

Citadel Broadcasting Corporation

EEO PUBLIC FILE REPORT

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

1) Employment Unit: Citadel Broadcasting Company – Erie, PA

2) Unit Members (Stations and Communities of License): WXKC (FM)-Erie, Pa
WXTA (FM)-Edinboro, Pa
WQHZ (FM)-Erie, Pa
WRIE (AM)-Erie, Pa

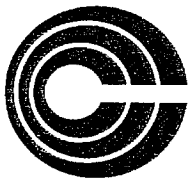
3) EEO Contact Information for Unit Member:

Mailing Address: Citadel Broadcasting Company 471 Robison Road Erie, Pa 16509	Telephone Number: (814) 868-5355
	Contact Person/Title: Kelly Murphy/ Admin. Assistant
	E-mail Address: Kelly.murphy@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 #1	Internal Referral
	These multiple openings were posted October 2, 2009. The interviews enumerated in the hiring method are of the two (2) filled positions and are listed beginning with Account Executive #2 on the Job Title Page.
2. Account Executive #2	Internal Referral
3. Account Executive #3	On Air Recruitment Announcement WXKC,WXTA,WQHZ,WRIE
4. PM Drive Host, WQHZ-FM	Allaccess.com

Stations WXKC(FM), WXTA(FM), WQHZ(FM), and WRIE(AM) are Equal Opportunity and Affirmative Action Employers

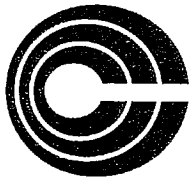


Citadel Broadcasting Corporation

5) Job Title: Account Executive #1

Referral Source(s) of Hiree: 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)
ERIEHELPWANTED.COM		INTERNET		2	NO
BOOKER T WASHINGTON CENTER	W. JEFFRESS	1720 HOLLAND STREET, ERIE, PA	814-453-5744	0	YES
EDINBORO UNIVERSITY	DR. DENISE OHLER	106 MCNERNEY HALL, EDINBRORO, PA	814-732-2781	0	YES
EMPLOYMENT OPP. CENTER	MARCY PLONSKI	1358 EAST 12 TH STREET, ERIE, PA	814-455-5961	0	YES
ERIE BUSINESS CENTER	MARY JONES	246 WEST 9 TH STREET, ERIE, PA	814-456-4882	0	YES
GANNON UNIVERSITY	JANET ARMBRUSTER	109 UNIVERSITY SQ, ERIE, PA	814-871-7000	0	YES
INTERNATIONAL INSTITUTE	MELHA HUSEINAGIC	517 EAST 26 TH STREET, ERIE, PA	814-452-3935	0	YES
MARTIN LUTHER KING CENTER	FRAN LEE	312 CHESTNUT STREET, ERIE, PA	814-459-2761	0	NO
MERCYHURST COLLEGE	ROBERT HVEZDA	501 EAST 38 TH STREET, ERIE, PA	814-824-2426	0	NO
OFFICE OF VOCATIONAL REHAB	GROVER LONGNECKER	3200 LOVELL PL, ERIE, PA	814-871-4551	0	NO
PA CAREER LINK	KATHY ROSSEY	1309 FRENCH STREET, ERIE, PA	814-872-4297	0	NO
PENN STATE ERIE	ANDREW WATTERS	5091 STATION ROAD, ERIE, PA	814-898-6164	0	NO
TRI STATE BUSINESS	WENDY FUGATE	5757 WEST 26 TH STREET, ERIE, PA	814-838-7673	0	YES
INTERNAL REFERRAL				5	YES
RADIO RECRUITMENT WXKC.WXTA.WQHZ.WRIE				3	NO
ERIE ATHOME.COM		INTERNET		1	NO
HIREAVET.COM		INTERNET		0	NO



