

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2009 to July 22, 2010.

1) **Employment Unit:** Citadel Broadcasting San Francisco

2) **Unit Members (Stations and Communities of License):** KGO (AM) San Francisco
KSFO (AM) San Francisco

3) EEO Contact Information for Unit Member:

Mailing Address: 900 Front Street San Francisco, CA 94103	Telephone Number: 415-954-8100
	Contact Person/Title: Wanetta Doty
	E-mail Address: Wanetta.doty@citcomm.com

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

Job Title	Recruitment Source Referring Hiree
1. <u>Account Executive KSFO</u>	<u>KGO-AM / KSFO-FM Radio Websites</u>
2. <u>Account Executive KGO</u>	<u>Outside Referral</u>
3. <u>Account Executive KGO</u>	<u>KGO-AM / KSFO-FM Radio Websites</u>
4. <u>Sales Assistant/Continuity Back-Up</u>	<u>NCBA Job Fair</u>
5. <u>Newswriter - Producer KGO</u>	<u>Industry Referral</u>
6. <u>Chief Engineer KGO/KSFO</u>	<u>Industry Referral</u>
7. <u>Marketing Coordinator - KSFO/KGO</u>	<u>NCBA Job Fair</u>

6) Total # of Interviewees Referred: For the period from July 23, 2009 to July 22, 2010. This Employment Unit interviewed 78 Interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Job Faire

FALL CAL CAREER CONFERENCE, October 14, 2009, The Claremont Hotel Grand Ballroom, Berkeley, CA. Interviewed participants and gained resumes for a broad range of company positions. In attendance were Sales, Marketing and Programming Directors and their coordinators and assistants.

NCBA JOB FAIR, May 10, 2010 – Parc 55 Hotel, San Francisco, CA – 5:30 -8:30 PM. Interviewed participants and gained resumes for a broad range of company positions. In attendance were General Manager, Sales, Marketing and Programming Directors and their coordinators and assistants.

(b) Initiative: Internships

Our Internship program allows students (Junior/Senior) to learn about careers in Radio. The News and Promotions Departments select interns from a college pool for Fall/Spring/Summer Intern sessions for School credits only.

Promotions Interns: Assist Promotions Department with sponsored events and venues around the bay area during spring and summer months. Interns assist with preparation and execution of these events as well as other promotions- related tasks, as well as update KGO/KSFO Websites.

News Interns: Get valuable hands-on experience in a fast-paced, dynamic atmosphere. KGO interns go out into the field with reporters, work with producers in the newsroom, conduct telephone and in-person interviews with newsmakers, edit audio, write copy for air, and post stories on KGORadio.com.

KGO and KSFO Marketing Coordinators manage all aspects of the Internship program, including Internship postings, interviewing and scheduling the Promotions Interns. The Assistant News Director and News Producers manage News Interns.

The Marketing/Promotions Department's Interns are given an opportunity to chat with the Program, Sales, News, and Engineering Directors to discuss career options. Department heads (Directors) provide individual tours of their respective departments to Interns where they then learn a new skill, including board operating, call screening, sales and engineering.

- KGO – During the period of July, 2009 through July, 2010, KGO Radio had 1 Promotions Intern
- KSFO - During the period of July, 2008 through July, 2009, KGO Radio had 1 promotions Intern
- NEWS - During the period of July, 2008 through July, 2009, KGO News had 1 Intern

(c) Initiative: Students

KGO talk show hosts mentor middle school, high school, and college students on careers in radio broadcasting during their shows. The show airs on Saturday and Sunday 10 PM to 1 AM. The other show airs Monday thru Friday 2 PM to 4 PM. Both hosts spend the first mentoring hour discussing employment in radio. In the second hour mentors meet with the

show producer and engineer, are given board and phone screening instruction, and remain in-studio where they interact with the hosts live and on air.

A local high school Senior chose "Broadcasting" as her senior project and was allowed access to KGO Radio to learn about radio-broadcasting career choices. The student met directly with every department at the station. This student spent 5 weeks acquiring the 30-hours requirement to complete her project. Access included attended Marketing, Sales, News and Programming meetings, interviewing producers, talent, engineers, managers, directors and the station general manager, and recording a mock commercial for the audio presentation.

(d) (d) Initiative: Job Banks Participation

Provides Job Postings for KGO and KSFO employment to: HireVeterens.com, BayAreaJobs.com, YoungRepublicans.com in addition to KGORadio.com and KSFOAM.com.

(e) Initiative: Station Tours and Career Discussions for the Public

Listener Services Coordinator KGO/KSFO or KGO Director of Marketing and Promotions, conduct a 2-hour Radio Career guided tour of the station to College and High School Students as well as selected Listeners:

Tour First Half: Attend an "interactive" News Production Meeting with our News Director, Assistant News Director, Anchors, Producers, Reporters and Intern. Q&A with all department heads: Programming, Sales, Marketing, News, and Engineering, to discuss careers in these areas of radio.

Tour Second Half: View KGO talk program live from EU's Green Room where participants have access to the show producer, engineer and host. And/or watch KSFO Producer/Board Operator produce syndicated programming.

Conducted Tours:

September 17, 2009 - Mass Media Intro: Chabot College students.

July 2, 2009 - Basics of Podcasting: Academy of Art University students

May 25, 2010 – Boy Scouts

(f) Initiative: Job Training/Seminars

On August 28, 2009, Office Manager attended the California Broadcasters Association Sexual Harassment and EEO Seminar hosted by the CBA. Seminar and training was a 2-hour interactive training focused on sexual harassment awareness and prevention.

