

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 23, 2007 to September 22, 2008.

1) Employment Unit: Citadel Broadcasting Company – Des Moines

2) Unit Members (Stations and Communities of License): KGGO (FM), Des Moines, Iowa
KHKI (FM), Des Moines, Iowa
KBGG (AM), Des Moines, Iowa
KJJY (FM), West Des Moines, Iowa
KWQW (FM), Boone, Iowa

3) EEO Contact Information for Unit Member:

Mailing Address: Citadel Broadcasting Company 4143 109 th Street Urbandale, IA. 50322	Telephone Number: 515-331-9200
	Contact Person/Title: Steve Brill, Operations Manager Sharon Beninato, Business Manager/HR
	E-mail Address: Steve.Brill@citcomm.com Sharon.Beninato@citcomm.com

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

Job Title	Recruitment Source Referring Hiree
1. Program Director - KWQW/KBGG	Employee Referral
2. Operations Manager – All Stations	Employee Referral
3. Graphic Designer – All Stations	Craigslist
4. Account Executive – All Stations	Des Moines Help Wanted
5. Account Executive – All Stations	Des Moines Help Wanted
6. Account Executive – All Stations	Des Moines Help Wanted
7. Account Executive – All Stations	Des Moines Help Wanted

Stations KGGO (FM), KHKI (FM), KBGG (AM), KWQW (FM), KJJY (FM) are Equal Opportunity Employers.

5) Job Title: Program Director KWQW/KBGG Referral 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)
Citadel Email Outreach	Jack O'Brien	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	0	No
Citadel Des Moines Website Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	Yes
Employee Referral	Terry Peters	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	Yes
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	No
Craigslist.org		PO Box 225195 San Francisco, CA. 94122	415-566-6394	1	No
ISU Career Management Services		isucms@iastate.edu	515-294-2540/2542	0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Augustana College	Kristi Gimel Becker	639 38 th Street, Rock Island, IL 61201	309-794-7339	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Briar Cliff University	Bonnie Shinn	3303 Rebecca, Sioux City, IA 51104	712-279-5455	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Iowa Lakes Community College	Linda Wiegman	300 South 18 th St., Esterville, IA 51334		0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	No
Coe College	Diane Rae Patten	1220 1 st Avenue NE, Cedar Rapids, IA 52402	319-399-8844	0	No
Columbia College	Matt Green	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7281	0	No

Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg. A6A, Johnston, IA 50131-1824	515-242-5331	0	No
Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1, Ankeny, IA 50021	515-964-6463	0	No
Division of Persons with Disabilities	Jill Futilano	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No
Drake University	Debra Sotterdahl	2507 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
Foundation for Minority Interests in Media	Phylis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC 20004	202-637-4494	0	No
Grand View College	Dr. James V. Arthur	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	No
Grinnell College	Valorie Larsson	1127 Park St., Grinnell, IA 50112	641-269-4940	0	No
Hamilton College – Cedar Rapids	Lisa K. Smith	3165 Edgewood Pkwy SW, Cedar Rapids, IA 52404	319-277-0220/112	0	No
Hamilton College – Des Moines	Lori Gelhaar	4655 121 st St., Des Moines, IA 50323	515-727-2100	0	No
Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
IA Commission on the Status of Women	Charlotte Nelson	Lucas State Office Building, Des Moines, IA 50319	515-281-4461	0	No
IA Department of Human Rights	Walter Reed	Lucas State Office Building, Des Moines, IA 50319	515-242-5655	0	No
Illinois State University	Michael Schemer	185 Student Services Building, Normal, IL 61790-2520	309-438-2200	0	No
Iowa Central Community College	Sara Condon	330 Avenue M, Fort Dodge, IA 50501	515-576-0099	0	No
Iowa Division of Latino Affairs	John-Paul Chaisso-Gardenas	Lucas State Office Building, Des Moines, IA 50319	515-281-4080	0	No
Iowa Lakes Community College-Emmetsburg	Diana Refsell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Beardshear Hall, Ames, IA 50010	515-294-9490	0	No
Iowa Wesleyan College	Jeremy Reed	601 N. Main St., Mt. Pleasant, IA 52641	319-385-8021	0	No
Iowa Western Community College	Hugh Irwin	2700 College Road, Council Bluffs, IA 51502	712-325-3200	0	No
Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
Latino Americano, El Centro		316 W. 3 rd St., Waterloo, IA 50701	319-287-6400	0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No
Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	563-387-1025	0	No

Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No
Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No
Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
NAACP	John Crosby	105 Vermont Ave. NW, Washington, DC 20005	208-375-3664	0	No
NAACP & Community Resource Center	J. Russell Lowe	222 3 rd St. SE, Cedar Rapids, IA 52401	319-365-9482	0	No
National Association of Black Journalists	Tanjie Newborn	8701-A Adelphi Rd., Adelphi, MD 20783-1716	301-445-7100	0	No
National Association of Broadcasters	Alcx Hiltz Sanchez	1771 N St. NW, Washington, DC 20036-2891	202-429-5497	0	No
Northwestern College	Bill Minnick	208 8 th St. SW. Orange City, IA 51041	712-707-7225	0	No
Northwestern University	Lonnie Dunlap	630 Lincoln St., Evanston, IL 60208	847-491-5786	0	No
Scott Community College	Rochelle Carlson	500 Belmont Rd., Bettendorf Rd. Bettendorf, IA 52722	563-441-4020	0	No
Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
University of Dubuque	Deb Clarke	2000 University, Dubuque, IA 52001	563-589-3132	0	No
University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	0	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No
University of Wisconsin, Platteville	Diana Trendt	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No
Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

