

## 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 – Oklahoma City, OK

2) Unit Members (Stations and Communities of License):

KATT-FM – Oklahoma City, Oklahoma  
KYIS-FM – Oklahoma City, Oklahoma  
WWLS-FM – Bethany, Oklahoma  
WWLS-AM – Moore, Oklahoma  
WKY-AM – Oklahoma City, Oklahoma  
KKWD-FM – Bethany, Oklahoma  
KQOB-FM – Enid, Oklahoma (\*Operated pursuant to a time brokerage agreement)

3) EEO Contact Information for Unit Member:

Mailing Address: Citadel Broadcasting 4045 NW 64 <sup>th</sup> Ste. 600 Oklahoma City, OK 73116	Telephone Number: (405) 848-0100
	Contact Person/Title: Christopher Sage, Business Manager
	E-mail Address: <a href="mailto:christopher.sage@citcomm.com">christopher.sage@citcomm.com</a>

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

Job Title	Recruitment Source Referring Hiree
1. Traffic Director	Internal Referral

**KATT-FM, KYIS-FM, WWLS-FM, WWLS-AM, WKY-AM, KKWD-FM and KQOB-FM are Equal Opportunity and Affirmative Action Employers**

**5) Job Title: Traffic Director (1)****Referral Source(s) of Hire: Internal 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)
Monster.Com	Via Online Ad	<a href="http://www.monster.com">http://www.monster.com</a>	N/A	3	No
Craig's List	Via Online Ad	<a href="http://www.monster.com">http://www.monster.com</a>	N/A	0	No
Oklahoma Association of Broadcasters	Via Online Ad	<a href="http://www.oabok.org/">http://www.oabok.org/</a>	N/A	1	No
Internal Referral	N/A	N/A	N/A	1	N/A

**6) Total # of Interviewees Referred:** For the period from **January 23, 2009 to January 22, 2010**, this Employment Unit interviewed 5 interviewees for full-time job vacancies.

**7) Supplemental Recruitment Initiatives.****(a) Initiative: Citadel Broadcasting Career Fair**

The Employment Unit initiated its own job information session by hosting a job fair open to the public on May 18th, 2009 at the University of Central Oklahoma. The Employment Unit distributed information about career opportunities in the broadcast industry and accepted applications for part-time job vacancies in its programming departments. Applications were also accepted from attendees were distributed to applicable section chiefs for consideration for future vacancies. Additionally, the Employment Unit promoted the job event by running promotional mentions on its stations throughout the week prior to the event as well as conducting multiple remote broadcasts during the event. The Employment Unit's Operations Manager, Sales Managers, Program Directors, and on air talent was involved with organizing, promoting, and conducting the job event.

**(b) Initiative: Internship Program**

Each year Citadel Broadcasting OKC offers internships throughout its various departments. Citadel OKC works with surrounding colleges by notifying them about internships and in turn, the colleges posted flyers in their career centers. Most interns selected for the program are finishing their junior or senior year in any of the area's six colleges and universities. Students must normally be majoring in Broadcasting or Communications to be considered for the program. Interns typically receive college credit for their internship hours. Station personnel are responsible for overseeing the interns and evaluating their progress. All interns receive training and exposure to the skills necessary to have a successful career in the broadcast media industry.

A male senior majoring in journalism from the University of Central Oklahoma completed a 3 month internship during the first quarter of 2009. Duties included learning to board-op for several stations, appearing on air during various parts of the broadcast day, booking guests, and using promo equipment to put together promotional announcements for the various on-air shows. After completion of the internship, this intern was hired as a part-time employee.

A female senior majoring in broadcasting from the University of Oklahoma completed a 3 month internship in February– May 2009. Duties included learning booking show guests, writing copy, and using promo

equipment to put together promotional announcements for the various on-air shows. The Assistant Program Director for WWLS was the supervisor for this internship.

A male junior majoring in journalism from the University of Oklahoma completed a 3 month internship in September-November 2009. Duties included learning to board-op for several stations, booking morning show guests, using promo equipment to put together promotional announcements for the various on-air shows. The Assistant Program Director for WWLS was the supervisor for this internship. After completion of the internship, this intern was hired as a part-time employee.

A male junior majoring in mass communications from the University of Oklahoma completed a 3 month internship in May – July 2009. Duties included learning to board-op for several stations, booking morning show guests, using promo equipment to put together promotional announcements for the various on-air shows. The Assistant Program Director for WWLS was the supervisor for this internship.

**(c) Initiative: University and College Outreach:**

The Program Director for KATT-FM and KYIS-FM attended the Oklahoma Association of Broadcaster's convention in Tulsa, April 16<sup>th</sup> & 17<sup>th</sup>, 2009 where he participated in two seminar workshops with students from various Oklahoma universities and community colleges. He participated in the class discussions and answered questions regarding formats, FCC rules, and employment and career opportunities, which was the main focus of the seminars.

**(d) Initiative: Station Tours**

The Journalism club from Southwest Oklahoma State University received a tour of the stations in November of 2009. The students had the opportunity to talk to station talents about various aspects of their job. The group set in on a air shift to see what the Jocks do during an air shift.