

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2010 to May 22, 2011.

1) Employment Unit: Citadel Broadcasting Company - Lansing MI

2) Unit Members (Stations and Communities of License): WFMK, East Lansing, MI
 WITL FM, Lansing, MI
 WJIM AM, Lansing, MI
 WJIM FM, Lansing, MI
 WMMQ, East Lansing, MI
 WVFN, East Lansing, MI

3) EEO Contact Information for Unit Member:

Mailing Address: Citadel Broadcasting Company 60 Monroe Center NW 3 rd Floor Grand Rapids, MI 49503	Telephone Number: 616-774-8461
	Contact Person/Title: Carole VanderHyde/Regional Business Manager
	E-mail Address: carole.vanderhyde@citcomm.com

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

Job Title	Recruitment Source Referring Hiree
1. Account Executive	Michigan Association of Broadcasters
2. Account Executive	Unsolicited
3. Account Executive	Radio
4. Account Executive	Michigan Association of Broadcasters
5. Account Executive	Michigan Association of Broadcasters
6. Sales Assistant	Employee Referral
7. General Sales Manager	Employee Referral

**Stations WVFN, WMMQ, WJIM-AM, WJIM-FM, WITL and WFMK are Equal Opportunity and
 Affirmative Action Employers.
 EOE/AA**

5) Job Title: ACCOUNT EXECUTIVE

Source(s) of Hire: Michigan Association of Broadcasters

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Lansing State Journal	Classified ad	PO Box 30318 Lansing, MI 48919	517-377-1166	1	no
CareerBuilder.com		www.careerbuilder.com			no
Michigan Association of Broadcasters	website	819 N. Washington Ave Lansing, MI 458909	800-968-7622	2	yes
Employee referral	Citadel Broadcasting	3420 Pinttree Rd, Lansing, MI 48911	517-394-7272	2	no
On-Air Commercials	Citadel Broadcasting	3420 Pinetree Rd. Lansing, MI 48911	517-394-7272		yes
Client referral				1	
Disability Network Michigan	Dnmichigan.org	1476 Haslett Road Haslett, MI 48840	517-339-0539	0	No
Lansing Area Hispanic Bus Assoc.	Lahba.org	4264 Greenwood Okemos MI 48864	517-402-3653	0	No
Michigan Works	Michiganworks.org	2110 S Cedar St Lansing MI 48910	517-492-5500	0	No
Cristo Rey Community Center	Cristo-rey.org	1717 N High Lansing MI 48910	517-372-4700	0	No
MSU Center for Urban Affairs	Job Placement	1801 W Main St East Lansing MI 48823	517-484-0067	0	No
NAACP Lansing Branch	Naacplansing.org	530 South Pine Street Lansing MI 48933	517-484-9171	0	No
Capital Area United Way	Capitalareaunitedway.org	1111 Michigan Ave #300 East Lansing MI 48823	517-337-8211	0	No
East Lansing Hannah Comm Center	Cityofeastlansing.org	819 Abbott Rd East Lansing MI 48823	517-333-2580	0	No
Head Start	Cacheadstart.org	101 E Willow St Lansing MI 48906	517-482-1504	0	No
Baker College	Deana Doan	621 W Oliver St Owosso MI 48867	989-729-3310	0	No
Transitional Training Services	Job Placement	2389 Jarco Dr Holt MI 48842	517-694-4715	0	No

