

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- Binghamton, NY

2) Unit Members (Stations and Communities of License): WHWK (FM) Binghamton, NY
WAAL (FM) Binghamton, NY
WWYL (FM) Binghamton, NY
WNBF (FM) Binghamton, NY
WYOS (FM) Binghamton, NY

3) EEO Contact Information for Unit Member:

Mailing Address: Citadel Broadcasting Company P O Box 414 Binghamton, NY 13902	Telephone Number: 607-772-8400
	Contact Person/Title: Sherry Figura/Assistant Business Manager
	E-mail Address: sherry.figura@citcomm.com

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

Job Title	Recruitment Source Referring Hiree
1. Account Executive – Andrea Verrocchio 1/22/09	Employee Referral
2. Account Executive – TomVail 3/23/09	Exigent Circumstances
3. Account Executive - Bruce Hermann 6/15/09	Exigent Circumstances
4. Account Executive – Jennifer Braue 6/22/09	Walk-In
5. Account Executive – Richard Palmer 9/17/09	Employee Referral
6. Assistant Business Manager – Sherry Figura 10/5/09	Job Source NY
8. On Air Personality – Jennifer Bixler 12/30/09	Employee Referral

Stations WHWK/WAAL/WYOS/WNBF/WWWL are Equal Opportunity and Affirmative Action Employers

5) Job Title: Account Executive Referral Source(s) of Hire: 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 Broadcasting (Breakrooms and Bulletin Boards)	Judy Zwierzynski	P O Box 414 Binghamton, NY 13902	607-772-8400	0	No
Citadel Broadcasting (Websites and On-Air Announcements)	Judy Zwierzynski	P O Box 414 Binghamton, NY 13902	607-772-8400	1	No
Greater Binghamton Chamber of Commerce at Veterans Memorial Arena	Lou Santoni	49 Court Street Binghamton, NY 13902	607-772-8860	0	No
Greater Binghamton Chamber of Commerce at the Broome Community College	Lou Santoni	49 Court Street Binghamton, NY 13902	607-772-8860	0	No
Job Source NY	Roger Slawta	171 Front Street Binghamton, NY 13905	607-778-2226	0	No

5) Job Title: Account Executive Referral Source(s) of Hire: Exigent Circumstances

Due to business necessity this position was filled by a current part-time employee. The account executive is an integral part of the selling process. We needed to prevent any disruption in the department. Furthermore, the employee had already been working for the Employment Unit and understood the day to day operations of broadcast sales.

5) Job Title: Account Executive Referral Source(s) of Hire: Exigent Circumstances

The person was hired for competitive reasons. This person worked for a leading competitor and had years of experience and contacts in this market. The experience and skills possessed by this person were considered to be of value to the company.

5) Job Title: Account Executive Referral Source(s) of Hire: Walk-In

(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 (Breakrooms and Bulletin Boards)	Judy Zwierzynski	P O Box 414 Binghamton, NY 13902	607-772-8400	0	No
Citadel Broadcasting (Websites and On-Air Announcements)	Judy Zwierzynski	P O Box 414 Binghamton, NY 13902	607-772-8400	0	No
Greater Binghamton Chamber of Commerce at Veterans Memorial Arena	Lou Santoni	49 Court Street Binghamton, NY 13902	607-772-8860	0	No
Greater Binghamton Chamber of Commerce at the Broome Community College	Lou Santoni	49 Court Street Binghamton, NY 13902	607-772-8860	0	No
Job Source NY	Roger Slawta	171 Front Street Binghamton, NY 13905	607-778-2226	0	No
Walk-In	n/a	n/a	n/a	1	No

5) Job Title: Assistant Business Manager

Referral Source(s) of Hire: Job Source NY

(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 (Breakrooms and Bulletin Boards)	Judy Zwierzynski	P O Box 414 Binghamton, NY 13902	607-772-8400	2	No
Citadel Broadcasting (Websites and On-Air Announcements)	Judy Zwierzynski	P O Box 414 Binghamton, NY 13902	607-772-8400	0	No
Greater Binghamton Chamber of Commerce at Veterans Memorial Arena	Lou Santoni	49 Court Street Binghamton, NY 13902	607-772-8860	0	No
Greater Binghamton Chamber of Commerce at the Broome Community College	Lou Santoni	49 Court Street Binghamton, NY 13902	607-772-8860	0	No
Job Source NY	Roger Slawta	171 Front Street Binghamton, NY 13905	607-778-2226	1	No

