

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 12, 2007 through May 22, 2008.¹

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
KKAT FM, Orem, 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.**

Job Title	Recruitment Source Referring Hiree
1. <u>Account Executive</u>	<u>Industry Referral</u>
2. <u>Local Sales Manager</u>	<u>Former Employee</u>
3. <u>Account Executive</u>	<u>Client Referral</u>
4. <u>Account Executive</u>	<u>Employee Referral</u>
5. <u>Account Executive</u>	<u>Salt Lake Tribune</u>
6. <u>On-Air Personality</u>	<u>Industry Referral</u>
7. <u>Account Executive</u>	<u>Industry Referral</u>
8. <u>Production Director</u>	<u>Industry Referral</u>

¹ As of June 12, 2007, all radio stations licensed to Citadel Broadcasting Company, including the Salt Lake City employment unit, were subject to a transfer of control (as defined by the FCC) from the existing shareholders of Citadel Broadcasting Corporation to shareholders of Walt Disney Co. and Citadel Broadcasting Corporation, pursuant to a transfer of control application filed on FCC Form 315. See, *Citadel Broadcasting Company, Memorandum Opinion and Order and Notice of Apparent Liability*, FCC 074-41 (released April 4, 2007). The relevant FCC File Number of the transfer of control application for the stations in the Employment Unit is BTC-20060228ACC.

Station KUBL FM, KENZ FM, KBEE FM, KBER FM, KKAT AM/FM, KFNZ AM, KJQS AM are Equal Opportunity Employers.

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

Job Title	Recruitment Source Referring Hiree
9. <u>Account Executive</u>	<u>Employee Referral</u>
10. <u>Account Executive</u>	<u>Employee Referral</u>
11. <u>Account Executive</u>	<u>Employee Referral</u>
12. <u>Account Executive</u>	<u>Job Fair</u>
13. <u>Account Executive</u>	<u>Employee Referral</u>
14. <u>Account Executive</u>	<u>Employee Referral</u>

5) Job Title: Account Executive

Referral Source(s) of Hire: Industry 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
Calvary Baptist Church	Reverend France A. Davis	1090 South State Street Salt Lake City, Utah 84111-4521	801-355-1025	0	Yes
Trinity Ame Church	Reverend David Malcom, Jr.	239 East 600 South Salt Lake City, Utah 84111	801-531-7374	0	Yes
New Pilgrim Baptist Church	Reverend Cory Hodges	6196 South Redwood Road Salt Lake City, Utah 84123	801-969-4681	0	Yes
True Vine Baptist Church	Reverend Jerome Council	197 West 100 South Kaysville, Utah 84037	801-546-6554	0	Yes
Unity Baptist Church	Revend Harold O. Fields	1170 West 1000 North Salt Lake City, Utah 84116	801-966-6513	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
Industry Referral	Client	N/A	N/A	1	No
Salt Lake Tribune and Deseret News	Classified Desk	135 Main Street Salt Lake City, Utah 84112	801-237-2000	2	No
International Association of Business Communications	Debbie Mintowt	P.O. Box 1440 Salt Lake City, Utah 84110-1440	801-277-4673	0	No
Department of Workforce Services	Robert Wade	1385 South State Street Salt Lake City, Utah 84115	801-468-0070	2	No
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
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

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Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or 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: Local Sales Manager

Referral Source(s) of Hiree: Former Employee

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
Calvary Baptist Church	Reverend France A. Davis	1090 South State Street Salt Lake City, Utah 84111-4521	801-355-1025	0	Yes
Trinity Ame Church	Reverend David Malcom, Jr.	239 East 600 South Salt Lake City, Utah 84111	801-531-7374	0	Yes
New Pilgrim Baptist Church	Reverend Cory Hodges	6196 South Redwood Road Salt Lake City, Utah 84123	801-969-4681	0	Yes
True Vine Baptist Church	Reverend Jerome Council	197 West 100 South Kaysville, Utah 84037	801-546-6554	0	Yes
Unity Baptist Church	Revend Harold O. Fields	1170 West 1000 North Salt Lake City, Utah 84116	801-966-6513	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	3	No
Industry Referral	Client	N/A	N/A	1	No
Salt Lake Tribune and Deseret News	Classified Desk	135 Main Street Salt Lake City, Utah 84112	801-237-2000	3	No
International Association of Business Communications	Debbie Mintowt	P.O. Box 1440 Salt Lake City, Utah 84110-1440	801-277-4673	0	No
Department of Workforce Services	Robert Wade	1385 South State Street Salt Lake City, Utah 84115	801-468-0070	0	No
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
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	200 South Central Campus Dr #293/#318 Salt Lake City, Utah 84112	801-581-8151	0	No

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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: Client Referral