EEOC MAILING LIST FOR ALL OPENINGS FOR KGO/KSFO

Toni Everett
AFTRA National
Job Opp Bulletin
260 Madison Avenue
NY, NY 10016

Martha E. Zamora
Goodwill Industries
1500 Mission Street
San Francisco, CA 94103

Suzanne O'Connor
Annenberg School – Comm.
USC
3502 Watt Way ASC G12
Los Angeles, CA 90089

E.U. Coordinator
Experience Unlimited
Marketing Dept
8930 Big Horn Blvd.
Elk Grove, CA 95758

Sharon Baskett
Student Employment
Ohlone Comm. College
43600 Mission Blvd.
Fremont, CA 94530

John MCCrudden

Long Island University
Southampton Campus
Southampton, NY 11968

Mary Magee
Workability III
SF City College
1860 Hayes Street
San Francisco, CA 94117

Debra Berrett
Work Exp Coordinator
Solano Comm. College
4000 Suisun Valley Road
Suisun City, CA 94585

NAB Human Resources
1771 N Street NW
Washington, DC 20036

CBA
915 L Street #1150
Sacramento, CA 95814

NCBA
900 Northpoint C-406
San Francisco, CA 94109

NAHP
529 14th St. NW #634
Washington, DC 20045

Filipinos for Affirmative Action
310 8th Street #308
Oakland, CA 94607

Alex Pitcher
NAACP
PO Box 15609
San Francisco, CA 94115

LaEscuelita
314 E. 10th Street
Oakland CA 94115

Asians for Job Oppor.

1222 University Ave
Berkeley, CA 94720

La Raza Information Center
3588 Mission St. #212
San Francisco, CA 94110

Latinos in Communications
110 Pacific Avenue #150
San Francisco, CA 94117

SF Bay Area Urban League
637 Divisadero
San Francisco, CA 94117

Minority Job Bank
5455 Plover
St. Louis, MO 63120

Japanese American Citizens
1765 Sutter Street
San Francisco, CA 94115

Foundation for Minority Interests in Media
825 7th Avenue
New York, NY 10019

Job Leads Coordinator
Drake Beam Morin, Inc.
353 Sacramento ST – 23rd Floor
San Francisco, CA 94111

Marilyn De Ford
The Oakland Career Center
1212 Broadway – Suite 100
Oakland, CA 94612-1805

Laurent Perroud
Jewish Vocational Services
77 Geary #401
San Francisco, C A 94108

Ann McCurdy
Workforce Service Center
Chabot College
25555 Hesperian Blvd.

Hayward, CA 94545

Tammi Mixon
Goodwill Industries
2701 West 10th Street
Antioch, CA 945099

Turning Point Career Center
University YWCA
2600 Bancroft Way
Berkeley, CA 94704

Linda Biggs
Lee Hecht Harison
2121 N. California Blvd.
Walnut Creek, CA 94596

Anna Falkenberg
Liberal Arts Career Serv.
University of Texas/Austin
PO Box 7969
Austin, TX 78713-7969

Ed McCray
SF Public Library
100 Larkin St/Civic Center
San Francisco, CA 94102

Jeannie Zazzi
Center for Independent Living
2539 Telegraph Avenue
Berkeley A 94704

V. "Cookie" Tead
Educationa/Reg Occup Pgrm
Contra Costa County
1250 23rd Street
Richmond, CA 94804

Lanita Pace-Hinton
Dir. Career Serv. UC
Grad School of Journalism
120 N. Gate Hall 5860
Berkeley, CA 94720

Lisa Wanzor

Emp. Coordinator
Chinese for Affirm Action
12 Walter Lum Place
San Francisco, CA 94108

B. A. Black Media Coalition
PO Box 2383
Oakland, CA 94612

Samantha Calamari
Media Alliance
814 Mission Street #205
San Francisco, CA 94103

Lee Hecht Harrison
Job Opportunities
235 Pine Street – 14th Floor
San Francisco, CA 94104

Winnie Forehlich
Career Center
JFK University
1250 Arroyo Way
Walnut Creek, CA 94590

Jennifer Norris

SF City College
John Adams Campus
1860 Hayes Street
San Francisco, CA 94117

Mia Henderson
Young Community Developer
1715 Yosemite Avenue
San Francisco, CA 94124

Chona Cruz
Miramonte
206 California Avenue
Palo Alto, CA 94306

June Foster
Goodwill Placement
1684 7th Street

Oakland, CA 94610

Roby Farlone
Employment Mgr.
Arriba Juntos
Via email

Fresia Camponovvo
Mission Language/Voc
2929 19th Street
San Francisco, CA 94110

Jacky Spencer-Davies
BA Women's & Children's Center
318 Leavenworth
San Francisco, CA 94102

Esther Ramirez
USC School of Journalism
GFS 314, University Park
Los Angeles, CA 90089-1695

Employment Center
Rose Resnick Lighthouse
214 Van Ness Avenue
San Francisco, CA 94102

Mark Reed
Career Center
DeAnza College
21250 Stevens Creek
Cupertino, CA 95014

Email to:

HireVeterans.com

Medialine

AAJA

NAJA

NABJ

Arriba Juntos

[xmontes@arriba juntos.org](mailto:xmontes@arriba-juntos.org)

dtn_jobdev2002@yahoo.com (City College)

breuler@ucsfca.edu

rpm163@psu.edu (Bob Martin – Pen State)

ABC Website

KSFO Website

KGO Website

AWRT Website

Craigslist.