

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 22, 2006 to May 23, 2007.

1) Employment Unit: CITADEL BROADCASTING COMPANY/GRAND RAPIDS

2) Unit Members (Stations and Communities of License): WBBL-AM, GRAND RAPIDS, MI
WHTS-FM, COOPERSVILLE, MI
WKLQ-FM, GREENVILLE, MI
WLAV-FM, GRAND RAPIDS, MI
WTNR-FM, HOLLAND, MI
WEFG-FM, WHITEHALL, MI
WLAW-FM, NEWAYGO, MI
WLCS-FM, NORTH MUSKEGON, MI
WODJ-AM, WHITEHALL, MI
WVIB-FM, HOLTON, MI

3) EEO Contact Information for Unit Member:

Mailing Address: Citadel Broadcasting Company 60 Monroe Center, NW 3 rd Floor Grand Rapids, MI 49503	Telephone Number: 616/774-8461
	Contact Person/Title: Carole VanderHyde, Regional Business Manager
	E-mail Address: carole.vanderhyde@citcomm.com

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

Job Title	Recruitment Source Referring Hiree
1. WTNR Assistant Program Director – Grand Rapids	All Access
2. WHTS /On Air-Grand Rapids	All Access
3. WHTS Program Director- Grand Rapids	Recruited from Competitor
4. Account Executive (6) All Stations	Various
5. WTNR Co-Host-Grand Rapids	Michigan Association of Broadcasters
6. Sales Assistant-Grand Rapids	Internal Promotion
7. General Sales Manager-Grand Rapids	Internal Transfer from another Market

Stations WBBL, WHTS, WKLQ, WLAV, WTNR, WEFG, WLAW, WLCS, WODJ and WVIB are Equal Opportunity Employers.

5) Job Title: WTNR Assistant Program Director**Referral Source(s) of Hiree: All Access**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Job Market	www.allaccess.com	www.allaccess.com	14	No
All Citadel Properties	Business Managers	Various	Via email	0	Yes
Baker College of Muskegon	Toni Moulatsiotis	Toni.moulatsiotis@baker.edu	231-777-5223	0	Yes
Bethel Pentecostal Church	Congregational Care Office	834 Lake DR SE Grand Rapids, MI 49503	(616) 454-5654	0	No
Calvary Church	Jim Carlson	777 E. Beltline NE Grand Rapids, MI 49525	(616) 956-9377	0	No
Columbia College	Matthew Green	600 S. Michigan Ave Chicago, IL 60605-1996	312-344-7281	0	No
Grand Rapids Community College	Chris Allen	143 Bostwick NE Grand Rapids, MI 49503	616-234-2046	1	No
Grand Rapids Urban League	Placement Office	745 Eastern Ave SE Grand Rapids, MI 49503	616-245-2207	0	No
Grand Valley State University	Placement Office	1 Campus Dr Allendale, MI 49401	616-331-5000	2	No
Hispanic Center of W. Michigan	Emily Aleman	730 Grandville Ave SW Grand Rapids, MI 49503	616-233-0566	0	No
Hispanic Ministries	Community Bulletin Board	671 Davis Ave NW Grand Rapids, MI 49504	616-456-2759	0	No
ITT Technical Institute	Jennifer Hance	4020 Sparks Dr. SE Grand Rapids, MI 49546	Careerservices036@itt-tech.edu	1	Yes
Job Corps of Grand Rapids	Placement Office	110 Hall SE Grand Rapids, MI 49507	616-243-2360	0	No
M.E.S.C.	Job Orders	PO Box 169 Grand Rapids, MI 49501-0169	(616) 456-2183	0	No
Michigan Association of Broadcasters	MAB Job Bank	819 N. Washington Ave Lansing, MI 48906	800-968-7622	6	Yes
NAACP	Hazel Lewis	640 Eastern AVE SE Grand Rapids, MI 49503	616-243-1300	0	No
Specs Howard School of Broadcast	Placement Office	19900 W. 9 Mile Rd Southfield, MI 48075	248-358-9000	0	Yes
Uptown Assembly of God	Congregational Care Ministry	1470 Lake Dr SE Grand Rapids, MI 49506	(616) 776-3710	0	No
Women's Resource Center	Sharon Face	678 Front Ave NW; Suite 180 Grand Rapids, MI 49504	616-458-5443	0	No