5) Job Title: Operations Manager Referral Source(s) of Hiree: Employee Referral

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Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	1	No
Allaccess.com	Joel Denver	Allaccess.com	301-457-6616	5	No
Employee Referral	Terry Peters	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	Yes
Citadel Des Moines Website Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Citadel Internal Referral	Matt Hanlon	60 Monroe Center St NW # M2 Grand Rapids, MI 49503	616-774-8461	1	No
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Craigslist.org		PO Box 225195 San Francisco, CA. 94122	415-566-6394	0	No
ISU Career Management Services		isucms@iastate.edu	515-294-2540/2542	0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
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KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Briar Cliff University	Bonnie Shinn	3303 Rebecca, Sioux City, IA 51104	712-279-5455	0	No
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Hamilton College -- Cedar Rapids	Lisa K. Smith	3165 Edgewood Pkwy SW, Cedar Rapids, IA 52404	319-277-0220/112	0	No
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Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No
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National Association of Broadcasters	Alex Hiltz Sanchez	1771 N St. NW, Washington, DC 20036-2891	202-429-5497	0	No
Northwestern College	Bill Minnick	208 8 th St. SW, Orange City, IA 51041	712-707-7225	0	No
Northwestern University	Lonnie Dunlap	630 Lincoln St., Evanston, IL 60208	847-491-5786	0	No
Scott Community College	Rochelle Carlson	500 Belmont Rd., Bettendorf Rd. Bettendorf, IA 52722	563-441-4020	0	No
Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
University of Dubuque	Deb Clarke	2000 University, Dubuque, IA 52001	563-589-3132	0	No
University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	0	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No
University of Wisconsin, Platteville	Diana Trendt	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No
Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

5) Job Title: Graphic Designer Referral Source(s) of Hiree: Craigslist

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Jack O'Brien	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	3	No
Citadel Des Moines Website Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	2	Yes
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Craigslist.org		PO Box 225195 San Francisco, CA. 94122	415-566-6394	2	No
ISU Career Management Services		isucms@iastate.edu	515-294-2540/2542	0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
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Augustana College	Kristi Gimel Becker	639 38 th Street, Rock Island, IL 61201	309-794-7339	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
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Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No
Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No
Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
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Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

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Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	3	No
Citadel Des Moines Website Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Craigslist.org		PO Box 225195 San Francisco, CA. 94122	415-566-6394	0	No
ISU Career Management Services		isucms@iastate.edu	515-294-2540/2542	0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
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American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Augustana College	Kristi Gimel Becker	639 38 th Street, Rock Island, IL 61201	309-794-7339	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Briar Cliff University	Bonnie Shinn	3303 Rebecca, Sioux City, IA 51104	712-279-5455	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Iowa Lakes Community College	Linda Wiegman	300 South 18 th St., Esterville, IA 51334		0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	No
Coe College	Diane Rae Patten	1220 1 st Avenue NE, Cedar Rapids, IA 52402	319-399-8844	0	No

Columbia College	Matt Green	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7281	0	No
Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg. A6A, Johnston, IA 50131-1824	515-242-5331	0	No
Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1, Ankeny, IA 50021	515-964-6463	0	No
Division of Persons with Disabilities	Jill Fulitano	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No
Drake University	Debra Setterdahl	2507 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
Foundation for Minority Interests in Media	Phylis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC 20004	202-637-4494	0	No
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Grinnell College	Valorie Larsson	1127 Park St., Grinnell, IA 50112	641-269-4940	0	No
Hamilton College -- Cedar Rapids	Lisa K. Smith	3165 Edgewood Pkwy SW, Cedar Rapids, IA 52404	319-277-0220/112	0	No
Hamilton College -- Des Moines	Lori Gelhaar	4655 121 st St., Des Moines, IA 50323	515-727-2100	0	No
Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
IA Commission on the Status of Women	Charlotte Nelson	Lucas State Office Building, Des Moines, IA 50319	515-281-4461	0	No
IA Department of Human Rights	Walter Reed	Lucas State Office Building, Des Moines, IA 50319	515-242-5655	0	No
Illinois State University	Michael Schemer	185 Student Services Building, Normal, IL 61790-2520	309-438-2200	0	No
Iowa Central Community College	Sara Condon	330 Avenue M, Fort Dodge, IA 50501	515-576-0099	0	No
Iowa Division of Latino Affairs	John-Paul Chaisso-Gardenas	Lucas State Office Building, Des Moines, IA 50319	515-281-4080	0	No
Iowa Lakes Community College-Emmetsburg	Diana Refsell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Beardshear Hall, Ames, IA 50010	515-294-9490	0	No
Iowa Wesleyan College	Jeremy Reed	601 N. Main St., Mt. Pleasant, IA 52641	319-385-8021	0	No
Iowa Western Community College	Hugh Irvin	2700 College Road, Council Bluffs, IA 51502	712-325-3200	0	No
Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
Latino Americano, El Centro		316 W. 3 rd St., Waterloo, IA 50701	319-287-6400	0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No

Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	563-387-1025	0	No
Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No
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Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
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Augustana College	Kristi Gimel Becker	639 38 th Street, Rock Island, IL 61201	309-794-7339	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Briar Cliff University	Bonnie Shinn	3303 Rebecca, Sioux City, IA 51104	712-279-5455	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Iowa Lakes Community College	Linda Wiegman	300 South 18 th St., Esterville, IA 51334		0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	No
Coc College	Diane Rae Patten	1220 1 st Avenue NE, Cedar Rapids, IA 52402	319-399-8844	0	No