5) Job Title: ACCOUNT EXECUTIVE

Source(s) of Hire: Unsolicited

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Lansing State Journal	Classified ad	PO Box 30318 Lansing, MI 48919	517-377-1166	0	no
CareerBuilder.com		www.careerbuilder.com		0	no
Michigan Association of Broadcasters	website	819 N. Washington Ave Lansing, MI 458909	800-968-7622	0	yes
Employee referral	Citadel Broadcasting	3420 Pintetree Rd, Lansing, MI 48911	517-394-7272	1	no
On-Air Commercials	Citadel Broadcasting	3420 Pinetree Rd. Lansing, MI 48911	517-394-7272	4	yes
Unsolicited				1	
Disability Network Michigan	Dnmichigan.org	1476 Haslett Road Haslett, MI 48840	517-339-0539	0	No
Lansing Area Hispanic Bus Assoc.	Lahba.org	4264 Greenwood Okemos MI 48864	517-402-3653	0	No
Michigan Works	Michiganworks.org	2110 S Cedar St Lansing MI 48910	517-492-5500	0	No
Cristo Rey Community Center	Cristo-rey.org	1717 N High Lansing MI 48910	517-372-4700	0	No
MSU Center for Urban Affairs	Job Placement	1801 W Main St East Lansing MI 48823	517-484-0067	0	No
NAACP Lansing Branch	Naacplansing.org	530 South Pine Street Lansing MI 48933	517-484-9171	0	No
Capital Area United Way	Capitalareaunitedway.org	1111 Michigan Ave #300 East Lansing MI 48823	517-337-8211	0	No
East Lansing Hannah Comm Center	Cityofeastlansing.org	819 Abbott Rd East Lansing MI 48823	517-333-2580	0	No
Head Start	Cacheadstart.org	101 E Willow St Lansing MI 48906	517-482-1504	0	No
Baker College	Deana Doan	621 W Oliver St Owosso MI 48867	989-729-3310	0	No
Transitional Training Services	Job Placement	2389 Jarco Dr Holt MI 48842	517-694-4715	0	No

5) Job Title: ACCOUNT EXECUTIVE

Source(s) of Hiree: Radio

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Lansing State Journal	Classified ad	PO Box 30318 Lansing, MI 48919	517-377-1166	0	no
CareerBuilder.com		www.careerbuilder.com		0	no
Michigan Association of Broadcasters	website	819 N. Washington Ave Lansing, MI 458909	800-968-7622	2	yes
Employee referral	Citadel Broadcasting	3420 Pintetree Rd, Lansing, MI 48911	517-394-7272	1	no
On-Air Commercials	Citadel Broadcasting	3420 Pinetree Rd. Lansing, MI 48911	517-394-7272	2	yes
Unsolicited				1	
Disability Network Michigan	Dnmichigan.org	1476 Haslett Road Haslett, MI 48840	517-339-0539	0	No
Lansing Area Hispanic Bus Assoc.	Lahba.org	4264 Greenwood Okemos MI 48864	517-402-3653	0	No
Michigan Works	Michiganworks.org	2110 S Cedar St Lansing MI 48910	517-492-5500	0	No
Cristo Rey Community Center	Cristo-rey.org	1717 N High Lansing MI 48910	517-372-4700	0	No
MSU Center for Urban Affairs	Job Placement	1801 W Main St East Lansing MI 48823	517-484-0067	0	No
NAACP Lansing Branch	Naacplansing.org	530 South Pine Street Lansing MI 48933	517-484-9171	0	No
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East Lansing Hannah Comm Center	Cityofeastlansing.org	819 Abbott Rd East Lansing MI 48823	517-333-2580	0	No
Head Start	Cacheadstart.org	101 E Willow St Lansing MI 48906	517-482-1504	0	No
Baker College	Deana Doan	621 W Oliver St Owosso MI 48867	989-729-3310	0	No
Transitional Training Services	Job Placement	2389 Jarco Dr Holt MI 48842	517-694-4715	0	No

