumerated in the hiring method of the 2 filled positions are listed together.	
a. Traffic Manager	SyracuseHelpWanted.com
b. Traffic Manager	Employee referral
2. Account Executive: These multiple openings were posted 1/23/2009-1/22/2010	
a. Account Executive	Station Website
b. Account Executive	Employee referral
c. Account Executive	Employee referral
d. Account Executive	Employee referral
e. Account Executive	Station Website
f. Account Executive	Employee referral
g. Account Executive	Employee referral

Stations WNTQ-FM, WAQX-FM, WLTI-FM, WNSS-AM are Equal Opportunity and Affirmative Action Employers

5) Job Title: Traffic Manager (1a) Referral Source(s) of Hiree: SyracuseHelpWanted.com
Job Title: Traffic Manager (1b) Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Business Managers	Business Mgrs	7201 W. Lake Mead Blvd Las Vegas, NV 89128		0	Yes
NYS Dept of Labor	Job Placement	450 S. Salina Street Syracuse, NY 13202	315-479-3204	0	No
Syracuse Help Wanted.com	Radio Classified	Syracuse Help Wanted.com		5	No
Station Web Sites		www.95X.com www.93Q.com www.espnradio1260.com www.lite1059.com		0	No
National Urban League	Recruiter	120 Wall Street New York, NY 10005	212-558-5419 (fax)	0	No
HireVeterans.com	Radio Classified	HireVeterans.com		0	No
NAACP	Job Placement		803-754-4584 (fax)	0	No
Syracuse Behavioral Healthcare	Case Manager	770 James Street Suite 145 Syracuse, NY 13203	315-472-9655 (fax)	0	No
Employee Referral	Sales Mgr.	Citadel Broadcasting – Syracuse		1	No
Broadcast Radio Advertising	Sales Mgr.	On-air		0	No
Syracuse Manpower	Branch Manager	Karen.colianni@na.manpower.com	315-362-9512 (fax)	0	No
Syracuse University	Career Services	Skytop Office Building Syracuse, NY 13244	315-443-2805 (fax)	0	No
Monroe Community College	Career Placement		585-292-3848 (fax)	0	No
Morrisville State College	Career Placement & Transfer	P.O. Box 901 Morrisville, NY 13408		0	No
Onondaga Community College Counseling Center	Job Placement	4941 Onondaga Blvd. Syracuse, NY 13215 antonioa@sunyocc.edu	315-498-2597 (fax)	0	No
LeMoyne College	Career Services	1419 Salt Springs Road Syracuse, NY 13210 careers@lemoyne.edu	315-445-4716 (fax)	0	No
Bryant & Stratton	Job Placement	953 James Street Syracuse, NY 13203	sschumacher@bryantstratton.edu	0	No

5) Job Title: Account Executive (2a)
Job Title: Account Executive (2b)
Job Title: Account Executive (2c)
Job Title: Account Executive (2d)
Job Title: Account Executive (2d)
Job Title: Account Executive (2d)
Job Title: Account Executive (2d)

Referral Source(s) of Hiree: Station Website espnradio1260.com
Referral Source(s) of Hiree: Employee Referral
Referral Source(s) of Hiree: Employee Referral
Referral Source(s) of Hiree: Employee Referral
Referral Source(s) of Hiree: Station Website 93Q.com
Referral Source(s) of Hiree: Employee Referral
Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Business Managers	Business Mgrs	7201 W. Lake Mead Blvd Las Vegas, NV 89128		0	Yes
NYS Dept of Labor	Job Placement	450 S. Salina Street Syracuse, NY 13202	315-479-3204	0	No
Syracuse Help Wanted.com	Radio Classified	Syracuse Help Wanted.com		4	No
Station Web Sites		www.95X.com www.93Q.com www.esnradio1260.com www.lite1059.com		3	No
National Urban League	Recruiter	120 Wall Street New York, NY 10005	212-558-5419 (fax)	0	No
HireVeterans.com	Radio Classified	HireVeterans.com		0	No
NAACP	Job Placement		803-754-4584 (fax)	0	No
Syracuse Behavioral Healthcare	Case Manager	770 James Street Suite 145 Syracuse, NY 13203	315-472-9655 (fax)	0	No
Employee Referral	Sales Mgr.	Citadel Broadcasting – Syracuse		6	No
Broadcast Radio Advertising	Sales Mgr.	On-air		0	No
Syracuse Manpower	Branch Manager	Karen.colianni@na.manpower.com	315-362-9512 (fax)	0	No
Syracuse University	Career Services	Skytop Office Building Syracuse, NY 13244	315-443-2805 (fax)	0	No
Monroe Community College	Career Placement		585-292-3848 (fax)	0	No
Morrisville State College	Career Placement & Transfer	P.O. Box 901 Morrisville, NY 13408		0	No
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LeMoyne College	Career Services	1419 Salt Springs Road Syracuse, NY 13210 careers@lemoyne.edu	315-445-4716 (fax)	0	No

