



**EEO PUBLIC FILE REPORT**

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

1) **Employment Unit:** Citadel Broadcasting - Harrisburg/Carlisle/York/Lancaster/Reading, PA.

2) **Unit Members (Stations and Communities of License):** WMHX-FM (Hershey, PA)  
WQXA-FM (York, PA)  
WCAT-FM (Carlisle, PA)  
WIOV-FM (Ephrata, PA)  
WIOV-AM (Reading, PA)

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

Mailing Address: Citadel Broadcasting Company 515 S 32 <sup>nd</sup> St Camp Hill, PA 17011	Telephone Number: 717-635-7000
	Contact Person/Title: Carol Waite, Business Manager
	E-mail Address: <a href="mailto:Carol.waite@citcomm.com">Carol.waite@citcomm.com</a>

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Program Director	All Access
2. Account Executive	WMHX-FM Radio Announcement
3. Assistant Business Manager	Bureau of Employer & Career Services / PA Careerlink
4. Account Executive	WQXA-FM Radio Announcement
5. Account Executive	WIOV-FM Radio Announcemernt
6. Receptionist/Front Office	Employee Referral

**Stations WMHX-FM, WQXA-FM, WCAT-FM, WIOV-FM & WIOV-AM are Equal Opportunity and Affirmative Action Employers**



# Citadel Broadcasting Corporation

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## 5) Job Title: Program Director

## Referral Source(s) of Hire: All Access

Internal Referral	Business Manager			0	No
Bureau of Employer & Career Svcs / PA Careerlink	Tom Woronko	1016 N Charlotte St Lanacaster, PA 17603	717-299-7631	0	Yes
Reading Area Community College	Career Services	10 S Second St Reading, PA 19603	610-607-6238	0	No
HACC – Lancaster Campus	Career Services	1641 Old Philadelphia Pike Lancaster, PA 17602	717-780-2579	0	No
Kaplan Career Institute	Career Services	5650 Derry St Harrisburg, PA 17111	717-564-4112	0	No
WMHX-FM, WQXA-FM, WCAT-FM, WIOV-FM, WIOV-AM Radio Announcements		515 S 32 <sup>nd</sup> Street Camp Hill, PA 17011	717-635-7000	0	No
Dickinson College	Career Services	PO Box 1773 Carlisle, PA 17013	717-243-5121	0	No
Elizabethtown College	Career Services	One Alpha Dr Elizabethtown, PA 17022	717-361-1400	0	No
Gettysburg College	Career Services	300 N Washington St, Gettysburg, PA 17325	717-337-6100	0	No
Lebanon Valley College	Career Services	101 N College Ave, Annville, PA 17003	717-867-6560	0	No
Messiah College	D. Keiffer	One College Ave, Grantham, PA 17027	717-766-2511	0	No
Broadcasting Institute of Maryland	Norman Brooks	7200 Harford Rd Baltimore, MD 21234	410-254-2770	0	No
Shippensburg University	Career Services	1871 Old Main Dr, Shippensburg, PA 17257	717-477-7447	0	No
Wilson College	Career Services	1015 Philadelphia Ave, Chambersburg, PA 17201	717-264-4141	0	No
York College	Alice Baldwin	441 Country Club Rd, York, PA 17403	717-846-7788	0	No
HireVeterans.com	Internet	<a href="http://www.hireveterans.com">www.hireveterans.com</a>		0	No
WMHX-FM, WQXA-FM, WCAT-FM, WIOV-FM, WIOV-AM Websites		515 S 32 <sup>nd</sup> Street Camp Hill, PA 17011	717-635-7000	0	No
All Access	Internet	<a href="http://www.allaccess.com">www.allaccess.com</a>		3	No