5) Job Title: ACCOUNT EXECUTIVE

Source(s) of Hire: Michigan Association of Broadcasters

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
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CareerBuilder.com		www.careerbuilder.com		0	no
Michigan Association of Broadcasters	website	819 N. Washington Ave Lansing, MI 458909	800-968-7622	2	yes
Employee referral	Citadel Broadcasting	3420 Pintetree Rd, Lansing, MI 48911	517-394-7272	0	no
On-Air Commercials	Citadel Broadcasting	3420 Pinetree Rd. Lansing, MI 48911	517-394-7272	2	yes
Disability Network Michigan	Dnmichigan.org	1476 Haslett Road Haslett, MI 48840	517-339-0539	0	No
Lansing Area Hispanic Bus Assoc.	Lahba.org	4264 Greenwood Okemos MI 48864	517-402-3653	0	No
Michigan Works	Michiganworks.org	2110 S Cedar St Lansing MI 48910	517-492-5500	0	No
Cristo Rey Community Center	Cristo-rey.org	1717 N High Lansing MI 48910	517-372-4700	0	No
MSU Center for Urban Affairs	Job Placement	1801 W Main St East Lansing MI 48823	517-484-0067	0	No
NAACP Lansing Branch	Naacplansing.org	530 South Pine Street Lansing MI 48933	517-484-9171	0	No
Capital Area United Way	Capitalareaunitedway.org	1111 Michigan Ave #300 East Lansing MI 48823	517-337-8211	0	No
East Lansing Hannah Comm Center	Cityofeastlansing.org	819 Abbott Rd East Lansing MI 48823	517-333-2580	0	No
Head Start	Cacheadstart.org	101 E Willow St Lansing MI 48906	517-482-1504	0	No
Baker College	Deana Doan	621 W Oliver St Owosso MI 48867	989-729-3310	0	No
Transitional Training Services	Job Placement	2389 Jarco Dr Holt MI 48842	517-694-4715	0	No

5) Job Title: Account Executive

Source(s) of Hiree: Michigan Association of Broadcasters

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Lansing State Journal	Classified ad	PO Box 30318 Lansing, MI 48919	517-377-1166	0	no
CareerBuilder.com		www.careerbuilder.com		0	no
Michigan Association of Broadcasters	website	819 N. Washington Ave Lansing, MI 458909	800-968-7622	3	yes
Employee referral	Citadel Broadcasting	3420 Pintetree Rd, Lansing, MI 48911	517-394-7272	0	no
On-Air Commercials	Citadel Broadcasting	3420 Pinetree Rd. Lansing, MI 48911	517-394-7272	2	yes
Disability Network Michigan	Dnmichigan.org	1476 Haslett Road Haslett, MI 48840	517-339-0539	0	No
Lansing Area Hispanic Bus Assoc.	Lahba.org	4264 Greenwood Okemos MI 48864	517-402-3653	0	No
Michigan Works	Michiganworks.org	2110 S Cedar St Lansing MI 48910	517-492-5500	0	No
Cristo Rey Community Center	Cristo-rey.org	1717 N High Lansing MI 48910	517-372-4700	0	No
MSU Center for Urban Affairs	Job Placement	1801 W Main St East Lansing MI 48823	517-484-0067	0	No
NAACP Lansing Branch	Naacplansing.org	530 South Pine Street Lansing MI 48933	517-484-9171	0	No
Capital Area United Way	Capitalareaunitedway.org	1111 Michigan Ave #300 East Lansing MI 48823	517-337-8211	0	No
East Lansing Hannah Comm Center	Cityofeastlansing.org	819 Abbott Rd East Lansing MI 48823	517-333-2580	0	No
Head Start	Cacheadstart.org	101 E Willow St Lansing MI 48906	517-482-1504	0	No
Baker College	Deana Doan	621 W Oliver St Owosso MI 48867	989-729-3310	0	No
Transitional Training Services	Job Placement	2389 Jarco Dr Holt MI 48842	517-694-4715	0	No