Columbia College	Matt Green	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7281	0	No
Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg.A6A, Johnston, IA 50131-1824	515-242-5331	0	No
Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1, Ankeny, IA 50021	515-964-6463	0	No
Division of Persons with Disabilities	Jill Fulitano	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No
Drake University	Debra Setterdahl	2507 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
Foundation for Minority Interests in Media	Phylis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC 20004	202-637-4494	0	No
Grand View College	Dr. James V. Arthur	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	No
Grinnell College	Valorie Larsson	1127 Park St., Grinnell, IA 50112	641-269-4940	0	No
Hamilton College – Cedar Rapids	Lisa K. Smith	3165 Edgewood Pkwy SW, Cedar Rapids, IA 52404	319-277-0220/112	0	No
Hamilton College – Des Moines	Lori Gelhaar	4655 121 st St., Des Moines, IA 50323	515-727-2100	0	No
Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
IA Commission on the Status of Women	Charlotte Nelson	Lucas State Office Building, Des Moines, IA 50319	515-281-4461	0	No
IA Department of Human Rights	Walter Reed	Lucas State Office Building, Des Moines, IA 50319	515-242-5655	0	No
Illinois State University	Michael Schemer	185 Student Services Building, Normal, IL 61790-2520	309-438-2200	0	No
Iowa Central Community College	Sara Condon	330 Avenue M, Fort Dodge, IA 50501	515-576-0099	0	No
Iowa Division of Latino Affairs	John-Paul Chaisso-Gardenas	Lucas State Office Building, Des Moines, IA 50319	515-281-4080	0	No
Iowa Lakes Community College-Emmetsburg	Diana Refsell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Beardshear Hall, Ames, IA 50010	515-294-9490	0	No
Iowa Wesleyan College	Jeremy Reed	601 N. Main St., Mt. Pleasant, IA 52641	319-385-8021	0	No
Iowa Western Community College	Hugh Irvin	2700 College Road, Council Bluffs, IA 51502	712-325-3200	0	No
Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
Latino Americano, El Centro		316 W. 3 rd St., Waterloo, IA 50701	319-287-6400	0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No

Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	563-387-1025	0	No
Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No
Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No
Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
NAACP	John Crosby	105 Vermont Ave. NW, Washington, DC 20005	208-375-3664	0	No
NAACP & Community Resource Center	J. Russell Lowe	222 3 rd St. SE, Cedar Rapids, IA 52401	319-365-9482	0	No
National Association of Black Journalists	Tanjie Newborn	8701-A Adelphi Rd., Adelphi, MD 20783-1716	301-445-7100	0	No
National Association of Broadcasters	Alex Hiltz Sanchez	1771 N St. NW, Washington, DC 20036-2891	202-429-5497	0	No
Northwestern College	Bill Minnick	208 8 th St. SW, Orange City, IA 51041	712-707-7225	0	No
Northwestern University	Lonnie Dunlap	630 Lincoln St., Evanston, IL 60208	847-491-5786	0	No
Scott Community College	Rochelle Carlson	500 Belmont Rd., Bettendorf Rd. Bettendorf, IA 52722	563-441-4020	0	No
Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
University of Dubuque	Deb Clarke	2000 University, Dubuque, IA 52001	563-589-3132	0	No
University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	0	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No
University of Wisconsin, Platteville	Diana Trendt	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No
Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

6) **Total # of Interviewees Referred:** For the period from September 23, 2007 to September 22, 2008, this Employment Unit interviewed 36 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

a.) **Initiative: Participation in events or programs sponsored by educational institutions.**

On September 27, 2007 One of our KJJY morning host spoke with the fifth grade class at N.E. Elementary School in Des Moines Iowa concerning a careers in broadcasting On March 26, 2008 one of our KJJY morning host met with the third and fourth grade classes at N.E. Elementary School in Des Moines to discuss broadcasting careers. In February, 2008, KWQW midday host spoke with the business class at Dowling High School in West Des Moines about working in the broadcast industry. On April 29, 2008 KHKI & KJJY's Program Director spoke to students at Clark County High School in Osceola, Iowa about a potential career in broadcasting.

b.) **Initiative: Internship program designed to assist members of the community achieve careers in broadcasting.**

From March 24 – August 17, 2008 Students from Grandview College participated in the Citadel Broadcasting Programming Internship under the guidance of KJJY & KHKI's Program Director. The intern program gives students an inside look at the workings of a radio station. They get hands on training in all aspects of this business from music decisions to sales promotions and execution. It's a realistic view of broadcasting. Student's school requirement was to work 400 hours, which was accomplished in the course of their spring term with us.

From May 19 – August 17, 2008 Two more students; one from Northwest Missouri State and Grandview College, also participated in the Intern program although their emphasis was on Promotions. They worked under the guidance of Citadel's Cluster Promotion Director. They were involved in all levels of radio promotion from conception to fulfillment and everything in between.

c.) **Initiative: Participation in Internet programs designed to promote outreach generally**

Citadel Broadcasting Des Moines has a continuous outreach on the external website desmoineshelpwanted.com, a website that provides employment opportunities in the Des Moines metro area. The perpetual posting on this website is advertising a part-time, entry-level board operator position. Desmoineshelpwanted.com is also a place where Citadel Broadcasting Des Moines advertises additional full and part time employment opportunities including Sales Representatives, Program Director, and Graphic Artist.

d.) **Initiative: Participation in scholarship program designed to assist students interested in broadcasting careers.**

KGGO aired public service announcements through March and April of 2008 publicizing five broadcasting scholarships offered by the Midwest Conclave; 3 to broadcasting schools and 2 college scholarships. The Midwest Conclave is a yearly meeting of broadcasters and part of the dues are used for these scholarships. Several Iowans have won these scholarships in the past.

Stations KGGO (FM), KHKI (FM), KBGG (AM), KWQW (FM), and KJJY (FM) are Equal Opportunity Employers.

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 12, 2007 to September 22, 2007.

1) **Employment Unit: Citadel Broadcasting Company – Des Moines**

2) **Unit Members (Stations and Communities of License):** **KGGO (FM), Des Moines, Iowa**
KHKI (FM), Des Moines, Iowa
KBGG (AM), Des Moines, Iowa
KJJY (FM), West Des Moines, Iowa
KWQW (FM), Boone, Iowa

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

Mailing Address: Citadel Broadcasting Company 4143 109 th Street Urbandale, IA 50322	Telephone Number: 515-331-9200
	Contact Person/Title: Sharon Beninato, Business Manager/HR Jack O'Brien, Operations Manager
	E-mail Address: Sharon.beninato@citcomm.com Jack.obrien@citcomm.com

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

* As of June 12, 2007, all radio stations licensed to Citadel, including KGGO(FM), KHKI(FM), KBGG(AM), KJJY(FM), and KWQW(FM), were subject to a transfer of control (as defined by the FCC) from the existing shareholders of Citadel Broadcasting Corporation to the shareholders of Walt Disney Co. and Citadel Broadcasting Corporation, pursuant to a transfer of control application filed on FCC Form 315. *See Citadel Broadcasting Company, Memorandum Opinion and Order and Notice of Apparent Liability, FCC 07-41* (released April 4, 2007). The relevant FCC File Number of the transfer of control application for the stations in the Employment Unit is BTC-20060228ACC.

