

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 23, 2008 to March 22, 2009.

1) Employment Unit: Harrisburg/Carlisle/York PA

2) Unit Members (Stations and Communities of License): WMHX-FM, Herhsey, 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 nd St Camp Hill, PA 17011	Telephone Number: 717-635-7000
	Contact Person/Title: Carol Waite, Business Manager
	E-mail Address: Carol.Waite@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	WIOV-FM Radio Ad
2. Account Executive	WMHX-FM Radio Ad
3. Sales Assistant	HarrisburgHelpWanted.com
4. Account Executive	Internal Posting
5. Admin Asst/ Sales Asst	Internal Posting
6. Sales Manager Harrisburg	Internal Posting
7. Account Executive	WQXA-FM Web Posting

Station WMHX-FM, WQXA-FM, WCAT-FM, WIOV-FM and WIOV-AM are Equal Opportunity Employers.

5) Job Title: Account Executive

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Citadel Markets	Business Manager			0	No
Bureau of Employer & Career Svcs	Tom Woronko	1016 N Charlotte St Lanacaster, PA 17603	717-299-7631	0	Yes
PAB	Richard Wycoff	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	0	No
Perry County Career Link	JoAn Tracy	158 Centre Drive New Bloomfield, PA 17068	717-582-8971	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
HACC – Harrisburg Campus	Nick Giordano	One HACC Drive Harrisburg, PA 17110	717-780-2579	0	No
WMHX-FM, WQXA-FM, WCAT-FM, WIOV-FM, WIOV-AM	Carol Waite	515 S 32 nd Street Camp Hill, PA 17011	717-635-7000	1	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
ComputerTraining.com	Nicole Brice	1869 Charter Lane, Suite 102 Lancaster, PA 17601	800-733-5641	0	Yes
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

5) Job Title: Account Executive

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

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Citadel Markets	Business Manager			0	No
Bureau of Employer & Career Svcs	Tom Woronko	1016 N Charlotte St Lanacaster, PA 17603	717-299-7631	0	Yes
PAB	Richard Wycoff	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	0	Yes
Perry County Career Link	JoAn Tracy	158 Centre Drive New Bloomfield, PA17068	717-582-8971	0	No
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	717-358-2966	0	No
ComputerTraining.com		1869 Charter Lane, Suite 102 Lancaster, PA 17601	1-800-733-5641	0	Yes
HACC – Harrisburg Campus	Careers Services	One HACC Drive Harrisburg, PA 17110	717-780-2579	0	No
WMHX-FM, WQXA-FM, WCAT-FM, WIOV-FM, WIOV-AM		515 S 32 nd Street Camp Hill, PA 17011	717-635-7000	1	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
ComputerTraining.com	Nicole Brice	1869 Charter Lane, Suite 102 Lancaster, PA 17601	800-733-5641	0	Yes
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

5) Job Title: Sales Assistant

Referral Source(s) of Hire: HarrisburgHelpWanted.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)
All Citadel Markets	Business Manager			1	No
Bureau of Employer & Career Svcs	Tom Woronko	1016 N Charlotte St Lanaster, PA 17603	717-299-7631	0	Yes
PAB	Richard Wycoff	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	0	Yes
Perry County Career Link	JoAn Tracy	158 Centre Drive New Bloomfield, PA 17068	717-582-8971	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	717-358-2966	0	No
HarrisburgHelpWanted.com	Internet Posting			1	No
HACC Harrisburg Campus	Career Services	One HACC Drive Harrisburg, PA 17110	717-780-2579	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
ComputerTraining.com	Nicole Brice	1869 Charter Lane, Suite 102 Lancaster, PA 17601	800-733-5641	0	Yes
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

5) Job Title: Account Executive

Referral Source(s) of Hiree: Internal Posting

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Citadel Markets	Business Manager			1	No
Bureau of Employer & Career Svcs	Tom Woronko	1016 N Charlotte St Lanacaster, PA 17603	717-299-7631	0	Yes
PAB	Richard Wycoff	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	0	Yes
Perry County Career Link	JoAn Tracy	158 Centre Drive New Bloomfield, PA 17068	717-582-8971	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	717-358-2966	0	No
HACC – Harrisburg Campus	Career Services	One HACC Drive Harrisburg, PA 17110	717-780-2579	0	No
HarrisburgHelpWanted.com	Internet Posting			0	No
WMHX-FM, WQXA-FM, WCAT-FM, WIOV-FM, WIOV-AM		515 S 32 nd Street Camp Hill, PA 17011	717-635-7000	2	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
ComputerTraining.com	Nicole Brice	1869 Charter Lane, Suite 102 Lancaster, PA 17601	800-733-5641	0	Yes
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