5) Job Title: WHTS On Air**Referral Source(s) of Hire: All Access**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	Job Market	www.allaccess.com	www.allaccess.com	5	No
All Citadel Properties	Business Managers	Various	Via email	0	Yes
Baker College of Muskegon	Toni Moulatsiotis	Toni.moulatsiotis@baker.edu	231-777-5223	0	Yes
Bethel Pentecostal Church	Congregational Care Office	834 Lake DR SE Grand Rapids, MI 49503	(616) 454-5654	0	No
Calvary Church	Jim Carlson	777 E. Beltline NE Grand Rapids, MI 49525	(616) 956-9377	1	No
Columbia College	Matthew Green	600 S. Michigan Ave Chicago, IL 60605-1996	312-344-7281	0	No
Grand Rapids Community College	Chris Allen	143 Bostwick NE Grand Rapids, MI 49503	616-234-2046	0	No
Grand Rapids Urban League	Placement Office	745 Eastern Ave SE Grand Rapids, MI 49503	616-245-2207	0	No
Grand Valley State University	Placement Office	1 Campus Dr Allendale, MI 49401	616-331-5000	0	No
Hispanic Center of W. Michigan	Emily Aleman	730 Grandville Ave SW Grand Rapids, MI 49503	616-233-0566	0	No
Hispanic Ministries	Community Bulletin Board	671 Davis Ave NW Grand Rapids, MI 49504	616-456-2759	0	No
ITT Technical Institute	Jennifer Hance	4020 Sparks Dr. SE Grand Rapids, MI 49546	Careerservices036@itt-tech.edu	0	Yes
Job Corps of Grand Rapids	Placement Office	110 Hall SE Grand Rapids, MI 49507	616-243-2360	0	No
M.E.S.C.	Job Orders	PO Box 169 Grand Rapids, MI 49501-0169	(616) 456-2183	1	No
Michigan Association of Broadcasters	MAB Job Bank	819 N. Washington Ave Lansing, MI 48906	800-968-7622	11	Yes
NAACP	Hazel Lewis	640 Eastern AVE SE Grand Rapids, MI 49503	616-243-1300	0	No
Specs Howard School of Broadcast	Placement Office	19900 W. 9 Mile Rd Southfield, MI 48075	248-358-9000	2	Yes
Uptown Assembly of God	Congregational Care Ministry	1470 Lake Dr SE Grand Rapids, MI 49506	(616) 776-3710	0	No
Women's Resource Center	Sharon Face	678 Front Ave NW; Suite 180 Grand Rapids, MI 49504	616-458-5443	0	No