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New Pilgrim Baptist Church	Reverend Cory Hodges	6196 South Redwood Road Salt Lake City, Utah 84123	801-969-4681	0	Yes
True Vine Baptist Church	Reverend Jerome Council	197 West 100 South Kaysville, Utah 84037	801-546-6554	0	Yes
Unity Baptist Church	Revend Harold O. Fields	1170 West 1000 North Salt Lake City, Utah 84116	801-966-6513	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
Industry Referral	Client	N/A	N/A	2	No
Salt Lake Tribune and Deseret News	Classified Desk	135 Main Street Salt Lake City, Utah 84112	801-237-2000	4	No
International Association of Business Communications	Debbie Mintowt	P.O. Box 1440 Salt Lake City, Utah 84110-1440	801-277-4673	0	No
Department of Workforce Services	Robert Wade	1385 South State Street Salt Lake City, Utah 84115	801-468-0070	3	No
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
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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	200 South Central Campus Dr #293/#318 Salt Lake City, Utah 84112	801-581-8151	0	No

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Referral Source(s) of Hire: Employee Referral

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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
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5) Job Title: Account Executive

Referral Source(s) of Hire: Salt Lake Tribune

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Employee Referral	Current Employee or Client	434 Bearcat Drive Salt Lake City, Utah 84115	801-485-6700	0	No
Industry Referral	Client	N/A	N/A	0	No
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Department of Workforce Services	Robert Wade	1385 South State Street Salt Lake City, Utah 84115	801-468-0070	1	No
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5) Job Title: On Air Personality

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International Association of Business Communications	Debbie Mintowt	P.O. Box 1440 Salt Lake City, Utah 84110-1440	801-277-4673	0	No
Department of Workforce Services	Robert Wade	1385 South State Street Salt Lake City, Utah 84115	801-468-0070	3	No
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
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

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Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or 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: Production Director**Referral Source(s) of Hire: Industry 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
Calvary Baptist Church	Reverend France A. Davis	1090 South State Street Salt Lake City, Utah 84111-4521	801-355-1025	0	Yes
Trinity Ame Church	Reverend David Malcom, Jr.	239 East 600 South Salt Lake City, Utah 84111	801-531-7374	0	Yes
New Pilgrim Baptist Church	Reverend Cory Hodges	6196 South Redwood Road Salt Lake City, Utah 84123	801-969-4681	0	Yes
True Vine Baptist Church	Reverend Jerome Council	197 West 100 South Kaysville, Utah 84037	801-546-6554	0	Yes
Unity Baptist Church	Revend Harold O. Fields	1170 West 1000 North Salt Lake City, Utah 84116	801-966-6513	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	2	No
Industry Referral	Client	N/A	N/A	3	No
Salt Lake Tribune and Deseret News	Classified Desk	135 Main Street Salt Lake City, Utah 84112	801-237-2000	0	No
International Association of Business Communications	Debbie Mintowt	P.O. Box 1440 Salt Lake City, Utah 84110-1440	801-277-4673	0	No
Department of Workforce Services	Robert Wade	1385 South State Street Salt Lake City, Utah 84115	801-468-0070	1	No
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
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

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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 Hire: Employee Referral

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New Pilgrim Baptist Church	Reverend Cory Hodges	6196 South Redwood Road Salt Lake City, Utah 84123	801-969-4681	0	Yes
True Vine Baptist Church	Reverend Jerome Council	197 West 100 South Kaysville, Utah 84037	801-546-6554	0	Yes
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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	2	No
Industry Referral	Client	N/A	N/A	0	No
Salt Lake Tribune and Deseret News	Classified Desk	135 Main Street Salt Lake City, Utah 84112	801-237-2000	5	No
International Association of Business Communications	Debbie Mintowt	P.O. Box 1440 Salt Lake City, Utah 84110-1440	801-277-4673	0	No
Department of Workforce Services	Robert Wade	1385 South State Street Salt Lake City, Utah 84115	801-468-0070	1	No
Services for Multi Cultural Students Weber State University	Coleen Sheehan	Weber State University Odgen, Utah 84408-1116	801-626-7330	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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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

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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 Hire: Employee Referral

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Trinity Ame Church	Reverend David Malcom, Jr.	239 East 600 South Salt Lake City, Utah 84111	801-531-7374	0	Yes
New Pilgrim Baptist Church	Reverend Cory Hodges	6196 South Redwood Road Salt Lake City, Utah 84123	801-969-4681	0	Yes
True Vine Baptist Church	Reverend Jerome Council	197 West 100 South Kaysville, Utah 84037	801-546-6554	0	Yes
Unity Baptist Church	Revend Harold O. Fields	1170 West 1000 North Salt Lake City, Utah 84116	801-966-6513	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	2	No
Industry Referral	Client	N/A	N/A	0	No
Salt Lake Tribune and Deseret News	Classified Desk	135 Main Street Salt Lake City, Utah 84112	801-237-2000	4	No
International Association of Business Communications	Debbie Mintowt	P.O. Box 1440 Salt Lake City, Utah 84110-1440	801-277-4673	0	No
Department of Workforce Services	Robert Wade	1385 South State Street Salt Lake City, Utah 84115	801-468-0070	2	No
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
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
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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

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Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or 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 Hire: 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)
BYU Job Fair	Professor Russ Mooritsen	BYU Department of Communications Brim Hall Building Provo, Utah 84602	801-422-2488 801-520-6642	2	No

