

Federal Communications Commission
Washington, D.C. 20554

Approved by OMB
3060-0922 (September 2002)

FOR FCC USE ONLY

FCC 397

BROADCAST MID-TERM REPORT

FOR COMMISSION USE ONLY
FILE NO.
- 20081001AEA

Legal Name of the Licensee
CITADEL BROADCASTING COMPANY

Mailing Address
**7201 WEST LAKE MEAD BOULEVARD
SUITE 400**

City LAS VEGAS	State or Country (if foreign address) NV	Zip Code 89128 - 8366
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Telephone Number (include area code) 7028045200	E-Mail Address (if available)
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FCC Registration Number 0001595214	Facility ID Number 87105	Call Sign KBGG
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TYPE OF BROADCAST STATION:	Commercial Broadcast Station	Noncommercial Broadcast Station
	<input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	<input type="radio"/> Educational Radio <input type="radio"/> Educational TV

Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Station List

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KBGG	87105	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	DES MOINES, IA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KGGO	12965	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	DES MOINES, IA	<input type="radio"/> Yes <input checked="" type="radio"/> No

KHKI	12966	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	DES MOINES, IA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KJJY	22882	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	WEST DES MOINES, IA	<input type="radio"/> Yes <input checked="" type="radio"/> No
KWQW	30116	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	BOONE, IA	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name CHRISTOPHER J. SOVA, ESQ.		Street Address 2000 K STREET, N.W. SUITE 600	
City WASHINGTON	State DC	Zip Code 20006-1809	Telephone Number 2024298970

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and

correct.	
Signed	Name of Respondent JUDITH A. ELLIS
Title CHIEF OPERATING OFFICER.	Telephone No. (include area code) 7028045200
Date 10/1/2008	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II	
RESPONSIBILITY FOR IMPLEMENTATION	
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:	
Name: STEVE BRILL	Title: OPERATIONS MANAGER
It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.	

Section III	
MID-TERM REPORT	
Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1
Description: EEO REPORTS

Attachment 1

Description

2007 EEO REPORT

2007-2008 EEO REPORT

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
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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 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	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 Hire: 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		isuoms@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 Shinu	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
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
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
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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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Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	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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Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
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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
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5) Job Title: Account Executive

Referral Source(s) of Hire: 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)
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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
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	Phyllis 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 Schomer	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
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
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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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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
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Foundation for Minority Interests in Media	Phyllis 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
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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

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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	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, 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
Craigstlist.org		PO Box 225195 San Francisco, CA. 94122	415-566-6394	1	No
ISU Career Management Services		isuoms@iastate.edu	515-294-2540/2542	0	No
Affinnative 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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Augustaana College	Kristi Ginel 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 Jouchim 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
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Division of Persons with Disabilities	Jill Fuitano	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
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Drake University	Debra Setterdahl	2507 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
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IA Commission on the Status of Women	Charlotte Nelson	Lucas State Office Building, Des Moines, IA 50319	515-281-4461	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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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

(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	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
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 Falitano	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 Martia	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: 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
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 Curlless	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 Fuitano	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	Phyllis 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
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Latino Americano, El Centro		316 W. 3 rd St., Waterloo, IA 50701	319-287-6400	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
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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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
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	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	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
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 Reiners	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	Phyllis 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
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Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No

Luther College	Mark Peitz	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
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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
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Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
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University of Wisconsin, Platteville	Diana Trendt	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	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

5) Job Title: Account Executive

Referral Source(s) of Hire: 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)
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Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
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Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
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Briar Cliff University	Bonnie Shinn	3303 Rebecca, Sioux City, IA 51104	712-279-5455	0	No
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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
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Referral Source(s) of Hire: Des Moines Help Wanted

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Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	4	No
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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.