5) Job Title: WHTS Program Director**Referral Source(s) of Hire: Recruited from Competitor**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Citadel Properties	Business Managers	Various	Via email	5	Yes
Baker College of Muskegon	Toni Moulatsiotis	Toni.moulatsiotis@baker.edc	231-777-5223	0	Yes
Bethel Pentecostal Church	Congregational Care Office	834 Lake DR SE Grand Rapids, MI 49503	(616) 454-5654	0	No
Calvary Church	Jim Carlson	777 E. Beltline NE Grand Rapids, MI 49525	(616) 956-9377	0	No
Columbia College	Matthew Green	600 S. Michigan Ave Chicago, IL 60605-1996	312-344-7281	0	No
Grand Rapids Community College	Chris Allen	143 Bostwick NE Grand Rapids, MI 49503	616-234-2046	0	No
Grand Rapids Urban League	Placement Office	745 Eastern Ave SE Grand Rapids, MI 49503	616-245-2207	0	No
Grand Valley State University	Placement Office	1 Campus Dr Allendale, MI 49401	616-331-5000	0	No
Hispanic Center of W. Michigan	Emily Aleman	730 Grandville Ave SW Grand Rapids, MI 49503	616-233-0566	0	No
Hispanic Ministries	Community Bulletin Board	671 Davis Ave NW Grand Rapids, MI 49504	616-456-2759	0	No
ITT Technical Institute	Jennifer Hance	4020 Sparks Dr. SE Grand Rapids, MI 49546	Careerservices036@itt-tech.edu	0	Yes
Job Corps of Grand Rapids	Placement Office	110 Hall SE Grand Rapids, MI 49507	616-243-2360	0	No
M.E.S.C.	Job Orders	PO Box 169 Grand Rapids, MI 49501-0169	(616) 456-2183	0	No
Michigan Association of Broadcasters	MAB Job Bank	819 N. Washington Ave Lansing, MI 48906	800-968-7622	0	Yes
NAACP	Hazel Lewis	640 Eastern AVE SE Grand Rapids, MI 49503	616-243-1300	0	No
Specs Howard School of Broadcast	Placement Office	19900 W. 9 Mile Rd Southfield, MI 48075	248-358-9000	0	Yes
Uptown Assembly of God	Congregational Care Ministry	1470 Lake Dr SE Grand Rapids, MI 49506	(616) 776-3710	0	No
Women's Resource Center	Sharon Face	678 Front Ave NW; Suite 180 Grand Rapids, MI 49504	616-458-5443	0	No

5) Job Title: Account Executive (6) Referral Source(s) of Hiree: (2) Radio Ad/(2) Recruited from Competitor/(1) Unsolicited/(1) 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)
All Citadel Properties	Business Managers	Various	Via email	0	Yes
Baker College of Muskegon	Toni Moulatsiotis	Toni.moulatsiotis@baker.edc	231-777-5223	0	Yes
Bethel Pentecostal Church	Congregational Care Office	834 Lake DR SE Grand Rapids, MI 49503	(616) 454-5654	0	No
Calvary Church	Jim Carlson	777 E. Beltline NE Grand Rapids, MI 49525	(616) 956-9377	0	No
Citadel Broadcasting	Radio Ad	60 Monroe Center NW Grand Rapids, MI 49503	616-774-8461	14	No
Columbia College	Matthew Green	600 S. Michigan Ave Chicago, IL 60605-1996	312-344-7281	0	No
Grand Rapids Community College	Chris Allen	143 Bostwick NE Grand Rapids, MI 49503	616-234-2046	0	No
Grand Rapids Urban League	Placement Office	745 Eastern Ave SE Grand Rapids, MI 49503	616-245-2207	0	No
Grand Valley State University	Placement Office	1 Campus Dr Allendale, MI 49401	616-331-5000	4	No
Hispanic Center of W. Michigan	Emily Aleman	730 Grandville Ave SW Grand Rapids, MI 49503	616-233-0566	0	No
Hispanic Ministries	Community Bulletin Board	671 Davis Ave NW Grand Rapids, MI 49504	616-456-2759	0	No
ITT Technical Institute	Jennifer Hance	4020 Sparks Dr. SE Grand Rapids, MI 49546	Careerservices036@itt-tech.edu	0	Yes
Job Corps of Grand Rapids	Placement Office	110 Hall SE Grand Rapids, MI 49507	616-243-2360	0	No
M.E.S.C.	Job Orders	PO Box 169 Grand Rapids, MI 49501-0169	(616) 456-2183	0	No
Michigan Association of Broadcasters	MAB Job Bank	819 N. Washington Ave Lansing, MI 48906	800-968-7622	1	No
NAACP	Hazel Lewis	640 Eastern AVE SE Grand Rapids, MI 49503	616-243-1300	0	No
Specs Howard School of Broadcast	Placement Office	19900 W. 9 Mile Rd Southfield, MI 48075	248-358-9000	0	Yes
Uptown Assembly of God	Congregational Care Ministry	1470 Lake Dr SE Grand Rapids, MI 49506	(616) 776-3710	0	No
Women's Resource Center	Sharon Face	678 Front Ave NW; Suite 180 Grand Rapids, MI 49504	616-458-5443	0	No