Job Title	Recruitment Source Referring Hiree
1. Traffic Reporter/Announcer – KJJY	Internal Referral
2. Hispanic Announcer – KBGG	Industry Referral
3. Account Executive – All Stations	Des Moines Help Wanted
4. Account Executive – All Stations	Des Moines Help Wanted
5. Account Executive – All Stations	Des Moines Help Wanted

Stations KGGO (FM), KHKI (FM), KBGG (AM), KJJY (FM) & KWQW (FM) are Equal Opportunity Employers.

5) Job Title: Traffic Reporter / Announcer**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)
Citadel Email Outreach	Andy Elliott	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	Yes
Radio & Records	RJ Curtis	rcurtis@radioandrecords.com	323-954-3444	2	No
Country Aircheck	Lon Helton	lon@countryaircheck.com	615-320-1450	1	No
All Access	Jim Asker	Jasker @ allaccess.com		1	No
Citadel Radio Advertising	Andy Elliott	4143 109 th Street, Urbandale, IA 50322	515-331-9200	6	No

5) Job Title: Hispanic Announcer

Referral Source(s) of Hiree: Industry 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)
Citadel Email Outreach	Jack O'Brien	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	0	No
Industry Referral	Jack O'Brien	4143 109 th Street, Urbandale, IA 50322	515-331-9200	2	No
ISU Career Management Services		isucms@iastate.edu	515-294-2540/2542	0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Augustaana College	Kristi Gimel Becker	639 38 th Street, Rock Island, IL 61201	309-794-7339	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moine, IL 61265	309-797-7138	0	No
Briar Cliff University	Bonnie Shinn	3303 Rebecca, Sioux City, IA 51104	712-279-5455	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Iowa Lakes Community College	Linda Wiegman	300 South 18 th St., Esterville, IA 51334		0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	No
Coe College	Diane Rae Patten	1220 1 st Avenue NE, Cedar Rapids, IA 52402	319-399-8844	0	No
Columbia College	Matt Green	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7281	0	No
Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg. A6A, Johnston, IA 50131-1824	515-242-5331	0	No
Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1, Ankeny, IA 50021	515-964-6463	0	No
Division of Persons with Disabilities	Jill Filitano	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No

Drake University	Debra Setterdahl	2507 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
Foundation for Minority Interests in Media	Phylis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC 20004	202-637-4494	0	No
Grand View College	Dr. James V. Arthur	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	No
Grinnell College	Valorie Larsson	1127 Park St., Grinnell, IA 50112	641-269-4940	0	No
Hamilton College – Cedar Rapids	Lisa K. Smith	3165 Edgewood Pkwy SW, Cedar Rapids IA 52404	319-277-0220/112	0	No
Hamilton College – Des Moines	Lori Gelhaar	4655 121 st St., Des Moines, IA 50323	515-727-2100	0	No
Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
IA Commission on the Status of Women	Charlotte Nelson	Lucas State Office Building, Des Moines, IA 50319	515-281-4461	0	No
IA Department of Human Rights	Walter Reed	Lucas State Office Building, Des Moines, IA 50319	515-242-5655	0	No
Illinois State University	Michael Schemer	185 Student Services Building, Normal, IL 61790-2520	309-438-2200	0	No
Iowa Central Community College	Sara Condon	330 Avenue M, Fort Dodge, IA 50501	515-576-0099	0	No
Iowa Division of Latino Affairs	John-Paul Chaisso-Gardenas	Lucas State Office Building, Des Moines, IA 50319	515-281-4080	0	No
Iowa Lakes Community College-Emmetsburg	Diana Refseil	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Beardshear Hall, Ames, IA 50010	515-294-9490	0	No
Iowa Wesleyan College	Jeremy Reed	601 N. Main St., Mt. Pleasant, IA 52641	319-385-8021	0	No
Iowa Western Community College	Hugh Irwin	2700 College Road, Council Bluffs, IA 51502	712-325-3200	0	No
Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
Latino Americano, El Centro		316 W. 3 rd St., Waterloo, IA 50701	319-287-6400	0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No
Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	563-387-1025	0	No
Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No
Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No
Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
NAACP	John Crosby	105 Vermont Ave. NW, Washington, DC 20005	208-375-3664	0	No

NAACP & Community Resource Center	J. Russell Lowe	222 3 rd St. SE, Cedar Rapids, IA 52401	319-365-9482	0	No
National Association of Black Journalists	Tanjie Newborn	8701-A Adelphi Rd., Adelphi, MD 20783-1716	301-445-7100	0	No
National Association of Broadcasters	Alex Hiltz Sanchez	1771 N St. NW, Washington, DC 20036-2891	202-429-5497	0	No
Northwestern College	Bill Minnick	208 8 th St. SW, Orange City, IA 51041	712-707-7225	0	No
Northwestern University	Lonnie Dunlap	630 Lincoln St., Evanston, IL 60208	847-491-5786	0	No
Scott Community College	Rochelle Carlson	500 Belmont Rd., Bettendorf Rd. Bettendorf, IA 52722	563-441-4020	0	No
Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
University of Dubuque	Deb Clarke	2000 University, Dubuque, IA 52001	563-589-3132	0	No
University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	0	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No
University of Wisconsin, Platteville	Diana Trendt	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No
Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