Citadel Broadcasting Corporation

5) Job Title: Account Executive #2

Referral Source(s) of Hiree: 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)
ERIEHELPWANTED.COM		INTERNET		4	NO
BOOKER T WASHINGTON CENTER	W. JEFFRESS	1720 HOLLAND STREET, ERIE, PA	814-453-5744	0	YES
EDINBORO UNIVERSITY	DR. DENISE OHLER	106 MCNERNEY HALL, EDINBORO, PA	814-732-2781	0	YES
EMPLOYMENT OPP. CENTER	MARCY PLONSKI	1358 EAST 12 TH STREET, ERIE, PA	814-455-5961	0	YES
ERIE BUSINESS CENTER	MARY JONES	246 WEST 9 TH STREET, ERIE, PA	814-456-4882	0	YES
GANNON UNIVERSITY	JANET ARMBRUSTER	109 UNIVERSITY SQ, ERIE, PA	814-871-7000	0	YES
INTERNATIONAL INSTITUTE	MELHA HUSEINAGIC	517 EAST 26 TH STREET, ERIE, PA	814-452-3935	0	YES
MARTIN LUTHER KING CENTER	FRAN LEE	312 CHESTNUT STREET, ERIE, PA	814-459-2761	0	NO
MERCYHURST COLLEGE	ROBERT HVEZDA	501 EAST 38 TH STREET, ERIE, PA	814-824-2426	0	NO
OFFICE OF VOCATIONAL REHAB	GROVER LONGNECKER	3200 LOVELL PL, ERIE, PA	814-871-4551	0	NO
PA CAREER LINK	KATHY ROSSEY	1309 FRENCH STREET, ERIE, PA	814-872-4297	0	NO
PENN STATE ERIE	ANDREW WATTERS	5091 STATION ROAD, ERIE, PA	814-898-6164	0	NO
TRI STATE BUSINESS	WENDY FUGATE	5757 WEST 26 TH STREET, ERIE, PA	814-838-7673	0	YES
INTERNAL REFERRAL				3	YES
RADIO RECRUITMENT WXKC.WXTA.WQHZ.WRIE				7	NO
ERIE ATHOME.COM		INTERNET		2	NO
CLIENT REFERRAL				1	NO
HIREAVET.COM		INTERNET		0	NO



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5) Job Title: Account Executive #3

Referral Source(s) of Hire: On Air Recruitment
WXKC, WXTA, WQHZ, WRIE

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
ERIEHELPWANTED.COM		INTERNET		4	NO
BOOKER T WASHINGTON CENTER	W. JEFFRESS	1720 HOLLAND STREET, ERIE, PA	814-453-5744	0	YES
EDINBORO UNIVERSITY	DR. DENISE OHLER	106 MCNERNEY HALL, EDINBORO, PA	814-732-2781	0	YES
EMPLOYMENT OPP. CENTER	MARCY PLONSKI	1358 EAST 12 TH STREET, ERIE, PA	814-455-5961	0	YES
ERIE BUSINESS CENTER	MARY JONES	246 WEST 9 TH STREET, ERIE, PA	814-456-4882	0	YES
GANNON UNIVERSITY	JANET ARMBRUSTER	109 UNIVERSITY SQ, ERIE, PA	814-871-7000	0	YES
INTERNATIONAL INSTITUTE	MELHA HUSEINAGIC	517 EAST 26 TH STREET, ERIE, PA	814-452-3935	0	YES
MARTIN LUTHER KING CENTER	FRAN LEE	312 CHESTNUT STREET, ERIE, PA	814-459-2761	0	NO
MERCYHURST COLLEGE	ROBERT HVEZDA	501 EAST 38 TH STREET, ERIE, PA	814-824-2426	0	NO
OFFICE OF VOCATIONAL REHAB	GROVER LONGNECKER	3200 LOVELL PL, ERIE, PA	814-871-4551	0	NO
PA CAREER LINK	KATHY ROSSEY	1309 FRENCH STREET, ERIE, PA	814-872-4297	0	NO
PENN STATE ERIE	ANDREW WATTERS	5091 STATION ROAD, ERIE, PA	814-898-6164	0	NO
TRI STATE BUSINESS	WENDY FUGATE	5757 WEST 26 TH STREET, ERIE, PA	814-838-7673	0	YES
INTERNAL REFERRAL				3	YES
RADIO RECRUITMENT WXKC, WXTA, WQHZ, WRIE				7	NO
ERIE AT HOME.COM		INTERNET		2	NO
CLIENT REFERRAL				1	NO
HIREAVET.COM		INTERNET		0	NO