5) Job Title: WTNR On Air**Referral Source(s) of Hiree: Michigan Association of Broadcasters**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Citadel Properties	Business Managers	Various	Via email	0	Yes
Baker College of Muskegon	Toni Moulatsiotis	Toni.moulatsiotis@baker.edu	231-777-5223	0	Yes
Bethel Pentecostal Church	Congregational Care Office	834 Lake DR SE Grand Rapids, MI 49503	(616) 454-5654	0	No
Calvary Church	Jim Carlson	777 E. Beltline NE Grand Rapids, MI 49525	(616) 956-9377	0	No
Columbia College	Matthew Green	600 S. Michigan Ave Chicago, IL 60605-1996	312-344-7281	0	No
Grand Rapids Community College	Chris Allen	143 Bostwick NE Grand Rapids, MI 49503	616-234-2046	0	No
Grand Rapids Urban League	Placement Office	745 Eastern Ave SE Grand Rapids, MI 49503	616-245-2207	0	No
Grand Valley State University	Placement Office	1 Campus Dr Allendale, MI 49401	616-331-5000	0	No
Hispanic Center of W. Michigan	Emily Aleman	730 Grandville Ave SW Grand Rapids, MI 49503	616-233-0566	0	No
Hispanic Ministries	Community Bulletin Board	671 Davis Ave NW Grand Rapids, MI 49504	616-456-2759	0	No
ITT Technical Institute	Jennifer Hance	4020 Sparks Dr. SE Grand Rapids, MI 49546	Careerservices036@itt-tech.edu	0	Yes
Job Corps of Grand Rapids	Placement Office	110 Hall SE Grand Rapids, MI 49507	616-243-2360	0	No
M.E.S.C.	Job Orders	PO Box 169 Grand Rapids, MI 49501-0169	(616) 456-2183	0	No
Michigan Association of Broadcasters	MAB Job Bank	819 N. Washington Ave Lansing, MI 48906	800-968-7622	1	Yes
NAACP	Hazel Lewis	640 Eastern AVE SE Grand Rapids, MI 49503	616-243-1300	0	No
Specs Howard School of Broadcast	Placement Office	19900 W. 9 Mile Rd Southfield, MI 48075	248-358-9000	0	yes
Uptown Assembly of God	Congregational Care Ministry	1470 Lake Dr SE Grand Rapids, MI 49506	(616) 776-3710	0	No
Women's Resource Center	Sharon Face	678 Front Ave NW; Suite 180 Grand Rapids, MI 49504	616-458-5443	0	No