# Citadel Broadcasting Corporation

## 5) Job Title: Account Executive

## Referral Source(s) of Hiree: WMHX-FM Radio Announcement

Internal Referral	Business Manager			0	No
Bureau of Employer & Career Svcs / PA Careerlink	Tom Woronko	1016 N Charlotte St Lanacaster, PA 17603	717-299-7631	0	Yes
Reading Area Community College	Career Services	10 S Second St Reading, PA 19603	610-607-6238	0	No
HACC – Lancaster Campus	Career Services	1641 Old Philadelphia Pike Lancaster, PA 17602	717-780-2579	0	No
Kaplan Career Institute	Career Services	5650 Derry St Harrisburg, PA 17111	717-564-4112	0	No
WMHX-FM, WQXA-FM, WCAT-FM, WIOV-FM, WIOV-AM Radio Announcements		515 S 32 <sup>nd</sup> Street Camp Hill, PA 17011	717-635-7000	3	No
Dickinson College	Career Services	PO Box 1773 Carlisle, PA 17013	717-243-5121	0	No
Elizabethtown College	Career Services	One Alpha Dr Elizabethtown, PA 17022	717-361-1400	0	No
Gettysburg College	Career Services	300 N Washington St, Gettysburg, PA 17325	717-337-6100	0	No
Lebanon Valley College	Career Services	101 N College Ave, Annville, PA 17003	717-867-6560	0	No
Messiah College	D. Keiffer	One College Ave, Grantham, PA 17027	717-766-2511	0	No
Broadcasting Institute of Maryland	Norman Brooks	7200 Harford Rd Baltimore, MD 21234	410-254-2770	0	No
Shippensburg University	Career Services	1871 Old Main Dr, Shippensburg, PA 17257	717-477-7447	0	No
Wilson College	Career Services	1015 Philadelphia Ave, Chambersburg, PA 17201	717-264-4141	0	No
York College	Alice Baldwin	441 Country Club Rd, York, PA 17403	717-846-7788	0	No
External Referral				1	No
WMHX-FM, WQXA-FM, WCAT-FM, WIOV-FM, WIOV-AM Websites		515 S 32 <sup>nd</sup> Street Camp Hill, PA 17011	717-635-7000	1	No



# Citadel Broadcasting Corporation

## 5) Job Title: Asst Business Manager Referral Source(s) of Hiree: Bureau of Employer & Career Services / PA Careerlink

Internal Referral	Business Manager			0	No
Bureau of Employer & Career Svcs / PA Careerlink	Tom Woronko	1016 N Charlotte St Lanacaster, PA 17603	717-299-7631	3	Yes
Reading Area Community College	Career Services	10 S Second St Reading, PA 19603	610-607-6238	0	No
HACC – Lancaster Campus	Career Services	1641 Old Philadelphia Pike Lancaster, PA 17602	717-780-2579	0	No
Kaplan Career Institute	Career Services	5650 Derry St Harrisburg, PA 17111	717-564-4112	0	No
WMHX-FM, WQXA-FM, WCAT-FM, WIOV-FM, WIOV-AM Radio Announcements		515 S 32 <sup>nd</sup> Street Camp Hill, PA 17011	717-635-7000	0	No
Dickinson College	Career Services	PO Box 1773 Carlisle, PA 17013	717-243-5121	0	No
Elizabethtown College	Career Services	One Alpha Dr Elizabethtown, PA 17022	717-361-1400	0	No
Gettysburg College	Career Services	300 N Washington St, Gettysburg, PA 17325	717-337-6100	0	No
Lebanon Valley College	Career Services	101 N College Ave, Annville, PA 17003	717-867-6560	0	No
Messiah College	D. Keiffer	One College Ave, Grantham, PA 17027	717-766-2511	0	No
Broadcasting Institute of Maryland	Norman Brooks	7200 Harford Rd Baltimore, MD 21234	410-254-2770	0	No
Shippensburg University	Career Services	1871 Old Main Dr, Shippensburg, PA 17257	717-477-7447	0	No
Wilson College	Career Services	1015 Philadelphia Ave, Chambersburg, PA 17201	717-264-4141	0	No
York College	Alice Baldwin	441 Country Club Rd, York, PA 17403	717-846-7788	0	No
WMHX-FM, WQXA-FM, WCAT-FM, WIOV-FM, WIOV-AM Websites		515 S 32 <sup>nd</sup> Street Camp Hill, PA 17011	717-635-7000	1	No