5) Job Title: Account Executive

Referral Source(s) of Hiree: Des Moines Help Wanted

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Jack O'Brien	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	8	No
Citadel Des Moines Website Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	2	Yes
ISU Career Management Services		isucms@iastate.edu	515-294-2540/2542	0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Augustaana College	Kristi Gimel Becker	639 38 th Street, Rock Island, IL 61201	309-794-7339	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Briar Cliff University	Bonnie Shinn	3303 Rebecca, Sioux City, IA 51104	712-279-5455	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Iowa Lakes Community College	Linda Wiegman	300 South 18 th St., Esterville, IA 51334		0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
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Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg. A6A, Johnston, IA 50131-1824	515-242-5331	0	No
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Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
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Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No
Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
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Northwestern College	Bill Minnick	208 8 th St. SW. Orange City, IA 51041	712-707-7225	0	No
Northwestern University	Lonnie Dunlap	630 Lincoln St., Evanston, IL 60208	847-491-5786	0	No
Scott Community College	Rochelle Carlson	500 Belmont Rd., Bettendorf Rd. Bettendorf, IA 52722	563-441-4020	0	No
Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
University of Dubuque	Deb Clarke	2000 University, Dubuque, IA 52001	563-589-3132	0	No
University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	1	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No
University of Wisconsin, Platteville	Diana Trendt	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No
Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

5) Job Title: Account Executive

Referral Source(s) of Hiree: Des Moines Help Wanted

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Jack O'Brien	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	8	No
Citadel Des Moines Website Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	2	Yes
ISU Career Management Services		isucms@iastate.edu	515-294-2540/2542	0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Augustaana College	Kristi Gimel Becker	639 38 th Street, Rock Island, IL 61201	309-794-7339	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Briar Cliff University	Bonnie Shinn	3303 Rebecca, Sioux City, IA 51104	712-279-5455	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Iowa Lakes Community College	Linda Wiegman	300 South 18 th St., Esterville, IA 51334		0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	No
Coe College	Diane Rae Patten	1220 1 st Avenue NE, Cedar Rapids, IA 52402	319-399-8844	0	No
Columbia College	Matt Green	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7281	0	No
Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg. A6A, Johnston, IA 50131-1824	515-242-5331	0	No
Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1, Ankeny, IA 50021	515-964-6463	0	No
Division of Persons with Disabilities	Jill Fultano	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No

Drake University	Debra Setterdahl	2507 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
Foundation for Minority Interests in Media	Phylis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC 20004	202-637-4494	0	No
Grand View College	Dr. James V. Arthur	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	No
Grinnell College	Valorie Larsson	1127 Park St., Grinnell, IA 50112	641-269-4940	0	No
Hamilton College – Cedar Rapids	Lisa K. Smith	3165 Edgewood Pkwy SW, Cedar Rapids IA 52404	319-277-0220/112	0	No
Hamilton College – Des Moines	Lori Gelhaar	4655 121 st St., Des Moines, IA 50323	515-727-2100	0	No
Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
IA Commission on the Status of Women	Charlotte Nelson	Lucas State Office Building, Des Moines, IA 50319	515-281-4461	0	No
IA Department of Human Rights	Walter Reed	Lucas State Office Building, Des Moines, IA 50319	515-242-5655	0	No
Illinois State University	Michael Schemer	185 Student Services Building, Normal, IL 61790-2520	309-438-2200	0	No
Iowa Central Community College	Sara Condon	330 Avenue M, Fort Dodge, IA 50501	515-576-0099	0	No
Iowa Division of Latino Affairs	John-Paul Chaisso-Gardenas	Lucas State Office Building, Des Moines, IA 50319	515-281-4080	0	No
Iowa Lakes Community College-Emmetsburg	Diana Refsell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Beardshear Hall, Ames, IA 50010	515-294-9490	0	No
Iowa Wesleyan College	Jeremy Reed	601 N. Main St., Mt. Pleasant, IA 52641	319-385-8021	0	No
Iowa Western Community College	Hugh Irwin	2700 College Road, Council Bluffs, IA 51502	712-325-3200	0	No
Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
Latino Americano, El Centro		316 W. 3 rd St., Waterloo, IA 50701	319-287-6400	0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No
Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	563-387-1025	0	No
Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No
Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No
Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
NAACP	John Crosby	105 Vermont Ave. NW, Washington, DC 20005	208-375-3664	0	No

NAACP & Community Resource Center	J. Russell Lowe	222 3 rd St. SE, Cedar Rapids, IA 52401	319-365-9482	0	No
National Association of Black Journalists	Tanjie Newborn	8701-A Adelphi Rd., Adelphi, MD 20783-1716	301-445-7100	0	No
National Association of Broadcasters	Alex Hiltz Sanchez	1771 N St. NW, Washington, DC 20036-2891	202-429-5497	0	No
Northwestern College	Bill Minnick	208 8 th St. SW, Orange City, IA 51041	712-707-7225	0	No
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Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

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Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
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Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
Latino Americano, El Centro		316 W. 3 rd St., Waterloo, IA 50701	319-287-6400	0	No
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Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No
Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No
Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
NAACP	John Crosby	105 Vermont Ave. NW, Washington, DC 20005	208-375-3664	0	No

NAACP & Community Resource Center	J. Russell Lowe	222 3 rd St. SE, Cedar Rapids, IA 52401	319-365-9482	0	No
National Association of Black Journalists	Tanjie Newborn	8701-A Adelphi Rd., Adelphi, MD 20783-1716	301-445-7100	0	No
National Association of Broadcasters	Alex Hiltz Sanchez	1771 N St. NW, Washington, DC 20036-2891	202-429-5497	0	No
Northwestern College	Bill Minnick	208 8 th St. SW, Orange City, IA 51041	712-707-7225	0	No
Northwestern University	Lonnie Dunlap	630 Lincoln St., Evanston, IL 60208	847-491-5786	0	No
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Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
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University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	1	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No
University of Wisconsin, Platteville	Diana Trendt	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No
Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

6) Total # of Interviewees Referred: For the period from June 12, 2007 to September 22, 2007, this Employment Unit interviewed 25 interviewees for full-time job vacancies (the same applicant pool of 12 interviewees was interviewed for the 3 Account Executive vacancies).