5) Job Title: PM Drive Host, WQHZ-FM

Referral Source(s) of Hiree: ALLACCESS.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)
ERIEHELPWANTED.COM		INTERNET		1	NO
BOOKER T WASHINGTON CENTER	W. JEFFRESS	1720 HOLLAND STREET, ERIE, PA	814-453-5744	0	YES
EDINBORO UNIVERSITY	DR. DENISE OHLER	106 MCNERNEY HALL, EDINBORO, PA	814-732-2781	0	YES
EMPLOYMENT OPP. CENTER	MARCY PLONSKI	1358 EAST 12 TH STREET, ERIE, PA	814-455-5961	0	YES
ERIE BUSINESS CENTER	MARY JONES	246 WEST 9 TH STREET, ERIE, PA	814-456-4882	0	YES
GANNON UNIVERSITY	JANET ARMBRUSTER	109 UNIVERSITY SQ, ERIE, PA	814-871-7000	0	YES
INTERNATIONAL INSTITUTE	MELHA HUSEINAGIC	517 EAST 26 TH STREET, ERIE, PA	814-452-3935	0	YES
MARTIN LUTHER KING CENTER	FRAN LEE	312 CHESTNUT STREET, ERIE, PA	814-459-2761	0	NO
MERCYHURST COLLEGE	ROBERT HVEZDA	501 EAST 38 TH STREET, ERIE, PA	814-824-2426	0	NO
OFFICE OF VOCATIONAL REHAB	GROVER LONGNECKER	3200 LOVELL PL, ERIE, PA	814-871-4551	0	NO
PENN STATE ERIE	ANDREW WATTERS	5091 STATION ROAD, ERIE, PA	814-898-6164	0	NO
TRI STATE BUSINESS	WENDY FUGATE	5757 WEST 26 TH STREET, ERIE, PA	814-838-7673	0	YES
ALLACCESS.COM		INTERNET		5	NO
INTERNAL REFERRAL				1	YES
UNSOLICITED				0	YES
ERIE ATHOME.COM		INTERNET		0	NO
HIREAVET.COM		INTERNET		0	NO

6) Total # of Interviewees Referred: For the period from March 23, 2009 to March 22, 2010.

This Employment Unit interviewed 35 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: Job Fair

The employment unit participated in a job fair that was held at the Bayfront Convention Center on May 20, 2009. During this event the Promotions Director and the Operations Manager, who has substantial responsibility for hiring decisions, was on hand accepting applications from interested candidates looking for employment in the sales, promotions and programming departments.

(b) Initiative: Job Fair

The employment unit participated in a job fair that was held at Penn State Behrend on October 6, 2009. During this event the Promotions Director and the Operations Manager, who has substantial responsibility for hiring decisions, was on hand accepting applications from interested candidates looking for employment in the sales, promotions and programming departments as well as on-air positions.

(c) Initiative: Job Fair

The employment unit participated in a job fair that was held at Mercyhurst College on November 5, 2009. During this event the Promotions Director and the Operations Manager, who has substantial responsibility for hiring decisions, was on hand accepting applications from interested candidates looking for employment in the sales, promotions and programming departments.

(d) Initiative: Promotion Internship Program

Citadel Broadcasting Company established an internship program to assist college students in acquiring practical hands-on skills needed for jobs in the promotions department. We contacted Gannon University, Mercyhurst College, Penn State Behrend, and Edinboro University and offered internship opportunities.

Our promotions department had three interns during the time frame of this report. The interns were from local colleges and universities and worked a total of 120 hours during the months of May, June, July and August of 2009. During the internship the interns worked in our promotions department learning to set up remotes, including but not limited to radio equipment (tuners, marti units, comerx, radio remote booths, etc.) They learned to interact with our listeners, clients, our staff and the general public.

(e) Initiative: Program Director Development Mentoring

Citadel established a Program Director mentoring program in March 2009. One employee, who is currently a Program Director, is in the process of completing the program which is anticipated to last approximately one year. The purpose of the mentoring program is to continue to develop the employee's skills as a Program Director, and acquire the skills necessary to become a Program Director in larger markets and more competitive programming situations. In addition to ongoing correspondence via email, the participant meets with Program Director/Operations Manager from the Buffalo market, in person, and via phone, to develop more competitive programming strategies for the Erie market and to observe the management process of the programming department of a larger market.

(f) Initiative: Program Director Mentoring

Citadel established a Program Director mentoring program in November 2009. One employee is in the process of completing the program which is anticipated to last approximately one year. The purpose of the mentoring program is to develop the skills necessary to perform the duties of a Program Director. The participant meets with Operations Manager on a daily basis to observe and participate in the management process of the programming department.

(g) Initiative: Operations Manager Mentoring

Citadel established an Operations Manager mentoring program in November 2009. One employee is in the process of completing the program which is anticipated to last approximately one year. The purpose of the mentoring program is to develop the skills necessary to perform the duties of an Operations Manager. The participant meets with Operations Manager on a daily basis to observe and participate in the management process of the programming department.

(h) Initiative: Assistant Promotions Director Mentoring

Citadel established an Assistant Promotions Director mentoring program in August of 2009. One employee completed the program, which lasted four months. The purpose of the mentoring program was to develop the skills necessary to perform the duties of an Assistant Promotions Director. The participant met with Promotions Director on a weekly basis to observe and participate in the management process of the promotions department.

(i) Initiative: Participation In Other Activities

Citadel Broadcasting established an on-air recruitment campaign in September 2009 to make listeners aware of job opportunities available in the sales department. The fall recruitment generated many interested applicants and two applicants were hired.