5) Job Title: On Air Personality

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)
Binghamton University	April St. John	P O Box 6000 Binghamton, NY 13902	607-777-2553	0	No
Broome Community College	Carrie Wood	P O Box 1017 Binghamton, NY 13902	607-778-5205	0	No
Broome County Urban League	Jennifer Lesko	4345 Carroll Street Binghamton, NY 13901	607-723-7303	0	No
Broome Employment Center	Bob Crouse	171 Front Street Binghamton, NY 13905	607-778-2136	0	Yes
Southern Tier Young Professionals	Robin Alpaugh	P O Box 3248 Binghamton, NY 13902-3248	607-725-4882	0	No
Citadel Broadcasting Company (Breakrooms and Bulletin Boards)	Judy Zwierzynski	P O Box 414 Binghamton, NY 13902	607-772-8400	1	No
Citadel Broadcasting Company (Websites and On-Air Announcements)	Judy Zwierzynski	P O Box 414 Binghamton, NY 13902	607-772-8400	2	No
Job Source NY	Roger Slawta	171 Front Street Binghamton, NY 13905	607-778-2226	0	No
Greater Binghamton Chamber of Commerce at Veterans Memorial Arena	Lou Santoni	49 Court Street Binghamton, NY 13902	607-772-8860	0	No
Greater Binghamton Chamber of Commerce at the Broome Community College	Lou Santoni	49 Court Street Binghamton, NY 13902	607-772-8860	0	No
All Access Music Group	Joel Denver	28955 Pacific Coast Highway Suite 210-5 Malibu, CA 90265	310-457-6616	0	No
FMQB Magazine	Dave Hoeffel	Executive News F-36 1930 e. Marlton Pike Cherry Hill, NJ 08003	856-424-7080	0	No

6) Total # of Interviewees Referred: For the period from January 23, 2009 to January 22, 2010, this Employment Unit interviewed 11 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: Internship Program

Citadel Broadcasting in Binghamton operates an internship program and accepts interns on a regular basis in various departments. Citadel Broadcasting has a continual program setup for internships with Broome Community College, Binghamton University and Oneonta State University in Oneonta New York. During the reporting period, 3 students acquired broadcast field skills through the internship program. Interns were responsible for a variety of station related tasks pertaining to promotions, production, sales, and marketing. In addition, interns received a varied, hands-on broadcast education that included assisting with live broadcasts, organizing promotional giveaways, writing and producing commercials to air on radio stations, and generating press releases, pitch letters and other printed material.

(b) Initiative: General Outreach in the Community

The stations create, publish and distribute a “Career Opportunities” pamphlet, which is made available to the general public at every live remote broadcast, at station events, and at the desk in the reception area. The pamphlet is dedicated to general outreach promoting career opportunities in the broadcast community.

(c) Initiative: Job Fair/Greater Binghamton Chamber Business Show

Co-Sponsor in the 2009 Greater Binghamton Chamber Business Show held at the Veteran’s Memorial Arena, Binghamton, New York which had more than 3,000 attendees. On April 23, 2009, from 9:00am – 5:00pm, key staff including the Market Manager, Promotion Director and On-air personalities answered questions about broadcasting opportunities. Some of the station personnel who attended the show have substantial responsibility in the making of hiring decisions. The Chamber Business Show was a general recruitment source; the Employment Unit distributed Citadel’s “Career Opportunities” pamphlet.

(d) Initiative: Job Fair/Greater Binghamton Chamber of Commerce

Participated in the 2009 Job Fair at the Broome Community College Ice Center, Binghamton, New York which had more than 800 attendees. On June 19, 2009, from 10:00am – 4:00pm, key staff including the Market Manager, Promotion Director and On-air personalities answered questions about broadcasting opportunities. Some of the station personnel who attended the show have substantial responsibility in the making of hiring decisions. The Chamber Business Show was a general recruitment source; the Employment Unit distributed Citadel’s “Career Opportunities” pamphlet.

(e) Initiative: Participating in Other Activities

Citadel Broadcasting in Binghamton disseminated information about employment opportunities to job candidates who might otherwise be unaware of such opportunities. Such information was disseminated through organizations including Broome Community College, Broome Employment Center/Job Source NY, All Access Music Group, and FMQB Magazine.

(f) Initiatives: Educational Outreach

Program personnel from Citadel Broadcasting in Binghamton have had speaking engagements in the community as well as Broome Community College, Binghamton University and local high schools. On-Air personnel have been MCs at local high school functions and have spoken at Career Days at the High School level and at Binghamton University. They have also spoken at the Communications classes at Broome Community College.

The communications classes of Broome Community College have toured the offices of Citadel Broadcasting in Binghamton, talked with the program directors and observed the radio shows going as well as some have participated on the air on at the time they have been here.