7) Supplemental Recruitment Initiatives.

(a) Initiative: Participation in a Job Fair

On September 13, 2007, Citadel participated in the Greater Des Moines Partnership's Multicultural Reception and Mini Job Fair at the State Historical Building in Des Moines between 4:30pm and 6:00pm, working closely with the Diversity Development Director to help educate the Latino community on the nature of radio broadcasting work and employment opportunities in radio. The booth was staffed by the Local Sales Manager responsible for our Spanish speaking station, KBGG(AM).

(b) Initiative: Training to Management Level Personnel

On September 11, 2007, station managers attended a training session entitled "Discrimination in the Workplace: Don't Bring It On." This was conducted at the Citadel Managers Meeting. The session provided an overview of federal antidiscrimination laws and provided station-specific examples of the application of the antidiscrimination laws.

Stations KGGO(FM), KHKI(FM), KBGG(AM), KJJY(FM), & KWQW(FM) are Equal Opportunity Employers.

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 23, 2005 to September 22, 2006.

1) Employment Unit: Citadel Broadcasting Company- Des Moines, Iowa

2) Unit Members (Stations and Communities of License): KGGO (FM), Des Moines, Iowa
KHKI (FM), Des Moines, Iowa
KBGG (AM), Des Moines, Iowa
KJJY (FM), West Des Moines, Iowa
KWQW (FM), Boone, Iowa

3) EEO Contact Information for Unit Member:

Mailing Address: Citadel Broadcasting Company 4143 109 th Street Urbandale, IA 50322	Telephone Number: 515-331-9200
	Contact Person/Title: Jack O'Brien, Operations Manager
	E-mail Address: Jack.obrien@citecomm.com

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

Job Title	Recruitment Source Referring Hiree
1. Promotions/Marketing Director- All Stations	Internal Referral
2. Producer - KWQW	Internal Promotion
3. Account Executive – All Stations	Exigent Circumstances
4. Account Executive – All Stations	Internal Referral
5. Account Executive – All Stations	Radio Advertisement
6. Account Executive – All Stations	Radio Advertisement
7. Account Executive/Assistant Sales Manager-KWQW	Internal Referral

Stations KGGO (FM), KHKI (FM), KBGG (AM), KJJY (FM) & KWQW (FM) are Equal Opportunity Employers.

5) Job Title: Promotions/Marketing Director 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)
Citadel Email Outreach	Jack O'Brien	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	Yes
Division on the Status of African-Americans- Dept. of human Rights	Kim Cheeks	Lucas Office Building, 321 E.12 th Street, Des Moines, IA 50319	515-281-3274	0	Yes
ISU Career Management Services		isucms@iastate.edu	515-294-2540/2542	0	No
Industry Referral/Word of Mouth	N/A	N/A	N/A	2	No
AARP Foundation	Gay-Ellen Fisher	4601 SW 9 th Street Suite 1 Des Moines, IA 50315-3913 (scdesmoines@aol.com)	515-287-1555	0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
American Indian Council	Jennifer Hunt	215 William Parker Jr. Way-2 nd Floor Des Moines, IA 50309	515-281-9702	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Augustana College	Kristi Gimel Becker	639 38 th Street, Rock Island, IL 61201	309-794-7339	0	No
Black Broadcasters Alliance	Eddie Edwards Sr.	711 W. 40 th St., Suite 330, Baltimore, MD 21211	410-662-4536	0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Briar Cliff University	Bonnie Shinn	3303 Rebecca, Sioux City, IA 51104	712-279-5455	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Buena Vista University	Carol Lytle	610 W. Fourth Street, Storm Lake, IA 50588	712-749-2440	0	No
Central College	Pat Joachim Kitznan	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
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Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	563-387-1025	0	No

Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No
Minorities in Broadcasting Training Program	Patrice Williams	PO Box 39696. Los Angeles =, CA 90039	818-240-3362	0	No
Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
NAACP	John Crosby	105 Vermont Ave. NW, Washington, DC 20005	208-375-3664	0	No
NAACP & Community Resource Center	J. Ruseil Lowe	1134 9 th St. SE, Cedar Rapids, IA 52401	319-365-9482	0	No
National Association of Black Journalists	Tanjie Newborn	8701-A Adelphi Rd., Adelphi, MD 20783-1716	301-445-7100	0	No
National Association of Broadcasters	Alex Hiltz Sanchez	1771 N St. NW, Washington, DC 20036-2891	202-429-5497	0	No
Northwestern College	Bill Minnick	208 8 th St. SW. Orange City, IA 51041	712-707-7225	0	No
Northwestern University	Lonnie Dunlap	630 Lincoln St., Evanston, IL 60208	847-491-5786	0	No
Scott Community College	Rochelle Carlson	500 Belmont Rd., Bettendorf Rd. Bettendorf, IA 52722	563-441-4020	0	No
Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
University of Dubuque	Deb Clarke	2000 University, Dubuque, IA 52001	563-589-3132	0	No
University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	0	No
University of Missouri	Joseph Johnston	909 Lowry MII, Columbia, MO 65211-6060	573-882-6801	0	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No
University of Wisconsin, Platteville	Helen Reynolds Hadorn	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No
Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trusblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

5) Job Title: Producer-KWQW

Referral Source(s) of Hiree: Internal Promotion

5) Job Title: Account Executive

Referral Source(s) of Hiree: Exigent Circumstances

Due to exigent circumstances, full recruitment was not conducted for this vacancy.