5) Job Title: Sales Assistant**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)
All Citadel Properties	Business Managers	Various	Via email	0	Yes
Baker College of Muskegon	Toni Moulatsiotis	Toni.moulatsiotis@baker.edc	231-777-5223	0	Yes
Bethel Pentecostal Church	Congregational Care Office	834 Lake DR SE Grand Rapids, MI 49503	(616) 454-5654	0	No
Calvary Church	Jim Carlson	777 E. Beltline NE Grand Rapids, MI 49525	(616) 956-9377	0	No
Columbia College	Matthew Green	600 S. Michigan Ave Chicago, IL 60605-1996	312-344-7281	0	No
Grand Rapids Community College	Chris Allen	143 Bostwick NE Grand Rapids, MI 49503	616-234-2046	0	No
Grand Rapids Press	Classifieds	155 Michigan NE Grand Rapids, MI 49503	616-222-5511	12	No
Grand Rapids Urban League	Placement Office	745 Eastern Ave SE Grand Rapids, MI 49503	616-245-2207	0	No
Grand Valley State University	Placement Office	1 Campus Dr Allendale, MI 49401	616-331-5000	0	No
Hispanic Center of W. Michigan	Emily Aleman	730 Grandville Ave SW Grand Rapids, MI 49503	616-233-0566	0	No
Hispanic Ministries	Community Bulletin Board	671 Davis Ave NW Grand Rapids, MI 49504	616-456-2759	0	No
ITT Technical Institute	Jennifer Hance	4020 Sparks Dr. SE Grand Rapids, MI 49546	Careerservices036@itt-tech.edu	0	Yes
Job Corps of Grand Rapids	Placement Office	110 Hall SE Grand Rapids, MI 49507	616-243-2360	0	No
M.E.S.C.	Job Orders	PO Box 169 Grand Rapids, MI 49501-0169	(616) 456-2183	0	No
Michigan Association of Broadcasters	MAB Job Bank	819 N. Washington Ave Lansing, MI 48906	800-968-7622	3	Yes
NAACP	Hazel Lewis	640 Eastern AVE SE Grand Rapids, MI 49503	616-243-1300	0	No
Specs Howard School of Broadcast	Placement Office	19900 W. 9 Mile Rd Southfield, MI 48075	248-358-9000	0	Yes
Uptown Assembly of God	Congregational Care Ministry	1470 Lake Dr SE Grand Rapids, MI 49506	(616) 776-3710	0	No
Women's Resource Center	Sharon Face	678 Front Ave NW; Suite 180 Grand Rapids, MI 49504	616-458-5443	0	No

5) Job Title: General Sales Manager-GR Referral Source of Hiree: Internal transfer from another Citadel Market

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Citadel Properties	Business Managers	Various	Via email	3	Yes
Baker College of Muskegon	Toni Moulatsiotis	Toni.moulatsiotis@baker.edc	231-777-5223	0	Yes
Bethel Pentecostal Church	Congregational Care Office	834 Lake DR SE Grand Rapids, MI 49503	(616) 454-5654	0	No
Calvary Church	Jim Carlson	777 E. Beltline NE Grand Rapids, MI 49525	(616) 956-9377	0	No
Columbia College	Matthew Green	600 S. Michigan Ave Chicago, IL 60605-1996	312-344-7281	0	No
Grand Rapids Community College	Chris Allen	143 Bostwick NE Grand Rapids, MI 49503	616-234-2046	0	No
Grand Rapids Urban League	Placement Office	745 Eastern Ave SE Grand Rapids, MI 49503	616-245-2207	0	No
Grand Valley State University	Placement Office	1 Campus Dr Allendale, MI 49401	616-331-5000	0	No
Hispanic Center of W. Michigan	Emily Aleman	730 Grandville Ave SW Grand Rapids, MI 49503	616-233-0566	0	No
Hispanic Ministries	Community Bulletin Board	671 Davis Ave NW Grand Rapids, MI 49504	616-456-2759	0	No
ITT Technical Institute	Jennifer Hance	4020 Sparks Dr. SE Grand Rapids, MI 49546	Careerservices036@itt-tech.edu	0	Yes
Job Corps of Grand Rapids	Placement Office	110 Hall SE Grand Rapids, MI 49507	616-243-2360	0	No
M.E.S.C.	Job Orders	PO Box 169 Grand Rapids, MI 49501-0169	(616) 456-2183	0	No
Michigan Association of Broadcasters	MAB Job Bank	819 N. Washington Ave Lansing, MI 48906	800-968-7622	0	Yes
NAACP	Hazel Lewis	640 Eastern AVE SE Grand Rapids, MI 49503	616-243-1300	0	No
Specs Howard School of Broadcast	Placement Office	19900 W. 9 Mile Rd Southfield, MI 48075	248-358-9000	0	Yes
Uptown Assembly of God	Congregational Care Ministry	1470 Lake Dr SE Grand Rapids, MI 49506	(616) 776-3710	0	No
Women's Resource Center	Sharon Face	678 Front Ave NW; Suite 180 Grand Rapids, MI 49504	616-458-5443	0	No

6) Total # of Interviewees Referred: For the period from May 22, 2006 to May 23, 2007, this Employment Unit interviewed 87 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.

