

# Citadel Broadcasting Corporation

## 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 Company (Boise, Idaho)

2) **Unit Members (Stations and Communities of License):** KBOI (AM), Boise, Idaho  
KQFC (FM), Boise, Idaho  
KKGL (FM), Nampa, Idaho  
KIZN (FM), Boise, Idaho  
KTIK (FM), New Plymouth, Idaho  
KTIK (AM), Nampa, Idaho

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

|                                  |   |
|----------------------------------|---|
| Mailing Address:                 | Telephone Number:<br>(208) 336-3670   |
| P.O. Box 1280<br>Boise, ID 83701 | or 1419 W. Bannock Street<br>Boise, ID 83702  |
|                                  | Contact Person/Title:<br>Carole Turner, Asst. Business Manager                              |
|                                  | E-mail Address:<br><a href="mailto:Carole.Turner@citcomm.com">Carole.Turner@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. Sales Assistant                    | BoiseHelpwanted.com                       |
| 2. Account Executive-KKGL, KIZN       | BoiseHelpWanted.com                       |
| 3. Account Executive-KKGL, KIZN,      | BoiseHelpwanted.com                       |
| 4. Account Executive-KBOI, KQFC, KTIK | On-Air Announcement (KBOI)                |
| 5. Account Executive-KKGL, KIZN       | On-Air Announcement (KIZN)                |

**Stations KBOI(AM), KQFC(FM), KKGL(FM), KIZN(FM), KTIK(FM), and KTIK(AM) are Affirmative Action & Equal Opportunity Employers.**



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**5) Job Title:** Sales Assistant

**Referral Source(s) of Hiree:** Boise Helpwanted.com

| (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 Broadcasting Co. / Internal Referral      | Business Managers | 7690 W. Cheyenne Ave, Suite 220<br>Las Vegas, NV 89129 | (702) 804-5200    | 1                          | No   |
| Idaho Department of Labor                         | Grant Gibson      | 219 W. Main St<br>Boise, ID 83735                      | (208)332-3575     | 0                          | No   |
| BoiseHelpwanted.com                               | Jacqueline Urban  | P.O. Box 9500-1630<br>Philadelphia, PA 19195-1630      | (800) 365-8630    | 3                          | No   |
| Boise State University                            | Vickie Coale      | 1910 University Drive<br>Boise, ID 83725               | (208) 426-1747    | 0                          | No   |
| Citadel Boise Websites                            | Matt Nielsen      | 1419 W. Bannock Street<br>Boise, ID 83702              | (208) 363-8709    | 1                          | No   |

**5) Job Title:** Account Executive-KKGL, KIZN

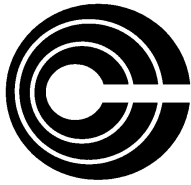
**Referral Source(s) of Hiree:** BoiseHelpWanted.com

| (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 Broadcasting Co. / Internal Referral      | Business Managers | 7690 W. Cheyenne Ave, Suite 220<br>Las Vegas, NV 89129 | (702) 804-5200    | 0                          | No   |
| Idaho Department of Labor                         | Grant Gibson      | 219 W. Main St<br>Boise, ID 83735                      | (208)332-3575     | 1                          | No   |
| BoiseHelpwanted.com                               | Pete Wagner       | P.O. Box 9500-1630<br>Philadelphia, PA 19195-1630      | (845) 471-5200    | 3                          | No   |
| Boise State University                            | Vickie Coale      | 1910 University Drive<br>Boise, ID 83725               | (208) 426-1747    | 0                          | No   |
| Citadel Boise Websites                            | Matt Nielsen      | 1419 W. Bannock Street<br>Boise, ID 83702              | (208) 363-8709    | 1                          | No   |

**5) Job Title:** Account Executive-KKGL, KIZN

**Referral Source(s) of Hiree:** BoiseHelpwanted.com

| (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 Broadcasting Co. / Internal Referral      | Business Managers | 7690 W. Cheyenne Ave, Suite 220<br>Las Vegas, NV 89129 | (702) 804-5200    | 1                          | No   |
| Idaho Department of Labor                         | Grant Gibson      | 219 W. Main St<br>Boise, ID 83735                      | (208)332-3575     | 0                          | No   |



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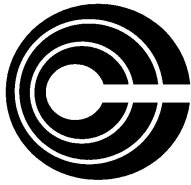
|                        |                  |   |                |   |    |
|------------------------|------------------|---|----------------|---|----|
| BoiseHelpwanted.com    | Jacqueline Urban | P.O. Box 9500-1630<br>Philadelphia, PA 19195-1630 | (800) 365-8630 | 3 | No |
| Citadel Boise Websites | Matt Nielsen     | 1419 W. Bannock Street<br>Boise, ID 83702         | (208) 363-8709 | 1 | No |
| Boise State University | Vickie Coale     | 1910 University Drive<br>Boise, ID 83725          | (208) 426-1747 | 0 | No |
| University of Idaho    | Career Services  | P.O. Box 441101<br>Moscow, ID 83844-1101          | (208) 885-6111 | 0 | No |

