



Citadel Broadcasting Corporation

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period November 23, 2008 to November 22, 2009.

1) **Employment Unit:** Citadel Broadcasting Company – Tuscaloosa, AL

2) **Unit Members (Stations and Communities of License):** WTUG-FM – Tuscaloosa, AL
WTSK-AM – Tuscaloosa, AL
WBEI-FM - Tuscaloosa, AL
WFFN-FM – Tuscaloosa, AL
WDGM-FM – Tuscaloosa, AL

3) **EEO Contact Information for Unit Member:**

Mailing Address: Citadel Broadcasting WTUG-WTSK-WBEI-WFFN-WDGM 142 Skyland Blvd. East Tuscaloosa, AL 35405	Telephone Number: 205-345-7200
	Contact Person/Title: Melissa Mosley/Asst. Business Manager
	E-mail Address: Melissa.Mosley@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	Citadel Broadcasting Employee Solicitation Ads
2. On Air Personality /Promotions Director	Allaccess.com

Stations WTUG-FM, WTSK-AM, WBEI-FM, WDGM-FM, WFFN-FM are Equal Opportunity and Affirmative Action Employers

6) Total # of Interviewees Referred: For the period from November 23, 2008 to November 22, 2009, this Employment Unit interviewed 15 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: On Going Internship Program for Area College Students

This ongoing semester internship program has been in place in the Employment Unit (EU) for the past six (7)? years. The stations welcome students from area universities and colleges who are interested in a career in broadcasting and learning in a hands-on environment. Students must be enrolled in a program related to the broadcasting industry, and their internship must be endorsed, supported and constantly monitored by the sponsoring schools. Students are rewarded with course credit hours upon completion of the semester-long program. Internship periods included spring and fall each year. During the period covered by this report, WTUG, WTSK, WBEI, WFFN and WDGM had seven (7) interns. The Operations Manager, Director of Sales and one Program Director supervised the interns.

**Intern for Stations: WTUG/WBEI/WTSK/WFFN/WDGM
September 1, 2008- December 31, 2008 - University of Alabama, Tuscaloosa, AL**

Intern was primarily responsible for assisting Director of Sales with writing copy, creating marketing campaigns, filing paperwork and setting appointments for Sales Department. The Director of Sales was responsible for supervising the intern.

**Intern for Stations: WBEI/WDGM
April 1, 2009 – August 31, 2009 – University of Alabama – Tuscaloosa, AL**

Intern received exposure and hands on training with broadcast equipment. Intern learned how to operate the studio audio console and also learned about street marketing by actively participating in station events, remotes and promotions. The Operations Manager was responsible for supervising the intern.

**Intern for Stations: WBEI/WDGM
September 1, 2009 – Present – University of Alabama – Tuscaloosa, AL**

Intern received exposure and hands on training with broadcast equipment. Intern learned how to operate the studio audio console and also learned about street marketing by actively participating in station events, remotes and promotions. The Operations Manager is responsible for supervising the intern.

**Intern for stations: WTUG/WTSK
September 7, 2008 - April 3, 2009- University of Alabama, Tuscaloosa, AL**

Intern received exposure and hands on training with broadcast equipment. Intern learned how to operate the studio audio console and also learned about station street marketing by actively participating in station events, remotes and promotions. Additionally intern learned the criteria for adding and dropping music and the criteria for changes in rotations and also learned how to schedule music and edit music logs. The Program Director for WTUG/WTSK was responsible for supervising the intern.

**Intern for stations: WTUG/WTSK
September 7, 2008- May 15, 2009 - University of Alabama, Tuscaloosa, AL**

Intern received exposure and hands on training with broadcast equipment. Intern learned how to operate the studio audio console for both in studio and remote broadcasts. Intern also learned how to produce the Tom Joyner morning show and how to write and deliver news stories. The Program Director for WTUG/WTSK was responsible for supervising the intern.

**Intern for stations: WTUG/WTSK
October 5, 2008 - March 27, 2009 - Alabama A&M University, Huntsville, AL**

Intern received exposure and hands on training with broadcast equipment. Intern learned how to operate the studio audio console and about street marketing by actively participating in station events, remotes and promotions. Intern also learned the criteria for adding and dropping music and the criteria for changes in rotations along with how to schedule music and edit music logs. The Program Director for WTUG/WTSK was responsible for supervising the intern.

**Intern for stations: WTUG/WTSK
April, 2009 – November 22, 2009 - University of Alabama, Tuscaloosa, AL**

Intern received exposure and hands on training with broadcast equipment. Intern learned how to operate the studio audio console and about station street marketing by actively participating in station events, remotes and promotions. Intern also learned the criteria for adding and dropping music and the criteria for changes in rotations along with how to schedule music and edit music logs. Intern also learned website maintenance. The Program Director for WTUG/WTSK is responsible for supervising the intern.

(b) Initiative: Job Fairs

EU participated in a “Get on Board Day” (this program is designed to encourage student participation in various campus activities) on February 18, 2009, at the University of Alabama from 9:00 a.m. to 3:00 p.m. EU’s Market Manager, Operations Manager, Local Sales Director, two Program Directors and two Sales Reps represented the EU. The main objective for participating was to recruit future students for EU intern program.

EU participated in a career fair on April 1, 2009, at Shelton State Community College from 9:00 a.m. to 2:00 p.m. Our Market Manager, Operations Manager, Local Sales Director and two of our Program Directors represented the EU. They all took turns staffing booth and meeting with job-seeking students to discuss employment opportunities at Citadel Broadcasting and accepted resumes for current and future available positions.

EU participated in “Get On Board Day” (this program is designed to encourage student participation in various campus activities) on September 1st & 2nd, 2009, at Shelton State Community College from 9:00 a.m. to 1:00 p.m. EU’s Market Manager, Operations Manager, Local Sales Director, two Program Directors and two EU Sales Reps represented the EU. They all took turns staffing booth and meeting with job-seeking students to discuss employment opportunities at Citadel Broadcasting and accepted resumes for current and future available positions.

EU participated in a “Get on Board Day” (this program is designed to encourage student participation in various campus activities) on October 22, 2009, at the University of Alabama from 9:00 a.m. to 3:00 p.m.

EU Market Manager, Local Sales Director, two Program Directors and two EU Sales Reps represented the EU. The main objective for participating was to recruit future students for EU intern program.