5) Job Title: Account Executive

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)
Citadel Email Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Citadel Radio Advertising	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	4	No
Citadel Website Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No

5) Job Title: Account Executive

Referral Source(s) of Hiree: 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)
Citadel Email Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Citadel Radio Advertising	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	5	No
Des Moines Help Wanted	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Citadel Website Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No

5) Job Title: Account Executive

Referral Source(s) of Hire: 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)
Citadel Email Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Citadel Radio Advertising	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	3	No
Des Moines Help Wanted	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Citadel Web Site Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No

5) Job Title: Account Executive/Assistant Sales Manager

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)
Citadel Email Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Citadel Radio Advertising	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	3	No
Des Moines Help Wanted	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Citadel Web Site Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
All Access	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No

6) Total # of Interviewees Referred: For the period from September 23, 2005 to September 22, 2006, this Employment Unit interviewed 18 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: Established Internship Program

Citadel has established an annual internship program designed to assist members of the community in acquiring skills needed for broadcast employment. In 2006, Citadel had two interns who completed four-month internships between May & September. The interns worked between fifteen and thirty hours per week and were supervised by Program Directors, the Director of Sales and the Promotions/Marketing Director.

The internship program is open to any college or junior college student who has an interest in broadcasting. Interns are involved in day-to-day events of the radio stations. This includes, but is not limited to: planning and executing promotions, training and hands on work with studio broadcast equipment, training with the sales staff regarding advertising sales, and assisting with remote broadcasts of various stations.

(b) Initiative: Participated in Station Designed Activity

Citadel also participated in an activity designed to further the goal of disseminating information as to employment opportunities in broadcasting to potential job candidates who might otherwise be unaware of such opportunities. On November 17, 2005, Citadel provided training and education to six students from William Penn University working directly with the Professor of Communications to give the students a better understanding of every facet available within the broadcasting field. These students spent two hours at Citadel and were educated in every department. These meetings were attended and hosted by the programming, production, traffic and sales departments.

(c) Initiative: Participated in Program Sponsored by Educational Institution

On November 28, 2005, Michael Hope, National Sales Manager spoke to a communications class at Drake University regarding programming and sales careers and how they interact with each other. He presented the class with information on job opportunities within the EU and how to reach their goals. He explained the internship program already in place established by Citadel and the benefits of hands on experience to determine the department best suited for each student or potential candidate.

(d) Initiative: Participated in Job Fairs

1 On February 22, 2006, Citadel participated in the Hamilton College Career Fair held at the college between 11am and 6pm to be able to speak with day and evening students. The Operations Manager and Director of Sales staffed a booth, where they educated interested parties on the nature of radio broadcasting work and employment opportunities in radio. They answered questions, handed out career opportunities information and accepted employment applications and resumes on-site.

2 On September 13, 2006, Citadel participated in the Greater Des Moines Partnership's Multicultural Reception and Mini Job Fair at the Carver Center at Pioneer Hi-Bred International in Johnston between 4:30pm and 7:30pm working closely with the Diversity Development Director to help educate the Latino community on the nature of radio broadcasting work and employment opportunities in radio. The booth was staffed by the Operations Manager and Director of Sales.

(e) Initiative: Training to Management Level Personnel

1. On October 21, 2005 we held a meeting with the Company Compliance Director to discuss methods of ensuring equal employment opportunities and preventing discrimination. This educational meeting was attended by the Vice President/Market Manager, Business Manager/HR, Operations Manager, Director of Sales, National Sales Manager, Program Directors and Webmaster.

2. All management level employees of Citadel Broadcasting Company, including those in the Employment Unit, attended an employment discrimination training session conducted by Citadel's corporate HR Director. The training session addressed compliance with the Americans with Disabilities Act ("ADA"), recognizing factors that contribute to a hostile work environment and other means to prevent discrimination in the workplace. The training session was conducted during the Citadel Managers Meeting, which was held October 9-11, 2005.

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 23, 2004 to September 22, 2005.

1) Employment Unit: Citadel Broadcasting Company- Des Moines, Iowa

2) Unit Members (Stations and Communities of License): **KGGO(FM), Des Moines, IA**
KHKI(FM), Des Moines, IA
KBGG(AM), Des Moines, IA
KJJY(FM), West Des Moines, IA
KWQW(FM), Boone, IA

3) EEO Contact Information for Unit Member:

Mailing Address: Citadel Broadcasting Company 4143 109 th Street Urbandale, IA 50322	Telephone Number: 515-331-9200
	Contact Person/Title: Jack O'Brien, Operations Manager
	E-mail Address: Jack.obrien@citcomm.com

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

Job Title	Recruitment Source Referring Hiree
1. Market Manager-All Stations	Industry Referral
2. Sales Assistant- All Stations	Radio Advertisement
3. Account Executive-All Stations	Radio Advertisement
4. Account Executive-All Stations	External Referral
5. Director of Sales- All Stations	Internal Promotion
6. Hispanic Marketing Specialist-KBGG	Exigent Circumstances
7. Hispanic On-Air Talent- KBGG	Exigent Circumstances
8. System Administrator	Radio Advertisement

Stations KGGO(FM), KHKI(FM), KBGG(AM), KJJY(FM), & KWQW(FM)
are Equal Opportunity Employers.

5) Job Title: Market Manager

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)
Citadel Email Outreach	Kim Wilcox	7201 West Lake Mead Blvd., Suite 400, Las Vegas, NV 89128	702-804-5200	0	NO
Industry Referral/Word of Mouth (vacancy was widely-reported in trade press)	N/A	N/A	N/A	5	NO

5) Job Title: Sales Assistant

Referral Source(s) of Hiree: 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)
Citadel Radio Advertising	Michael Hope	4143 109 th Street , Urbandale, IA 50322	515-331-9200	3	NO

5) Job Title: Account Executive

Referral Source(s) of Hiree: 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)
Citadel Radio Advertising	Michael Hope	4143 109 th Street, Urbandale, IA 50322	515-331-9200	9	NO
Citadel Email Outreach	Michael Hope	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	NO
Hamilton College	Lori Gelhaar	4655 21 st . Street, Urbandale, IA 50323	515-727-2100	0	NO
El Centro Americano	Jenifer Arnold	316 W. 3 rd . Street, Waterloo, IA 50701		0	NO
Grand View College	Megan Hogan	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	NO
Clarke College	Mary Rusell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	NO
Coe College	Judi Dirks	1220 First Ave. NE, Cedar Rapids, IA 52402	319-399-8844	0	NO
Iowa State University	Ann Keigley	1320 Gerdin Business Building, Ames, IA 50011	515-294-2542	0	NO
Grinnell College	Marylys Upah	1127 Park Road, Grinnell, IA 50112		0	NO