# Citadel Broadcasting Corporation

## 5) Job Title: Account Executive Referral Source(s) of Hiree: WQXA-FM Radio Announcement

Internal Referral	Business Manager			0	No
Bureau of Employer & Career Svcs / PA Careerlink	Tom Woronko	1016 N Charlotte St Lanacaster, PA 17603	717-299-7631	0	Yes
Reading Area Community College	Career Services	10 S Second St Reading, PA 19603	610-607-6238	0	No
HACC – Lancaster Campus	Career Services	1641 Old Philadelphia Pike Lancaster, PA 17602	717-780-2579	0	No
Kaplan Career Institute	Career Services	5650 Derry St Harrisburg, PA 17111	717-564-4112	0	No
WMHX-FM, WQXA-FM, WCAT-FM, WIOV-FM, WIOV-AM Radio Announcements		515 S 32 <sup>nd</sup> Street Camp Hill, PA 17011	717-635-7000	4	No
Dickinson College	Career Services	PO Box 1773 Carlisle, PA 17013	717-243-5121	0	No
Elizabethtown College	Career Services	One Alpha Dr Elizabethtown, PA 17022	717-361-1400	0	No
Gettysburg College	Career Services	300 N Washington St, Gettysburg, PA 17325	717-337-6100	0	No
Lebanon Valley College	Career Services	101 N College Ave, Annville, PA 17003	717-867-6560	0	No
Messiah College	D. Keiffer	One College Ave, Grantham, PA 17027	717-766-2511	0	No
Broadcasting Institute of Maryland	Norman Brooks	7200 Harford Rd Baltimore, MD 21234	410-254-2770	0	No
Shippensburg University	Career Services	1871 Old Main Dr, Shippensburg, PA 17257	717-477-7447	0	No
Wilson College	Career Services	1015 Philadelphia Ave, Chambersburg, PA 17201	717-264-4141	0	No
York College	Alice Baldwin	441 Country Club Rd, York, PA 17403	717-846-7788	0	No
WMHX-FM, WQXA-FM, WCAT-FM, WIOV-FM, WIOV-AM Websites		515 S 32 <sup>nd</sup> Street Camp Hill, PA 17011	717-635-7000	0	No
Walk in / Unsolicited				1	



# Citadel Broadcasting Corporation

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## 5) Job Title: Account Executive

## Referral Source(s) of Hiree: WIOV-FM Radio Announcement

Internal Referral	Business Manager			0	No
Bureau of Employer & Career Svcs / PA Careerlink	Tom Woronko	1016 N Charlotte St Lanacaster, PA 17603	717-299-7631	0	Yes
Reading Area Community College	Career Services	10 S Second St Reading, PA 19603	610-607-6238	0	No
HACC – Lancaster Campus	Career Services	1641 Old Philadelphia Pike Lancaster, PA 17602	717-780-2579	0	No
Kaplan Career Institute	Career Services	5650 Derry St Harrisburg, PA 17111	717-564-4112	0	No
WMHX-FM, WQXA-FM, WCAT-FM, WIOV-FM, WIOV-AM Radio Announcements		515 S 32 <sup>nd</sup> Street Camp Hill, PA 17011	717-635-7000	3	No
Dickinson College	Career Services	PO Box 1773 Carlisle, PA 17013	717-243-5121	0	No
Elizabethtown College	Career Services	One Alpha Dr Elizabethtown, PA 17022	717-361-1400	0	No
Gettysburg College	Career Services	300 N Washington St, Gettysburg, PA 17325	717-337-6100	0	No
Lebanon Valley College	Career Services	101 N College Ave, Annville, PA 17003	717-867-6560	0	No
Messiah College	D. Keiffer	One College Ave, Grantham, PA 17027	717-766-2511	0	No
Broadcasting Institute of Maryland	Norman Brooks	7200 Harford Rd Baltimore, MD 21234	410-254-2770	0	No
Shippensburg University	Career Services	1871 Old Main Dr, Shippensburg, PA 17257	717-477-7447	0	No
Wilson College	Career Services	1015 Philadelphia Ave, Chambersburg, PA 17201	717-264-4141	0	No
York College	Alice Baldwin	441 Country Club Rd, York, PA 17403	717-846-7788	0	No
WMHX-FM, WQXA-FM, WCAT-FM, WIOV-FM, WIOV-AM Websites		515 S 32 <sup>nd</sup> Street Camp Hill, PA 17011	717-635-7000	2	No