**5) Job Title: Account Executive-KBOI, KQFC, KTIK Referral Source(s) of Hiree: On-Air Announcement (KBOI)**

| (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 Broadcasting Co. / Internal Referral      | Business Managers | 7690 W. Cheyenne Ave, Suite 220<br>Las Vegas, NV 89129 | (702) 804-5200    | 0                          | No   |
| Idaho Department of Labor                         | Grant Gibson      | 219 W. Main St<br>Boise, ID 83735                      | (208)332-3575     | 0                          | No   |
| Citadel Boise Websites                            | Matt Nielsen      | 1419 W. Bannock Street<br>Boise, ID 83702              | (208) 363-8709    | 1                          | No   |
| Boise State University                            | Vickie Coale      | 1910 University Drive<br>Boise, ID 83725               | (208) 426-1747    | 0                          | No   |
| BoiseHelpwanted.com                               | Jacqueline Urban  | P.O. Box 9500-1630<br>Philadelphia, PA 19195-1630      | (800) 365-8630    | 2                          | No   |
| On-Air Announcements<br>KBOI, KQFC, KTIK          | Tom Newman        | 1419 W. Bannock St.<br>Boise, ID 83702                 | (208) 336-3670    | 2                          | No   |

**5) Job Title: Account Executive-KKGK, KIZN Referral Source(s) of Hiree: On-Air Announcement -KIZN**

| (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 Broadcasting Co. / Internal Referral      | Business Managers | 7690 W. Cheyenne Ave, Suite 220<br>Las Vegas, NV 89129 | (702) 804-5200    | 1                          | No   |
| Idaho Department of Labor                         | Grant Gibson      | 219 W. Main St<br>Boise, ID 83735                      | (208)332-3575     | 0                          | No   |
| BoiseHelpwanted.com                               | Jacqueline Urban  | P.O. Box 9500-1630<br>Philadelphia, PA 19195-1630      | (800) 365-8630    | 5                          | No   |
| On-Air Announcements on KKGL and KIZN             | Tom Newman        | 1419 W. Bannock St.<br>Boise, ID 83702                 | (208) 336-3670    | 3                          | No   |
| Citadel Boise Websites                            | Matt Nielsen      | 1419 W. Bannock Street<br>Boise, ID 83702              | (208) 363-8709    | 1                          | No   |



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|                        |              |  |                |   |    |
|------------------------|--------------|--|----------------|---|----|
| Boise State University | Vickie Coale | 1910 University Drive<br>Boise, ID 83725 | (208) 426-1747 | 0 | No |
|------------------------|--------------|--|----------------|---|----|

**6) Total # of Interviewees Referred:** For the period from May 23, 2010 to May 22, 2011, this Employment Unit interviewed 30 interviewees for full-time job vacancies.

**7) Supplemental Recruitment Initiatives:**

**(a) Initiative: Internship Program**

The Employment Unit welcomed interns from high school and college to attain practical skills for broadcast employment. The program is available to any students who have an interest in the broadcast field. Students receive academic credit for this internship. The Employment Unit had interns that participated in this course for KBOI, KTIK, KIZN, and KQFC, by preparing and organizing for live remote broadcasts, promotional give-a-ways, and also by contributing to various activities related to promotions.

**(b) Initiative: Mentoring Program**

On September 23, 2010, in conjunction with the Boise Advertising Federation, communication students from Brigham Young University-Idaho Campus and Boise State University were given tours of the Employment Unit by General Manager, Don Morin. Students were given the opportunity to observe live broadcasting shows in addition to production. Members of Programming, Administrative, and Production Departments participated in a question and answer session for all of the students interested in pursuing a career in broadcast journalism.

March, 2011 employees from the Employment Unit traveled to local elementary schools to participate in the National "Read Across America" program through Boise Education Association. The employees ranging from our General Manager, Sales staff, and On-Air staff from KBOI, KTIK, KIZN, KQFC, KKGL, visited the Elementary schools and introduced themselves and gave a synopsis of the Employment Unit's radio stations, and gave details into their day to day activities in their profession. The employees also read a Dr. Seuss book to the classroom, and answered any questions.

The Sports Announcer from KBOI met with students interested in sports broadcasting on April 14, April 29 and May 2, 2011 from Mountain View High School in Meridian, ID and also from Boise State University.

**(c) Initiative: Scholarship Program**

The Employment Unit is a sponsor with the ISBA (Idaho State Broadcaster Association) to contribute a scholarship that is awarded each year to a high school graduate who will major in broadcast journalism and/or communications in college.

**(d) Initiative: Job Fair**

The Idaho Advertising Federation presented a career fair on April 15, 2011 at the Grove Hotel in Boise, ID. Bob Rosenthal, Director of Sales and Tom Newman, KBOI/KQFC/KTIK Sales Manager attended and scheduled ten interviews with prospective college graduates seeking degrees in Journalism, Marketing, and Creative Design.

**(e) Initiative: Management Training**

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 address compliance with the American 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.

**Participation in Other Activities**

The Employment Unit sponsors tours of the radio stations (KBOI, KTIK, KIZN, KQFC, and KKGL). The groups are introduced to the functions of radio broadcasting and employment aspects of the trade. Ben Bieri, Promotions Director for KIZN and KTIK conducts the tours for the Employment Unit.

The Employment Unit KBOI sponsors the “Business Breakfast” held the third Tuesday of each month. Local business owners and government leaders meet to network and discuss business and employment issues. The breakfast meetings are held at various business locations through out Boise and the surrounding areas.

**(e) Initiative: Management Training**

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 address compliance with the American 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.