

EEO PUBLIC FILE REPORT

1

This Report covers full-time vacancy recruitment data for the period March 23, 2009 to March 22, 2010.

1) Employment Unit: Citadel Broadcasting Company – Wilkes Barre, PA

- 2) Unit Members (Stations and Communities of License):**
- | | |
|----------|------------------|
| WMGS(FM) | Wilkes Barre, PA |
| WARM(AM) | Scranton, PA |
| WBHT(FM) | Mountaintop, PA |
| WBHD(FM) | Olyphant, PA |
| WBSX(FM) | Hazleton, PA |
| WSJR(FM) | Dallas, PA |

3) EEO Contact Information for Unit Member:

Mailing Address: Citadel Broadcasting Company 600 Baltimore Drive Wilkes Barre PA 18702	Telephone Number: 570-824-9000
	Contact Person/Title: Doreen Dixon/Business Manager
	E-mail Address: Doreen.Dixon@citcomm.com

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

Job Title	Recruitment Source Referring Hiree
1. Account Executive	Citadel Radio Advertisement
2. Account Executive	Citadel Radio Advertisement

Stations WMGS(FM), WARM(AM), WBHT(FM), WBHD(FM), WBSX(FM), and WSJR(FM) are Equal Opportunity and Affirmative Action Employers.

5) Job title: Account Executive

Referral Source(s) of Hiree: Citadel Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Catholic Social Services	Career Planning	33 East Northampton Street Wilkes Barre PA 18701	570-822-7118	0	Yes
Employment Opportunity & Training Center	Roy McIlwee	135 Franklin Ave Scranton Pa 18501	570-963-4671	0	Yes
Job Center	Human Resources	32 East Union St Wilkes Barre PA 18701	570-826-2401	0	Yes
Office of Employment Security	Bill Their	300 Kennedy Blvd Pittston PA 18640	570-654-4631	0	Yes
Career Tech Center	Career Planning	3201 Rockwell Ave Scranton PA 18508	570-346-8471	0	Yes
Bloomsburg University	Career Dev Placement	Bloomsburg PA 17815	570-389-4070	0	Yes
United Neighborhood Centers	Human Resources	425 Adler Street Scranton PA 18505	570-346-0759	0	Yes
N.A.A.C.P.	Human Resources	205 Park Ave Wilkes Barre Pa 18702	410-521-4939	0	Yes
Junior League of Scranton	Human Resources	Tripp House 1011 North Main Ave Scranton Pa 18208	570-961-8120	0	Yes
University of Scranton	Paul Perchach	800 Linden Street Scranton PA 18510	570-941-7400	0	Yes
Wilkes University	Career Services	P.O. Box 111 Wilkes Barre PA 18766	570-408-4060	0	Yes
Keystone College	Career Action Center/Maria Sanning	One College Green La Plume PA 18440	570-945-6755	0	Yes
Penn State University	Career Planning	333 W Lockhart Street Sayre PA 18840	814-863-5500	0	Yes
Citadel Radio Advertisement	John Crawford	600 Baltimore Drive Wilkes Barre Pa 18702	570-824-9000	4	No
Justice Unlimited	Jim Davis	499 Mulberry Street Scranton Pa 18503	570-963-4671	0	Yes
Marywood University	Career Services Mary Maloney	2300 Adams Ave Scranton PA 18509	570-450-3566	0	Yes

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6) Total # of Interviewees Referred: For the period from March 23, 2009 to March 22, 2010, this Employment Unit interviewed 9 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Participated in non traditional recruiting

The Employment Unit established a twice a year two week long College Campus Blitz. Employment Unit personnel with substantial responsibility in the making of hiring decisions (Program Director) staffed the booth each instance for approximately two hours from 10:00 A.M. to 12:00 P.M. Careers in broadcasting were discussed as well as open positions within the company. The Employment Unit has visited 20 college and university campuses since the program began.

(b) Initiative: Establishment of Internship Program (Programming)

The first internship program was in the Programming field of the Employment Unit. This intern is a Senior at the Cabrini College, seeking degrees in English Lit and Communications. This intern acts as Promotions Director for the College's radio station. This intern has sought and obtained exposure to the daily routine of the Employment Unit's Programming Department, including but not limited to the writing of proposals, preparing prizes and coordinating remote set-ups. The intern was supervised by the Program Director, and the internship ran from May 2009 through July 2009.

(c) Initiative: Establishment of Internship Program (Commercial Production)

The second internship program established was in the Production field of the Employment Unit. This intern is a Senior at Bloomsburg University, seeking a degree in Mass Communications. This intern has sought and obtained exposure to the daily routines of the Employment Unit's Production Department, including but not limited to writing, producing & editing radio commercials. The intern was supervised by the Production Manager, and the internship ran from September 2009 through December 2009.

(d) Initiative: Establishment of Internship Program (Commercial Production)

The third intern is a Senior at Kings College, seeking a degree in Communications. This intern has sought and obtained exposure to the daily routines of the Employment Unit's Production Department, including but not limited to writing, producing & editing radio commercials. The intern is supervised by the Production Manager, and the internship runs from January 2010 through April 2010.

(e) Initiative: Establishment of Internship Program (Programming)

The fourth intern is a Junior at the University of Scranton, seeking a degree in Communications. This intern has sought and obtained exposure to the daily routines of the Employment Unit's Programming Department, including but not limited to the writing of proposals, preparing prizes and operating a morning on-air show. The intern was supervised by the Programming Director, and the internship runs from February 2010 through May 2010.

(f) Initiative: Participated in Job Fairs

The Employment Unit staffed a booth at the Scranton Chamber of Commerce Job Fair held on April 21, 2009 from 10:00 A.M. to 6:00 P.M. The event was held at the Wachovia Arena at Casey Plaza in Wilkes Barre, PA. Employment Unit employees with substantial responsibility in the making of hiring decisions (Director of Sales, Program Directors and Business Manager) staffed the booth for approximately six hours. Careers in broadcasting were discussed as well as open positions within the company.

(g) Initiative: Participated in Job Fairs

The Employment Unit staffed a booth at the Great Northeast 2009 Job Fair held on October 15, 2009 from 10:00 A.M. to 6:00 P.M. The event was held at the The Ice Box Sports Complex in Scranton, PA. Employment Unit employees with substantial responsibility in the making of hiring decisions (Director of Sales, Program Directors and Business Manager) staffed the booth for approximately eight hours. Careers in broadcasting were discussed as well as open positions within the company.

(h) Initiative: Participation in Other Activities Designed to Promote Outreach Generally

As a 2009 Partner in Education for the NEPA Tech Prep Consortium, the WMGS Morning Show Host gave tours to various elementary schools at the office and studios of Citadel Broadcasting at 600 Baltimore Drive, Wilkes Barre. The Morning Show Host discussed all aspects of the radio industry from sales to on-air announcers and production. The children were also shown how commercials were produced and were able to participate in the making of one commercial. There were a total of 3 tours given during the reporting period.

(i) Initiative: Participation in Other Activities Designed to Promote Outreach Generally

WMGS and WBHT host a job shadowing program whereby the On-Air Talent take students from various schools and show them all aspects of the radio industry, including but not limited to on-air programming and the creation and editing of on-air commercials. They students then share their real-world experience with their fellow students at their school.