# Citadel Broadcasting Corporation

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## 5) Job Title: Receptionist/Front Office Clerk Referral Source(s) of Hiree: Internal Referral

Internal Referral	Business Manager			1	No
Bureau of Employer & Career Svcs / PA Careerlink	Tom Woronko	1016 N Charlotte St Lanacaster, PA 17603	717-299-7631	0	Yes
Reading Area Community College	Career Services	10 S Second St Reading, PA 19603	610-607-6238	0	No
HACC – Lancaster Campus	Career Services	1641 Old Philadelphia Pike Lancaster, PA 17602	717-780-2579	0	No
Kaplan Career Institute	Career Services	5650 Derry St Harrisburg, PA 17111	717-564-4112	0	No
WMHX-FM, WQXA-FM, WCAT-FM, WIOV-FM, WIOV-AM Radio Announcements		515 S 32 <sup>nd</sup> Street Camp Hill, PA 17011	717-635-7000	0	No
Dickinson College	Career Services	PO Box 1773 Carlisle, PA 17013	717-243-5121	0	No
Elizabethtown College	Career Services	One Alpha Dr Elizabethtown, PA 17022	717-361-1400	0	No
Gettysburg College	Career Services	300 N Washington St, Gettysburg, PA 17325	717-337-6100	0	No
Lebanon Valley College	Career Services	101 N College Ave, Annville, PA 17003	717-867-6560	0	No
Messiah College	D. Keiffer	One College Ave, Grantham, PA 17027	717-766-2511	0	No
Broadcasting Institute of Maryland	Norman Brooks	7200 Harford Rd Baltimore, MD 21234	410-254-2770	0	No
Shippensburg University	Career Services	1871 Old Main Dr, Shippensburg, PA 17257	717-477-7447	0	No
Wilson College	Career Services	1015 Philadelphia Ave, Chambersburg, PA 17201	717-264-4141	0	No
York College	Alice Baldwin	441 Country Club Rd, York, PA 17403	717-846-7788	0	No
WMHX-FM, WQXA-FM, WCAT-FM, WIOV-FM, WIOV-AM Websites		515 S 32 <sup>nd</sup> Street Camp Hill, PA 17011	717-635-7000	0	No

**6) Total # of Interviewees Referred:** For the period from March 23, 2010 to March 22, 2011, this Employment Unit interviewed 23 interviewees for full-time job vacancies.

**7) Supplemental Recruitment Initiatives.**

**(a) Initiative: Internship Program**

Interns are selected from local colleges. The internship program is designed to assist students from local colleges to acquire skills needed for broadcast employment.

A student from Elizabethtown College participated September 10, 2010 to December 10, 2010.

A student from Grove City College participated from May 10, 2010 – August 10, 2010.

A student from Conservatory of Recording Arts & Sciences participated from January 11 – February 11.

**(b) Initiative: Educational Tours for Cub Scouts and Middle School Students**

Cub Scouts and Students from the area are regularly given tours of station WIOV-FM. The Promotions Director teaches the scouts and students about new and old radio technology and about the radio business generally.

**(c) Initiative: Career Day at Rohrerstown Elementary School**

A Sales Manager from our Ephrata office did a presentation about careers in Radio to a sixth grade class at Rohrerstown Elementary School on May 5, 2010.

**(d) Initiative: Cumberland Valley High School Job Fair**

The Sales Manager and Operations Manager participated in job fair at Cumberland Valley High School on November 8, 2010 from 9am to 2 pm. There were over 800 people in attendance. Applications were collected and some interviews were conducted on site for sales, promotions and part time on air positions.

**(e) Initiative: Job Fair at Fallfest event**

The Business Manager posted jobs and collected applications for open positions at our Company Sponsored Fallfest event on October 3, 2010. Over 30,000 people were in attendance. The business manager spoke to interested applicants about the different positions available, including sales, promotions, receptionist, and part time on air shift opportunities.