Northwestern College	Nancy Landhuis	208 8 th Street, SW, Orange City, IA 51041	712-707-7228	0	NO
Central College	Pat Kitman	812 University, Pella, IA 50219	641-628-5271	0	NO
Augustana College	Kristi Grimmel Becker	639 38 th . Street, Rock Island, IL 61201	309-794-7339	0	NO
Wartburg College	Derek Solheim	100 Wartburg Blvd. Waverly, IA 50677	319-352-8330	0	NO
Iowa Western Community College	Hugh Irwin	2700 College Rd. Council Bluffs, IA 51503	712-325-3390	0	NO
Iowa Wesleyan College	Jeremy Reed	601 N. Main St. Mt. Pleasant, IA 52641	319-385-6367	0	NO
Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5254	0	NO

5) Job Title: Account Executive

Referral Source(s) of Hire: External 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)
Citadel Radio Advertising	Terry Peters	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	NO
Hamilton College	Lori Gelhaar	4655 21 st . Street, Urbandale, IA 50323	515-727-2100	0	NO
El Centro Americano	Jenifer Arnold	316 W. 3 rd Street, Waterloo, IA 50701		0	NO
Grandview College	Megan Hogan	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	NO
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	NO
Coe College	Judi Dirks	1220 First Ave., Cedar Rapids, IA 52402	319-399-8844	0	NO
Iowa State University	Ann Keigley	1320 Gerdin Business Building Ames, IA 50011	515-294-2542	0	NO
Grinnell College	Maryllys Upah	1127 Park Road, Grinnell, IA 50112		0	NO
Northwestern College	Nancy Landhuis	208 8 th Street, SW, Orange City, IA 51041	712-707-7228	0	NO
Central College	Pat Kitman	812 University, Pella, IA 50219	641-628-5271	0	NO
Augustana College	Kristi Grimmel Becker	639 38 th Street, Rock Island, IL 61201	309-794-7339	0	NO
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8330	0	NO
Iowa Western Community College	Hugh Irwin	2700 College Rd., Council Bluffs, IA 51503	712-325-3390	0	NO

Saint Ambrose	Mary Taylor	518 West Locust, Davenport, IA 52803	563-333-6339	0	NO
Iowa Wesleyan College	Jeremy Reed	601 N. Main Street, Mt. Pleasant, IA 52641	319-385-6367	0	NO
Morningside College	Wendy Stevenson	1501 Morningside Ave. Sioux City, IA 51106	712-274-5254	0	NO
Des Moines Register	Kris Huntoon	715 Locust Street, Des Moines, IA 50309	515-284-8339	0	NO

5) Job Title: Director of Sales

Referral Source(s) of Hiree: Internal Promotion

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Terry Peters	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	NO
Des Moines Register	Kris Huntoon	715 Locust Street, Des Moines, IA 50309	515-284-8339	3	NO

5) Job Title: System Administrator

Referral Source(s) of Hiree: 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)
Citadel Radio Advertising	Jack O'Brien	4143 109 th Street, Urbandale, IA 50322	515-331-9200	3	NO
Citadel Email Outreach	Jack O'Brien	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	NO
Hamilton College	Lori Gelhaar	4655 21 st . Street, Urbandale, IA 50323	515-727-2100	5	NO
Coe College	Judy Dirks	1220 First Ave. NE, Cedar Rapids, IA 52402	319-399-8844	0	NO
Iowa State University	Ann Keigley	1320 Gerdin Business Building Ames, IA 50011	515-294-2542	0	NO
Luther College	Virginia Hanson	hansonvi@luther.edu		0	NO
Central College	Pat Kitzman	812 University, Pella, IA 50219	641-628-5271	0	NO

AIB College	Carric Blackburn	carricb@aib.edu	515-246-5342	0	NO
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8330	0	NO

6) Total # of Interviewees Referred: For the period from September 23, 2004 to September 22, 2005, this Employment Unit interviewed 30 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: Established Internship Program

Citadel has established an internship program designed to assist members of the community in acquiring skills needed for broadcast employment. In 2005, Citadel had six interns who completed four-month internships between May and September. The interns worked twenty hours each week and were supervised by Program Directors and the Director of Sales.

The internship program is open to any college or junior college student who has an interest in broadcasting. Interns are involved in day-to-day events of the radio stations. This includes, but is not limited to: planning and executing promotions, training and hands on work with studio broadcast equipment, training with the sales staff regarding advertising sales, and assisting with remote broadcasts of various stations.

(b) Initiative: Participated in Station Designed Activity

Citadel also participated in an activity designed to further the goal of disseminating information as to employment opportunities in broadcasting to potential job candidates who might otherwise be unaware of such opportunities. On October 18 and October 21, 2005, Citadel provided training and education to twelve students from the Southeast Polk Community School District working closely with their Guidance Department to give the students a better understanding of every facet available within the broadcasting field. These students were educated in every department and these meetings were attended and hosted by the programming, production, traffic and sales departments.

(c) Initiative: Participated in Program Sponsored by Educational Institution

On February 18, 2005, Michael Hope Director of Sales spoke to a communications class at Grandview College regarding programming and sales and how they interact with each other. He presented the class with information on job opportunities within the EU and how to reach their goals. He explained the internship program already established by Citadel and the benefits of hands on experience to determine the department best suited for each student or potential candidate.

(d) Initiative: Participated in Job Fair

On March 16, 2005, Citadel participated in the Hamilton College Career Fair held at the college between 11am and 5pm to be able to speak with day and evening students. The Operations Manager and Business Manager staffed a booth, where they educated interested parties on the nature of radio broadcasting work and employment opportunities in radio. They answered questions, handed out career opportunities information and accepted employment applications on-site.