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5) Job Title: Account Executive

Referral Source(s) of Hire: 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
Calvary Baptist Church	Reverend France A. Davis	1090 South State Street Salt Lake City, Utah 84111-4521	801-355-1025	0	Yes
Trinity Ame Church	Reverend David Malcom, Jr.	239 East 600 South Salt Lake City, Utah 84111	801-531-7374	0	Yes
New Pilgrim Baptist Church	Reverend Cory Hodges	6196 South Redwood Road Salt Lake City, Utah 84123	801-969-4681	0	Yes
True Vine Baptist Church	Reverend Jerome Council	197 West 100 South Kaysville, Utah 84037	801-546-6554	0	Yes
Unity Baptist Church	Revend Harold O. Fields	1170 West 1000 North Salt Lake City, Utah 84116	801-966-6513	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	2	No
Industry Referral	Client	N/A	N/A	0	No
Salt Lake Tribune and Deseret News	Classified Desk	135 Main Street Salt Lake City, Utah 84112	801-237-2000	2	No
International Association of Business Communications	Debbie Mintowt	P.O. Box 1440 Salt Lake City, Utah 84110-1440	801-277-4673	0	No
Department of Workforce Services	Robert Wade	1385 South State Street Salt Lake City, Utah 84115	801-468-0070	1	No
Services for Multi Cultural Students Weber State University	Coleen Sheehan	Weber State University Odgen, Utah 84408-1116	801-626-7330	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
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6) Total # of Interviewees Referred: For the period from June 12, 2007 through May 22, 2008, this Employment Unit interviewed 93 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 2008

The Promotions Director for KBEE FM, an individual who has substantial responsibility in the making of hiring decisions, was the employment unit's representative on the committee planning the Utah Broadcasters Association Job Fair ("UBA Job Fair"). She attended the committee meetings and was assigned the responsibility of hosting the welcome table. The Employment Unit ("EU") ran PSA announcements on all its stations from March 19th through March 25th. The EU had a booth at the UBA Job Fair manned by the Director of Sales, the General Sales Manager of KENZ FM and KBER FM, the Program Director for KBEE FM, the Program Director for KBER FM, the Program Director for KENZ FM, the Promotions Director for KENZ FM, and the Promotions Director for KBER 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 March 26, 2008 from 9:00 AM to 3:00 PM.

(b) Initiative: Internship Program

The EU works with Weber State University 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 June 12, 2007 to May 22, 2008 the unpaid Internship Program with Weber State University trained 1 unpaid intern.

The EU works with Weber State University to provide paid Summer Internship Programs for student currently enrolled in the communications and broadcasting programs. Citadel Salt Lake hired two summer interns on April 28, 2008 through the Weber State Communications Department.

Interns receive training by the EU Employees who have expertise and knowledge in the broadcast field. Interns are exposed to all aspects of the radio broadcast industry and receive hands on experience in many areas of radio broadcasting during their internship.

(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 June 12, 2007 through May 22, 2008 the EU stations ran over 3,400 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 "Professional Selling" to students at Westminster College in the Communications Department. The engagement was held on April 14, 2008 from 12:00 PM to 1:30 PM. In attendance were 23 students as well as Professor Nancy Panos-Schmidt. 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.

Station KUBL FM, KENZ FM, KBEE FM, KBER FM, KKAT AM/FM, KFNZ AM, KJQS AM are Equal Opportunity Employers.

(e) Initiative: Participation in High School Achievement Program

The EU stations in conjunction with the Governor's Office, and a local TV station work with a group of local car dealerships, participated in the "Keys To Success" program with over forty Utah High Schools. The EU aired over 2,300 PSA's from September 5, 2007 through April 30, 2008 encouraging High School students 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 2008, 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) Initiative: Hosting Job Fair

On Wednesday April 9th at 4:00 PM, the Director of Sales hosted an Open House Job Fair for students from the BYU Media Department. The Director of Sales gave a lecture about the rewarding and lucrative profession of Radio broadcast sales. An Account Executive was hired as a result of the Open House Job Fair.

(g) Initiative: Discrimination in the Workplace Training for Managers

On September 11, 2007, the EU's station managers attended a training session entitled "Discrimination in the Workplace: Don't Bring It On." This was conducted at the Citadel Managers Meeting. The session provided an overview of federal antidiscrimination laws and provided station-specific examples of the application of the antidiscrimination laws.

(h) Initiative: Workplace Conduct Training

All EU employees attended an employment workplace conduct training session conducted by a local employment attorney. There were two meetings to accommodate all of the employees of the EU. The first meeting was held on November 27, 2007 at 10:00 AM in the main conference room at the station facility at which all Department Managers and their key personnel were required to attend. The second meeting was held at 10:00 AM on November 28, 2007 in the main conference room, at which all remaining employees were required to attend. The training session addressed compliance with workplace conduct and harassment, recognizing factors that contribute to a hostile work environment, harassment and other means to provide an appropriate workplace environment. Both sessions included a ten to fifteen minute question session with the employment attorney.