5) Job Title: Sales Assistant

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)
Lansing State Journal	Classified ad	PO Box 30318 Lansing, MI 48919	517-377-1166	3	no
CareerBuilder.com		www.careerbuilder.com		0	no
Michigan Association of Broadcasters	website	819 N. Washington Ave Lansing, MI 458909	800-968-7622	1	yes
Employee referral	Citadel Broadcasting	3420 Pintetree Rd, Lansing, MI 48911	517-394-7272	3	no
On-Air Commercials	Citadel Broadcasting	3420 Pinetree Rd. Lansing, MI 48911	517-394-7272	0	yes
Disability Network Michigan	Dnmichigan.org	1476 Haslett Road Haslett, MI 48840	517-339-0539	0	No
Lansing Area Hispanic Bus Assoc.	Lahba.org	4264 Greenwood Okemos MI 48864	517-402-3653	0	No
Michigan Works	Michiganworks.org	2110 S Cedar St Lansing MI 48910	517-492-5500	0	No
Cristo Rey Community Center	Cristo-rey.org	1717 N High Lansing MI 48910	517-372-4700	0	No
MSU Center for Urban Affairs	Job Placement	1801 W Main St East Lansing MI 48823	517-484-0067	0	No
NAACP Lansing Branch	Naacplansing.org	530 South Pine Street Lansing MI 48933	517-484-9171	0	No
Capital Area United Way	Capitalareaunitedway.org	1111 Michigan Ave #300 East Lansing MI 48823	517-337-8211	0	No
East Lansing Hannah Comm Center	Cityofeastlansing.org	819 Abbott Rd East Lansing MI 48823	517-333-2580	0	No
Head Start	Cacheadstart.org	101 E Willow St Lansing MI 48906	517-482-1504	0	No
Baker College	Deana Doan	621 W Oliver St Owosso MI 48867	989-729-3310	0	No
Transitional Training Services	Job Placement	2389 Jarco Dr Holt MI 48842	517-694-4715	0	No

5) Job Title: General Sales Manager

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)
Lansing State Journal	Classified ad	PO Box 30318 Lansing, MI 48919	517-377-1166	0	no
CareerBuilder.com		www.careerbuilder.com		0	no
Michigan Association of Broadcasters	website	819 N. Washington Ave Lansing, MI 458909	800-968-7622	3	yes
Employee referral	Citadel Broadcasting	3420 Pintetree Rd, Lansing, MI 48911	517-394-7272	1	no
On-Air Commercials	Citadel Broadcasting	3420 Pinetree Rd. Lansing, MI 48911	517-394-7272	4	yes
Disability Network Michigan	Dnmichigan.org	1476 Haslett Road Haslett, MI 48840	517-339-0539	0	No
Lansing Area Hispanic Bus Assoc.	Lahba.org	4264 Greenwood Okemos MI 48864	517-402-3653	0	No
Michigan Works	Michiganworks.org	2110 S Cedar St Lansing MI 48910	517-492-5500	0	No
Cristo Rey Community Center	Cristo-rey.org	1717 N High Lansing MI 48910	517-372-4700	0	No
MSU Center for Urban Affairs	Job Placement	1801 W Main St East Lansing MI 48823	517-484-0067	0	No
NAACP Lansing Branch	Naacplansing.org	530 South Pine Street Lansing MI 48933	517-484-9171	0	No
Capital Area United Way	Capitalareaunitedway.org	1111 Michigan Ave #300 East Lansing MI 48823	517-337-8211	0	No
East Lansing Hannah Comm Center	Cityofeastlansing.org	819 Abbott Rd East Lansing MI 48823	517-333-2580	0	No
Head Start	Cacheadstart.org	101 E Willow St Lansing MI 48906	517-482-1504	0	No
Baker College	Deana Doan	621 W Oliver St Owosso MI 48867	989-729-3310	0	No
Transitional Training Services	Job Placement	2389 Jarco Dr Holt MI 48842	517-694-4715	0	No

6) Total # of Interviewees Referred: For the period from May 23, 2010 to May 22, 2011, this Employment Unit interviewed forty-four (44) interviewees for seven (7) full-time job vacancies.

7) Supplemental Recruitment Initiatives.

A. CITADEL BROADCASTING LANSING INTERNAL INTERNSHIP PROGRAM

Summer 2010-One (1) Intern, Northern Michigan University, Marquette, Michigan
Summer 2010-One (1) Intern, Specs Howard School of Media Arts, Southfield, Michigan
Summer 2010-Three (3) Interns, Michigan State University, Lansing, Michigan
Summer 2010-One (1) Intern, Ferris State University, Big Rapids, Michigan
Fall 2010-Two (2) Interns, Michigan State University, Lansing, Michigan
Spring 2011-Two (2) Interns, Michigan State University, Lansing, Michigan
Spring 2011-One (1) Intern, New School of Radio & TV, Albany, New York

Three (3) of the above former interns were hired as a part-time on site coordinators and are currently employed by Citadel Broadcasting in Lansing.