Bryant & Stratton	Job Placement	953 James Street Syracuse, NY 13203	sschumacher@bryantstratton.edu	0	No

6) Total # of Interviewees Referred: For the period from **January 23, 2009 to January 22, 2010**, this Employment Unit interviewed 19 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) Initiative: Syracuse University Newhouse School Networking/Career Conference

February 27, 2009 @ Syracuse University

Citadel Broadcasting Syracuse's General Manager attended the Networking/Career Conference to discuss trends in the industry, how to get a job and networking with other local industry leaders.

(b) Initiative: Syracuse University Newhouse School of Communications Internship Fair

September 11, 2009 11:00am – 2:00pm @ Syracuse University

Citadel Broadcasting Syracuse's Assistant Business Manager and Promotions Technician attended the Communication School to recruit students for the internship program. Resumes were collected and job descriptions were available for students.

(c) Initiative: Internship Program

Citadel Syracuse's Promotions department is in charge of recruiting for an extensive internship program. Citadel Syracuse recruits interns on an on-going basis. Interns must receive academic credit for internships. The internship program is designed to assist students to acquire skills needed for broadcast employment.

Interns are recruited by contacting the following Universities/Colleges: Syracuse University, Onondaga Community College, Rochester Institute of Technology, SUNY Morrisville, SUNY ESC, LeMoyne College, Bryant & Stratton, St. Bonaventure, SUNY Oswego, SUNY Brockport, SUNY Albany, and SUNY Buffalo.

In the past year Citadel Syracuse hosted a total of 19 interns in the following departments:

Sales (1 intern)

Intern 1: Spring 2009 – from Syracuse University, reports to Citadel Broadcasting Syracuse's Manager of Local Sales handling various office maintenance: copying, filing computer work for Account Executive's, i.e. presentations. Also handles database assignments using Excel.

Promotions (13 interns)

Interns in the Promotions Department at Citadel Broadcasting Syracuse assist and report to the Marketing Director and Promotions Coordinator. They help with office duties like planning and preparing for events, creating station related materials and help at on-site events.

Intern 1: Spring 2009 – from Syracuse University, reported to Citadel Broadcasting Syracuse's Marketing Director. Duties include: In house work (personal relations, research, computer work, mailings, etc.) & Location work (assist in set up and execution of events).

Intern 2: Spring 2009 – from SUNY Oswego, reported to Citadel Broadcasting Syracuse's Marketing Director. Duties include: In house work (personal relations, research, computer work, mailings, etc.) & Location work (assist in set up and execution of events).

Intern 3: Spring 2009 – from Syracuse University, reported to Citadel Broadcasting Syracuse’s Marketing Director. Duties include: In house work (personal relations, research, computer work, mailings, etc.) & Location work (assist in set up and execution of events).

Intern 4: Spring 2009 – from Bryant & Stratton Business Institute, reported to Citadel Broadcasting Syracuse’s Promotions Coordinator. Duties include: Web design for station websites.

Intern 5: Summer 2009 – from Onondaga Community College, reported to Citadel Broadcasting Syracuse’s Marketing Director. Duties include: In house work (personal relations, research, computer work, mailings, etc.) & Location work (assist in set up and execution of events).

Intern 6: Summer 2009 – from SUNY ESC, reported to Citadel Broadcasting Syracuse’s Marketing Director. Duties include: In house work (personal relations, research, computer work, mailings, etc.) & Location work (assist in set up and execution of events).

Intern 7: Summer 2009 – from Syracuse University, reported to Citadel Broadcasting Syracuse’s Marketing Director. Duties include: In house work (personal relations, research, computer work, mailings, etc.) & Location work (assist in set up and execution of events).

Intern 8: Summer 2009 – from Syracuse University, reported to Citadel Broadcasting Syracuse’s Marketing Director. Duties include: In house work (personal relations, research, computer work, mailings, etc.) & Location work (assist in set up and execution of events).

Intern 9: Fall 2009 – from Syracuse University, reported to Citadel Broadcasting Syracuse’s Marketing Director. Duties include: In house work (personal relations, research, computer work, mailings, etc.) & Location work (assist in set up and execution of events).