5) Job Title: Admin Asst/ Sales Asst

Referral Source(s) of Hiree: Harrisburg 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)
All Citadel Markets	Business Manager			2	No
Bureau of Employer & Career Svcs	Tom Woronko	1016 N Charlotte St Lanacaster, PA 17603	717-299-7631	0	Yes
PAB	Richard Wycoff	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	0	Yes
Perry County Career Link	JoAn Tracy	158 Centre Drive New Bloomfield, PA17068	717-582-8971	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	5	No
HarrisburgHelpWatend.com	Internet Posting			1	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
ComputerTraining.com	Nicole Brice	1869 Charter Lane, Suite 102 Lancaster, PA 17601	800-733-5641	0	Yes
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

5) Job Title: Sales Manager- Harrisburg Referral Source(s) of Hiree: Internal Posting

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Citadel Markets	Business Manager			1	No
Bureau of Employer & Career Svcs	Tom Woronko	1016 N Charlotte St Lancaster, PA 17603	717-299-7631	0	Yes
PAB	Richard Wycoff	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	0	Yes
Perry County Career Link	JoAn Tracy	158 Centre Drive New Bloomfield, PA 17068	717-582-8971	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
Inside Radio				8	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, Grantlham, PA 17027	717-766-2511	0	No
ComputerTraining.com	Nicole Brice	1869 Charter Lane, Suite 102 Lancaster, PA 17601	800-733-5641	0	Yes
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		515 S 32 nd Street Camp Hill, PA 17011	717-635-7000	1	

5) Job Title: Account Executive

Referral Source(s) of Hire: WQXA-FM Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Citadel Markets	Business Manager			0	No
Bureau of Employer & Career Svcs	Tom Woronko	1016 N Charlotte St Lanaster, PA 17603	717-299-7631	0	Yes
PAB	Richard Wycoff	8501 Paxton Street Hummelstown, PA 17036	717-482-4820	2	Yes
Perry County Career Link	JoAn Tracy	158 Centre Drive New Bloomfield, PA 17068	717-582-8971	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			0	No
WMHX-FM, WQXA-FM, WCAT-FM, WIOV-FM, WIOV-AM		515 S 32 nd Street Camp Hill, PA 17011	717-635-7000	11	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
ComputerTraining.com	Nicole Brice	1869 Charter Lane, Suite 102 Lancaster, PA 17601	800-733-5641	0	Yes
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

6) Total # of Interviewees Referred: For the period from March 23, 2008 to March 22, 2009, this Employment Unit interviewed 38 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

Local colleges have their students contact our stations regarding internship possibilities. We interview candidates and select those we feel will benefit most from participating in our program. Intern does not receive pay or benefits and is not considered to be an employee. The intern's work is closely observed by the company's regular employees. The internship program is designed to assist students from the local colleges to acquire skills needed for broadcast employment.

A student from Shippensburg University participated from May 08 to Aug 08

A student from Elizabethtown College participated from Jan 08 – April 08

(b) Initiative: Shadow Program

Students from Area High Schools came to our stations and were shown how things work. An Eighth grade student spent 6 hours on Feb 4, 2009 career shadowing the Production Director at WIOV-FM. The student learned how voice tracking is recorded, how commercials and Station imaging are produced and was in the studio during the mid-day shift for lunch time requests.

A Junior at Cedar Cliff High school, spent time at WCAT-FM on June 2, 2008. She shadowed the Morning Show personnel and learned how to produce a newscast. She later shadowed the Program Director and learned about music scheduling as well as a promotional overview.

A 15 year old student from Mechanicsburg High School spent the morning with the Morning Show personnel on August 6, 2008. He observed the morning show on WCAT-FM.

(c) Initiative: Educational Tours for Cub Scouts

Approximately twice per month, Cub Scouts from the area tour the station at WIOV-FM in Ephrata. The Promotions Director, teaches the scouts about new and old radio technology. The Scouts also learn about sound waves. Recent dates include Jan 12, 2009, Jan 27, 2009, and Feb 18, 2009.

(d) Initiative: Central Dauphin Middle School Career Day

One of our on air personalities for WQXA-FM, spoke to students at the Central Dauphin Middle School, about career opportunities in radio on May 20, 2008.

(e) Initiative: Central Penn College Job Fair

Two of our promotions staff, attended the Central Penn College Job Fair on July 23rd from 9am to 1 pm. They recruited part time promotions employees as well as full time sales employees.

(f) Initiative: Cocalico Middle School Career Day

An on air personality attended a Career day held at Cocalico Middle School. He met with 3 – 4 classes to talk about careers in radio. He answered questions about all aspects of radio including sales, programming and office personnel.