Citadel Lansing has its own internship program run by the Promotion Director in conjunction with Michigan State University through Spartan Talk Network, an online employment/internship site maintained by the University. Internships are also available to other surrounding universities, colleges and high schools. The participant interns duties including: attending live remote broadcasts & station events, observing on air, production/copywriting departments, completing written assignments, organizing/recruiting/conducting a focus group, various office tasks, running errands and stocking the station vehicles, interacting with listeners, and assist in promotions.

B. JOB FAIRS:

MABF CAREER FAIR AT CENTRAL MICHIGAN UNIVERSITY

October 7, 2010, a Citadel Promotions Director represented the EU at a career fair sponsored by the Michigan Association of Broadcasters Foundation held at Central Michigan University. This career fair was promoted exclusively as a broadcast career fair. A wide variety of students were present as well as other aspiring professionals. Many resumes were received for both on air and other positions. Some were for permanent positions, others for internships.

MABF CAREER FAIR AT SPECS HOWARD SCHOOL OF MEDIA

October 14, 2010, a Citadel Promotions Director represented the stations at a career fair sponsored by the Michigan Association of Broadcasters Foundation held at Specs Howard School of Media. This career fair was promoted exclusively as a broadcast career fair. A wide variety of students were present as well as other aspiring professionals. Many resumes were received for both on air and other positions. Some were for permanent positions, others for internships.

MABF CAREER FAIR AT WESTERN MICHIGAN UNIVERSITY

October 21, 2010, Citadel Assistant Business Manager represented the EU at a career fair sponsored by the Michigan Association of Broadcasters Foundation held at Western Michigan University. This career fair was promoted exclusively as a broadcast career fair. A wide variety of students were present as well as other aspiring professionals. Many resumes were received for both on air and other positions. Some were for permanent positions, others for internships.

GLBC CAREER FAIR AT THE LANSING CENTER

March 9, 2011, Citadel Regional Business Manager and a Citadel General Sales Manager represented the stations at a career fair sponsored by the Michigan Association of Broadcasters Foundation held at the Lansing Center in Lansing, Michigan. This career fair was promoted exclusively as a broadcast career fair. A wide variety of students were present as well as other aspiring professionals. Many resumes were received for both on air and other positions. Some were for permanent positions, other for internships. Over 100 students were in attendance.

**OTHER ACTIVITIES DESIGNED BY EU TO FURTHER THE GOAL OF DISSEMINATING
INFORMATION ABOUT EMPLOYMENT OPPORTUNITIES**

C. ON AIR RECRUITMENT ADVERTISING

June 16 – July 4, 2010, Produced on-air commercials that ran on 6 Citadel Lansing radio stations, totaling 443 spots which announced that Citadel was currently hiring sales professionals.

D. ON AIR RECRUITMENT ADVERTISING

September 9-October 31, 2010, Produced on-air commercials that ran on 6 Citadel Lansing radio stations, totaling 845 spots which announced that Citadel was currently hiring sales professionals.

E. ON AIR RECRUITMENT ADVERTISING

March 10-March 24, 2011, Produced on-air commercials that ran on 6 Citadel Lansing radio stations, totaling 402 spots which announced that Citadel was currently hiring sales professionals.

F. EATON RAPIDS HIGH SCHOOL STUDENT JOB SHADOW

May 16, 2011, Citadel On-Air Personality hosted a student, interested in a career in broadcasting from Eaton Rapids High School, during his air shift. The student observed the “in progress” live show and was encouraged to participate. He received a tour of the facility and had the opportunity to interact with business and sales personnel.

G. SAFETY PATROL EVENT

May 17, 2011, Citadel Morning Show Host participated in the Lansing Area Safety Council gathering. There were over 2000 people in attendance. The Host had an opportunity to talk with children and adults about the role radio plays in maintaining public safety. He spoke about his role as an announcer and answered many questions about how to enter the field of broadcasting and opportunities therein.

H. DWIGHT RICH MIDDLE SCHOOL

December 14, 2010, a Citadel Personality visited the special needs class at Dwight Rich Middle School. She spent about an hour interacting with the students and informing them about working in radio and the different jobs that are available.