

## 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 Company, Salt Lake City, Utah**

2) **Unit Members (Stations and Communities of License):** KUBL FM, Salt Lake City, Utah  
 KENZ FM, Ogden, Utah  
 KBEE FM, Salt Lake City, Utah  
 KBER FM, Ogden, Utah  
 KFNZ AM, Salt Lake City, Utah  
 KKAT AM, Salt Lake City, Utah  
 KJQS AM, Murray, Utah  
 KHTB FM, Provo, Utah

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

Mailing Address:  Citadel Broadcasting Company 434 Bearcat Drive Salt Lake City, Utah 84115	Telephone Number: 801-485-6700 Direct Line 801-493-8689
	Contact Person/Title: Tammy Rodgers; Business Manager
	E-mail Address: tammy.rodgers@citcomm.com

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. <u>Account Executive</u>	<u>2009 UBA Job Fair</u>
2. <u>Account Executive</u>	<u>Employee Referral</u>
3. <u>On-Air Traffic Reporter</u>	<u>Station Website</u>
4. <u>Account Executive</u>	<u>Employee Referral</u>
5. <u>Account Executive</u>	<u>Client Referral</u>
6. <u>Account Executive</u>	<u>Client Referral</u>
7. <u>Account Executive</u>	<u>Client Referral</u>
8. <u>Account Executive</u>	<u>Station Website</u>

**Station KUBL FM, KENZ FM KBEE FM, KBER FM, KFNZ AM, KKAT AM, KJQS AM, and KHTB FM  
 are Affirmative Action & Equal Opportunity Employers.**

**5) Job Title: Account Executive**

**Referral Source(s) of Hiree: 2009 UBA Job Fair**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Salt Lake Branch of the NAACP	Jeanetta Williams	P.O. Box 25414 Salt Lake City, Utah 84125-0414	801-250-5088	0	Yes
University of Utah	Cal	200 South Center Campus Career Center Salt Lake City, Utah	801-581-4473	0	No
Employee Referral	Current Employee	434 Bearcat Drive Salt Lake City, Utah 84115	801-485-6700	1	No
Industry Referral	Client	N/A	N/A	1	No
KENZ, KBEE, KBER, KHTB Radio Ads 08/21 -09/30 2009	Station Invoice	434 Bearcat Drive Salt Lake City Utah 84115	801-485-6700	0	No
Station websites at kber.com, 949zrock.com, kbul93.com, 1019utah.com, b987.com	Station websites	434 Bearcat Drive Salt Lake City, Utah 84115	801-485-6700	3	No
UBA Job Fair University of Utah Student Ballroom	Dale Zabriski UBA Director	1600 South Main Street Salt Lake City, Utah 84115	801-486-9521	6	Yes
Services for Multi Cultural Students Weber State University	Coleen Sheehan	Weber State University Ogden, Utah 84408-1116	801-626-7330	0	No
State of Utah Ethnic Offices	Employment Center	324 South State, #500 Salt Lake City, Utah 84114	801-538-8820	0	No
Salt Lake City Corporation	Nancy Torres	451 South State Room 115 Salt Lake City, Utah 84111	801-535-6634	0	No
Utah State University Career Services	Trish Glowski	4305 Old Main Hill Logan, Utah 84322-4305	435-797-2644	0	No
Jordan Applied Technology Center	Sharon Squires	825 East 9085 South Sandy, Utah 84094	801-256-5710	0	No
University of Utah Career Services	Amy Michaelson	350 SSB 201 South 1460 East Salt Lake City, Utah 884112	801-581-5217	0	No
Indian Walk In Center	Michelle Robb	120 West 1300 South Salt Lake City, Utah 84115	801-486-4877	0	No
US Postal Service-Diversity	Pania Heimuli	1760 West 2100 South Salt Lake City, Utah 84119	801-974-2975	0	No
Utah Dept. of Human Resource Mgmt	Employment Center	State Office Building, Room 2120 Salt Lake City, Utah 84114	801-538-7650	0	No
University of Utah – Center for Ethnic and Student Affairs and the Women’s Resource Center	Center for Ethnic Affairs and Women’s Resource Center	200 South Central Campus Dr #293/#318 Salt Lake City, Utah 84112	801-581-8151	0	No
Westminster College Career Resource Center	Sarah Crowther	1840 South 1300 East Salt Lake City, Utah	801-832-3103	0	No
Salt Lake Community College	Phyllis Martinez-Seyler	3491 West Wights Fort Road West Jordan, Utah 84088	801-957-2816	0	Yes
South Utah University Career Services	Lisa Jane Laird	351 West Center Street Cedar City, Utah 84720	435-586-5422	0	No