Intern 10: Fall 2009 – from Syracuse University Newhouse, reported to Citadel Broadcasting Syracuse’s Marketing Director. Duties include: In house work (personal relations, research, computer work, mailings, etc.) & Location work (assist in set up and execution of events).

Intern 11: Fall 2009 – from Syracuse University, reported to Citadel Broadcasting Syracuse’s Marketing Director. Duties include: In house work (personal relations, research, computer work, mailings, etc.) & Location work (assist in set up and execution of events).

Intern 12: Winter 2010 – Onondaga Community College, reports to Citadel Broadcasting Syracuse’s Marketing Director. Duties include: In house work (personal relations, research, computer work, mailings, etc.) & Location work (assist in set up and execution of events).

Intern 13: Winter 2010 – Onondaga Community College, reports to Citadel Broadcasting Syracuse’s Marketing Director. Duties include: In house work (personal relations, research, computer work, mailings, etc.) & Location work (assist in set up and execution of events).

Programming (3 interns)

Intern 1: Spring 2009 – from Syracuse University, reported to Citadel Broadcasting Syracuse’s ESPN Radio Programming Coordinator. Duties included: producing daily 3 – 6pm sports talk show for WNSS-AM.

Intern 2: Summer 2009 – from Rochester Institute of Technology, reported to Citadel Broadcasting Syracuse’s ESPN Radio Programming Coordinator. Duties included: producing daily 3 – 6pm sports talk show for WNSS-AM.

Intern 3: Winter 2009 – from Syracuse University, reported to Citadel Broadcasting Syracuse’s ESPN Radio Programming Coordinator. Duties included: producing daily 3 – 6pm sports talk show for WNSS-AM.

Production (2 interns)

Intern 1: Spring 2009 – from Onondaga Community College, reported to Citadel Broadcasting Syracuse's Production Coordinator. Duties included: dubbing and production commercials and public service announcements, filing of production orders and coordinating and producing weekly public affairs program.

Intern 2: Spring 2010 – from Onondaga Community College, reported to Citadel Broadcasting Syracuse's Production Coordinator. Duties included: dubbing and production commercials and public service announcements, filing of production orders and coordinating and producing weekly public affairs program.

(d) Initiative: Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting: Educational Tours/Lectures with Local Schools and Groups.

Citadel Broadcasting – Syracuse regularly provides tours of the studios, including the sales areas and production rooms, to local schools and other groups. Participants are given the opportunity to see the production capabilities of the stations and record their voices, as well as receive exposure to various aspects of broadcast employment and careers in the radio industry. One of the morning show hosts provided tours on the following dates for the following groups:

- 01/19/2009 – Girl Scout Council – Spoke to 20 Girl Scouts and their leader.
- 02/17/2009 – Girl Scout Council – Spoke to 10 Girl Scouts and their leader.
- 02/18/2009 – Girl Scout Council – Spoke to 4 Girl Scouts and their leader. Recorded a Public Service Announcement for fund raising.
- 03/12/2009 – SUNY Oswego – Spoke to student regarding career opportunities in broadcasting.
- 03/16/2009 – Brewerton Elementary School – Spoke to 200 students and their principal.
- 04/10/2009 – Boy Scout Council – Spoke to 15 Boy Scouts and their leader.
- 04/15/2009 – Girl Scout Council – Spoke to 12 Girl Scouts and their leader.
- 04/26/2009 – Canteen – Spoke to 500 students and their advisor.
- 04/28/2009 – Madison/Oneida County BOCES – Spoke to 23 students and their teacher.
- 05/28/2009 – Toomey Foster Parent Dinner – Spoke to 250 prospects.
- 06/24/2009 – Lafayette Junior High School – Spoke to 350 graduating students.
- 09/25/2009 – Morrisville College – Spoke to 1 student.
- 10/13/2009 – Girl Scout Council – Spoke to 14 Girl Scouts and their leader.
- 11/11/2009 – CNY Teachers – Spoke to 6 local CNY teachers.
- 11/25/2009 – Charity for Children – Spoke to 3 prospects.
- 12/17/2009 – Lafayette High School – Spoke to 1 student.
- 01/18/2010 – Girl Scouts Council – Spoke to 20 Girl Scouts and their leader.
- 01/18/2010 – Boy Scouts Council – Spoke to 16 Boy Scouts and their leader.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

- (a) Department Heads received the following trainings
- 1) 6/17/2009 EEO Compliance and Procedures
 - 2) 9/23/09 EEO Compliance and Procedures/FMLA/FLSA

In addition, stations aired 1,241 thirty second commercials across the four radio stations encouraging organizations in the community to contact us to be added to our job posting distribution list.