

## EEO PUBLIC FILE REPORT

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

**1) EU: Citadel Broadcasting Company**

**2) Unit Members (Stations and Communities of License):** WXKC (FM)  
WXTA (FM)  
WQHZ (FM)  
WRIE (AM)

**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: <a href="mailto:Kelly.murphy@citcomm.com">Kelly.murphy@citcomm.com</a>

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Engineer	Internal Referral
2. Sales Assistant	Exigent Circumstances

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

**5) Job Title: Engineer**

**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)
ERIEHELPWANTED.COM		INTERNET		0	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 <sup>TH</sup> STREET, ERIE, PA	814-455-5961	0	YES
ERIE BUSINESS CENTER	MARY JONES	246 WEST 9 <sup>TH</sup> 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 <sup>TH</sup> 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 <sup>TH</sup> 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	2	NO
PENN STATE ERIE	ANDREW WATTERS	5091 STATION ROAD, ERIE, PA	814-898-6164	0	NO
TRI STATE BUSINESS	WENDY FUGATE	5757 WEST 26 <sup>TH</sup> STREET, ERIE, PA	814-838-7673	0	Yes
INTERNAL REFERRAL				2	NO
HIREAVET.COM		Internet		0	NO
SBE		Internet		0	

**6) Job Title: Sales Assistant**

**Referral Source(s) of Hiree: Exigent**

**Circumstances** - The EU posted a part-time Sales Assistant position. The person selected had a work schedule conflict due to a part-time position for a different company, which she couldn't afford to lose. The EU adjusted the position to full-time so as to hire this most experienced and qualified candidate

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ERIE BUSINESS CENTER	MARY JONES	246 WEST 9 <sup>TH</sup> 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 <sup>TH</sup> 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 <sup>TH</sup> STREET, ERIE, PA	814-824-2426	0	NO
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INTERNAL REFERRAL				0	NO
HIREAVET.COM		Internet		0	NO
EXIGENT CIRCUMSTANCES				1	NO

**7) Total # of Interviewees Referred:** For the period from March 23, 2010 to March 22, 2011, this Employment Unit (EU) interviewed 5 interviewees for full-time job vacancies.

**8) Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

**(a) Initiative: Job Fair**

The EU participated in a job fair that was held at the Bayfront Convention Center on August 26, 2010. During this event the Sales Manager, who has substantial responsibility for hiring decisions, was on hand accepting applications from interested candidates looking for employment in the sales departments.

**(b) Initiative: Job Fair**

The EU participated in a job fair that was held at Penn State Behrend on October 6, 2010. 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: Internships**

**Promotion Internship Program**

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

EU Promotions Director managed one intern during the time frame of this report. The intern was from Edinboro University and worked a total of 120 hours during the months of May, June, July and August of 2010. During the internship the intern worked in our promotions department learning to set up remotes, including but not limited to radio equipment (tuners, marti units, comrex, radio remote booths, etc.) He learned to interact with our listeners, clients, our staff and the general public.

**Programming Internship Program**

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

EU Operations Manager managed one intern during this report's time frame. The intern was from a university and is in the process of working a total of 120 hours. The internship began in January of 2011 and has an expected completion date in April of 2011. During the internship the participant is working in our programming department learning to edit and produce station production, write station announcements and promotional material, and produce live programs. The participant is learning to interact with our listeners, clients, our staff and the general public.

**(d) Initiative: Program Director Development Mentoring**

EU established a Program Director mentoring program in March 2010. One employee, who is currently a Program Director, is in the process of completing the program, which is anticipated to last approximately one year. Program Directors from larger markets manage this mentor program. 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 Directors/Operations Managers from the Tucson, Grand Rapids and Nashville markets, via phone, to develop more competitive programming strategies for the Erie market.

**(e) Initiative: Program Director Mentoring**

EU established a Program Director mentoring program in March 2010. One employee is in the process of completing the program, which is anticipated to last approximately one year. Our Operations Manager manages this mentor program. EU Operations manager manages the mentoring program. 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.

**(f) Initiative: Operations Manager Mentoring**

EU established an Operations Manager mentoring program in March 2010. One employee is in the process of completing the program, which is anticipated to last approximately one year. EU Operations Manager manages this mentor program. 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.

**(g) Initiative: Management Training**

Citadel Broadcasting Company conducted an employment discrimination training session presented by Company's Corporate HR Director. The EU Business Manager attended the training sessions, which addressed compliance with the Americans with Disabilities Act ("ADA") and identified factors that contribute to a hostile work environment. The presentation also reviewed methods of preventing discrimination in the workplace. The training session was conducted during the Citadel Managers Meeting on October 18-19, 2010.