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**5) Job Title: Account Executive**

**Referral Source(s) of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Salt Lake Branch of the NAACP	Jeanetta Williams	P.O. Box 25414 Salt Lake City, Utah 84125-0414	801-250-5088	0	Yes
University of Utah	Cal	200 South Center Campus Career Center Salt Lake City, Utah	801-581-4473	0	No
Employee Referral	Current Employee	434 Bearcat Drive Salt Lake City, Utah 84115	801-485-6700	1	No
Industry Referral	Client	N/A	N/A	1	No
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UBA Job Fair University of Utah Student Ballroom	Dale Zabriski UBA Director	1600 South Main Street Salt Lake City, Utah 84115	801-486-9521	6	Yes
Services for Multi Cultural Students Weber State University	Coleen Sheehan	Weber State University Ogden, Utah 84408-1116	801-626-7330	0	No
State of Utah Ethnic Offices	Employment Center	324 South State, #500 Salt Lake City, Utah 84114	801-538-8820	0	No
Salt Lake City Corporation	Nancy Torres	451 South State Room 115 Salt Lake City, Utah 84111	801-535-6634	0	No
Utah State University Career Services	Trish Glowski	4305 Old Main Hill Logan, Utah 84322-4305	435-797-2644	0	No
Jordan Applied Technology Center	Sharon Squires	825 East 9085 South Sandy, Utah 84094	801-256-5710	0	No
University of Utah Career Services	Amy Michaelson	350 SSB 201 South 1460 East Salt Lake City, Utah 884112	801-581-5217	0	No
Indian Walk In Center	Michelle Robb	120 West 1300 South Salt Lake City, Utah 84115	801-486-4877	0	No
US Postal Service-Diversity	Pania Heimuli	1760 West 2100 South Salt Lake City, Utah 84119	801-974-2975	0	No
Utah Dept. of Human Resource Mgmt	Employment Center	State Office Building, Room 2120 Salt Lake City, Utah 84114	801-538-7650	0	No
University of Utah – Center for Ethnic and Student Affairs and the Women’s Resource Center	Center for Ethnic Affairs and Women’s Resource Center	200 South Central Campus Dr #293/#318 Salt Lake City, Utah 84112	801-581-8151	0	No
Westminster College Career Resource Center	Sarah Crowther	1840 South 1300 East Salt Lake City, Utah	801-832-3103	0	No
Salt Lake Community College	Phyllis Martinez- Seyler	3491 West Wights Fort Road West Jordan, Utah 84088	801-957-2816	0	Yes
South Utah University Career Services	Lisa Jane Laird	351 West Center Street Cedar City, Utah 84720	435-586-5422	0	No

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**5) Job Title: On-Air Traffic Reporter**

**Referral Source(s) of Hiree: Station Website**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Salt Lake Branch of the NAACP	Jeanetta Williams	P.O. Box 25414 Salt Lake City, Utah 84125-0414	801-250-5088	0	Yes
University of Utah	Cal	200 South Center Campus Career Center Salt Lake City, Utah	801-581-4473	0	No
Employee Referral	Current Employee	434 Bearcat Drive Salt Lake City, Utah 84115	801-485-6700	0	No
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Station websites at kber.com, 949zrock.com, kbull93.com, 1019utah.com, b987.com	Station websites	434 Bearcat Drive Salt Lake City, Utah 84115	801-485-6700	2	No
UBA Job Fair University of Utah Student Ballroom	Dale Zabriski UBA Director	1600 South Main Street Salt Lake City, Utah 84115	801-486-9521	0	Yes
Services for Multi Cultural Students Weber State University	Coleen Sheehan	Weber State University Odgen, Utah 84408-1116	801-626-7330	0	No
State of Utah Ethnic Offices	Employment Center	324 South State, #500 Salt Lake City, Utah 84114	801-538-8820	0	No
Salt Lake City Corporation	Nancy Torres	451 South State Room 115 Salt Lake City, Utah 84111	801-535-6634	0	No
Utah State University Career Services	Trish Glowski	4305 Old Main Hill Logan, Utah 84322-4305	435-797-2644	0	No
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Utah Dept. of Human Resource Mgmt	Employment Center	State Office Building, Room 2120 Salt Lake City, Utah 84114	801-538-7650	0	No
University of Utah – Center for Ethnic and Student Affairs and the Women’s Resource Center	Center for Ethnic Affairs and Women’s Resource Center	200 South Central Campus Dr #293/#318 Salt Lake City, Utah 84112	801-581-8151	0	No
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Employee Referral	Current Employee	434 Bearcat Drive Salt Lake City, Utah 84115	801-485-6700	1	No
Industry Referral	Client	N/A	N/A	2	No
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**5) Job Title: Account Executive**