1. Internship Program

Initiative: CITADEL GRAND RAPIDS INTERNAL INTERNSHIP PROGRAM

January 2006-June 2006-One student intern from Grand Valley State University, Allendale
August 2006-December 2006-One student intern Grand Valley State University, Allendale
October 2006-April 2007- One student intern from Grand Valley State University, Allendale
January 2007-March 2007-One student intern from Aquinas College, Grand Rapids
January 2007-April 2007- One student intern from Grand Valley State University, Allendale
January 2007-April 2007-One student intern from Ferris State University, Big Rapids
January 2007-current-One student intern from Rockford High School

Citadel Grand Rapids runs its own internship program with high school/college students for which students receive school credit. This program is run by the Promotions Director. (These internships are separate from any other internship described in this Report.)

The students in this program typically assist the promotions department. They set up remotes, shadowed on-air broadcasts, created and produced events, assisted in the station's loyal listener programs and other station and other functions.

Three (3) of the interns above were hired and are currently employed part time by Citadel Broadcasting.

2. Participation in Job Fairs

Initiative: MABF CAREER FAIR AT GRAND VALLEY STATE UNIVERSITY

October 9, 2006, Citadel Regional Business Manager represented the stations at a career fair sponsored by the Michigan Association of Broadcasters Foundation held at Grand Valley State University. This career fair was promoted exclusively as a broadcast career fair. A wide variety of students were present as well as other aspiring professionals. Many resumes were received for both on air and other positions. Some were for permanent positions, others for internships.

Initiative: MABF CAREER FAIR AT SPECS HOWARD SCHOOL OF BROADCAST

October 18, 2006, Citadel General Sales Manager represented the stations at a career fair sponsored by the Michigan Association of Broadcasters Foundation held at Specs Howard School of Broadcast in Southfield, Michigan. This career fair was promoted exclusively as a broadcast career fair. Many resumes were received for primarily on air and production positions. Some were for permanent positions, other for internships.

Initiative: GLBC CAREER FAIR AT MICHIGAN ASSOCIATION OF BROADCASTERS

March 14, 2007, Citadel Regional Business Manager represented the stations at a career fair sponsored by the Michigan Association of Broadcasters Foundation held at the Michigan Association of Broadcaster's Conference in Lansing, Michigan. This career fair was promoted exclusively as a broadcast career fair. A wide variety of students were present as well as other aspiring professionals. Many resumes were received for both

on air and other positions. Some were for permanent positions, other for internships. Over 250 students were in attendance.

Initiative: BAKER COLLEGE CAREER FAIR

April 24 2007, WVIB Station Manager represented the stations at a career fair sponsored by Baker College. A wide variety of students were present as well as other aspiring professionals. Many resumes were received for both on air and other positions. Some were for permanent positions, others for internships.

3. Participation in Events and Programs sponsored by educational institutions relating to career opportunities in broadcasting.

Initiative: NORTH MUSKEGON MIDDLE SCHOOL

May 31, 2006, WTNR Morning Show Hosts represented Citadel Broadcasting at a middle school presentation that stressed the importance of a strong educational foundation and how that relates to the broadcasting industry. 65 students were taught about occupations within broadcasting and how what they are learning in school, such as computers, science, drama and business skills would translate to broadcasting. Four teachers were also in attendance. The class got to record "The Pledge of Allegiance" to be played on air.