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**5) Job Title: Account Executive**

**Referral Source(s) of Hiree: Industry/Client Referral**

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**5) Job Title: Account Executive**

**Referral Source(s) of Hiree: Station Website**

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**6) Total # of Interviewees Referred:** For the period from May 23, 2009 to May 22, 2010, this Employment Unit interviewed 61 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: Utah Broadcasters Association Job Fair 2010**

The Promotions Director for KBER FM and KHTB FM, an individual who has substantial responsibility in the making of hiring decisions, was the employment unit's representative for the Utah Broadcasters Association Job Fair ("UBA Job Fair"). She scheduled station managers to host the Employment Unit's booth and coordinated with the Utah Broadcasters. The Employment Unit ("EU") had a booth at the UBA Job Fair manned by the General Sales Manager of Team 1, the Program Director of KENZ FM and KBEE FM, the Program Director of KBER FM and KHTB FM, The Promotions Director of KBER FM and KHTB FM, and the Promotions Director of KUBL FM, all of whom have substantial responsibility in the making of hiring decisions. The event was held at the Student Ballroom at the University of Utah on April 14, 2010 from 9:00 A.M. to 1:00 P.M.

**(b) Initiative: Internship Program**

The EU works with University of Utah to place students in the EU Internship Program. To obtain status as an unpaid intern, the student must receive college credit hours from their education facility. From May 23, 2009 through May 22, 2010 the unpaid Internship Program with University of Utah trained 1 unpaid intern.

The EU works with Pleasant Grove High School to place students in the EU Internship Program. To obtain status as an unpaid intern, the student must receive high school credits from their education facility. From May 23, 2009 through May 22, 2010 the unpaid Internship Program with Pleasant Grove High School trained 1 unpaid intern.

**(c) Initiative: Participation in Jr. Achievement Program**

The General Manager of the EU stations is on the Board of Directors for the local chapter of Jr. Achievement. The purpose of Jr. Achievement is to educate and inspire young people to value free enterprise, understand personal finance, and how to get a job and improve the quality of their lives. From May 23, 2009 to May 22, 2010 the EU stations ran over 4,000 PSA's driving listeners to the Jr. Achievement website, where they can learn about the program. The website educates the public about all aspects including volunteering and participation in the Jr. Achievement Program.

**(d) Initiative: Speaking Engagement at Westminster College**

A veteran Account Executive conducted a lecture entitled "Comprehensive View of Selling" to students at Westminster College in the Communications Department. The engagement was held on March 31, 2010 from 12:00 P.M. to 1:30 P.M. In attendance were 25 students and a Professor. The discussion focused on professional selling, challenges and opportunities, in broadcast sales. The students participated in a fifteen minute question and answer period immediately following the lecture.

**(e) Initiative: Participation in High School Achievement Program**

The EU station in conjunction with the Governor's office, and a local TV station working with a group of local car dealerships, participated in the "Keys to Success" program with over forty Utah High Schools. The EU aired over 3,000 PSA's from October 27, 2009 through May 16, 2010 encouraging High School student to participate in the "Keys to Success" program to improve their GPA, attendance and citizenship. Students of all performance levels are encouraged to participate for improvement. Beginning in April 2010, the EU hosts assemblies, and a car is given away to the student at each high school with the best overall improvement. Students participating in the program are awarded prizes through sponsors throughout the school year as nominated by the school administration.

**(f) Representation on the board of the local branch of the NAACP**

The EU stations Director of Sales is the First Vice President and the Communications Committee Chair of the local branch of the NAACP. He attends monthly board meetings and votes on initiatives for the NAACP and their community involvement. The EU ran 306 PSA's from May 23, 2009 through May 22, 2010 in support of fund raisers for the NAACP.