Initiative: GRAND VALLEY STATE COLLEGE COMMUNICATIONS CLASS

September 28, 2006, General Manager presented to approximately 50 broadcasting students at Grand Valley State University. The topic was WBBL and sports programming. He told students about sales opportunities as related to sports broadcasting. He encouraged students to submit their resumes as we are actively seeking to recruit interns, part time board operators and on site technicians. This visit resulted in two student interns.

Initiative: RAVENNA PUBLIC SCHOOLS JOB SHADOW

October 11, 2006, Citadel WLAV Morning Show hosted two students for job shadow. Job shadow's experience included participation on the "Kevin Matthews Morning Show". The student was interviewed on air and was included in the entire morning show broadcast. Additionally, the student had an opportunity to tour the entire facility.

Initiative: ROCKFORD EAST MIDDLE SCHOOL JOURNALISM CLASS

December 6, 2006, WBBL Program Director represented Citadel Broadcasting by presenting to the 7th and 8th grade journalism class. The topic of the class was careers in broadcasting. He had the opportunity to talk about on air, production and support job available with broadcasting companies.

Initiative: KENTWOOD BOY SCOUTS

February 19, 2007, Promotions Director and Business Manager hosted Boy Scout Pack from Kentwood, Michigan. The pack was given a full tour of the facility including engineering and production. While visiting an on air studio, our visitors were given an opportunity to participate in the show and ask questions about careers in broadcasting.

Initiative: GRAND VALLEY STATE UNIVERSITY SPORTS MARKETING CLASS

March 28 2007, General Manager presented to approximately 42 broadcasting students at Grand Valley State University. The topic was WBBL and sports programming. He was able to tell students about sales opportunities as related to sports broadcasting. He encouraged students to submit their resumes as we are actively seeking to recruit interns, part time board operators and on site technicians. This visit produced an internship.

Initiative: ROCKFORD HIGH SCHOOL JOB SHADOW

March 12, 2007, WBBL Program Director hosted sophomore high school student for duration of his show prep and on air performance of his daily talk show. The student created his own sports update news report for use on the show and participated in the broadcast. Student was present in studio for entire broadcast.

Initiative: FOREST HILLS EASTERN MIDDLE SCHOOL

March 14, 2007, General Manager represented Citadel Broadcasting middle school students in an interactive presentation that stressed the importance of a strong educational foundation and how that relates to the broadcasting industry. 125 students were taught about occupations within broadcasting and how what they are learning in school, such as computers, science, drama and business skills would translate to broadcasting. Many students thought radio only employed on air broadcasters.

Initiative: GRAND VALLEY STATE COLLEGE JOB SHADOW

March 28, 2007, WBBL Program Director hosted a freshman college student for duration of his show prep and on air performance of his daily talk show. The student created his own sports update news report for use on the show and participated in the broadcast. Student was present in studio for entire broadcast.

Initiative: MUSKEGON HEIGHTS HIGH SCHOOL

April 17, 2007, WVIB Air Personality, partnered with Kryus Burks Organization to present a special program at the high school that is designed to give students exposure to the real workforce. A Kryus graduate began an internship in October 2006 and will finish in June 2007.

Initiative: MOKA (Muskegon, Ottawa, Kent & Allegan) TRAINING PROGRAM

April 28, 2007, Account Executive in Muskegon office hosted adult students for a tour of our facility. Topics discussed were how radio works, station formats and demographics. Information was shared on how to obtain careers in radio and what types of jobs are available with proper training. A demonstration of how commercials are produced using sound effects and music was also a featured part of the visit.

Initiative: STUDENT ADVANCEMENT FOUNDATION (SAF)

Ongoing, Citadel Broadcasting is integral in co-sponsorship with the City of Grand Rapids in partnering with schools to promote literacy and the arts. This program involves mentoring students and addressing the educational needs within our community giving us the opportunity to work with children and foster relationships. Through this exposure, many staff members have had the opportunity to share about broadcasting with students and other community members making them aware of opportunities within our industry.