

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2010 to July 22, 2011.

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

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

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

Mailing Address: 900 Front Street, 3 rd floor San Francisco, CA 94111	Telephone Number: (415) 954-8103
	Contact Person/Title: Marnie Tattersall, Business Manager/Controller
	E-mail Address: marnie.tattersall@citcomm.com

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

Job Title	Recruitment Source Referring Hiree
1. Account Executive KSFO	KSFO.com
2. Network Continuity KGO	Industry Referral
3. Executive Assistant KGO	Craig's List
4. National Sales Manager KGO/KSFO	Industry Referral
5. Digital Managing Director KGO/KSFO	Craig's List
6. News & Social Media Director KGO	Former Employee – (re-hired)
7. Program Director KSFO	Internal Promotion
8. Network Continuity KGO/KSFO	Craig's List

Stations KGO-AM and KSFO-AM are Affirmative Action & Equal Opportunity Employers.

4) Full-Time Job Vacancies Filled by Each Station. (cont.)

Job Title	Recruitment Source Referring Hiree
9 Producer, Ron Owens show KGO	Unsolicited application
10 Digital Content Producer KGO/KSFO	Craig's List
11 News Reporter AFTRA KGO	Internal Promotion
12 News Reporter AFTRA KGO	Internal Promotion
13 Account Executive KGO	Internal Promotion
14 Account Executive KGO	Industry Referral
15 Account Executive KGO	Internal Transfer (inter-co)
16 Account Executive KSFO	Station Event
17 Account Executive KSFO	Industry Referral
18 General Manager KGO/KSFO	Internal Promotion
19 News Anchor Mornings KGO	Internal Promotion
20 Newswriter - Producer KGO	Referral/Forme Employee

All job vacancies are posted with each of the following recruitment sources. Recruitment sources that referred interviewees, and the number of interviewees referred, are listed in the table for that respective job vacancy.

EEOC Mailing List for Full-Time Job Postings for KGO/KSFO (as of 7/27/11 Update per M Tattersall)

Email or website postings to:

CA. Employment Development Dept (www.CalJOBS.ca.gov)
A Division of WW.labor.CA.gov

KSFO.com radio website

KGORadio.com radio website

All Citadel stations (via Internal e-mail posting by KGO/KSFO radio Business Manager)

AAJA.org (Asian American Journalists Assn.)

California Broadcasters Assn. (www.yourcba.com)
915 L Street #1150
Sacramento, CA 95814

Craigslist.org

HireVeterans.com (www.hireveterans.com/add_listing/)

Jewish Vocational Services (www.jvs.org)
225 Bush St. #400
San Francisco, C A 94104

Medialine.com

NAJA.com
(Native American Journalists Assn.)

NABJ.org
(National Assn. of Black Journalists)

N. CA. Broadcasters Assn. (www.NCradio.com)
900 Northpoint C-406
San Francisco, CA 94109

U.C. Berkeley, Grad School of Journalism (www.journalism.berkeley.edu/jobs/submit)
120 N. Gate Hall 5860
Berkeley, CA 94720

5 - 1) Job Title: Account Executive KSFO Referral Source(s) of Hiree: KSFO.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KGO-AM / KSFO- AM Websites (ongoing)	KSFO Local Sales Mgr – Melissa Galliani	900 Front St. San Francisco, CA 94111 melissa.galliani@citcomm.com		8	N
NCBA Jobs Fair	KSFO Local Sales Mgr – Melissa Galliani	900 Front St. San Francisco, CA 94111 melissa.galliani@citcomm.com		1	N
All Citadel stations	KSFO Local Sales Mgr – Melissa Galliani	900 Front St. San Francisco, CA 94111 melissa.galliani@citcomm.com		0	N

5 - 2) Job Title: Network Continuity KGO/KSFO Referral Source(s) of Hiree: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Craig's List	KGO/KSFO Director of Sales Deidra Lieberman	900 Front St. San Francisco, CA 94111 Deidra.Lieberman@citcomm.com		1	N
Internal & External Referrals from Industry	KGO/KSFO Director of Sales Deidra Lieberman	900 Front St. San Francisco, CA 94111 Deidra.Lieberman@citcomm.com		3	N
All Citadel stations	KGO/KSFO Director of Sales Deidra Lieberman	900 Front St. San Francisco, CA 94111 Deidra.Lieberman@citcomm.com		0	N

5 - 3) Job Title: Executive Assistant KGO/KSFO Referral Source(s) of Hiree: Craig's List

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Craig's List	KGO/KSFO Director of Sales Deidra Lieberman	900 Front St. San Francisco, CA 94111 Deidra.Lieberman@citcomm.com		3	N
All Citadel stations	KGO/KSFO Director of Sales Deidra Lieberman	900 Front St. San Francisco, CA 94111 Deidra.Lieberman@citcomm.com		0	N

5 - 4) Job Title: National Sales Manager KGO/KSFO Referral Source(s) of Hiree: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal & External Referrals from Industry	KGO/KSFO Director of Sales Deidra Lieberman	900 Front St. San Francisco, CA 94111 Deidra.Lieberman@citcomm.com		9	N
All Citadel stations	KGO/KSFO Director of Sales Deidra Lieberman	900 Front St. San Francisco, CA 94111 Deidra.Lieberman@citcomm.com		0	N

5 - 5) Job Title: Digital Managing Director Referral Source(s) of Hiree: Craig's List

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Craig's List	KGO/KSFO General Manager	900 Front St. San Francisco, CA 94111 Deidra.Lieberman@citcomm.com		4	N
Internal & External Referrals from Industry	KGO/KSFO General Manager	900 Front St. San Francisco, CA 94111 Deidra.Lieberman@citcomm.com		2	N
All Citadel stations	KGO/KSFO General Manager	900 Front St. San Francisco, CA 94111 Deidra.Lieberman@citcomm.com		0	N

5 - 6) Job Title: News & Social Media Director KGO Referral Source(s) of Hiree: Former Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Former Employee – (re-hired)	KGO/KSFO General Manager Deidra Lieberman	900 Front St. San Francisco, CA 94111 Deidra.Lieberman@citcomm.com	Fax: 415-954-4018	1	N

5 -7) Job Title: Program Director KSFO 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)
Internal Promotion	KGO/KSFO General Manager Deidra Lieberman	900 Front St. San Francisco, CA 94111 Deidra.Lieberman@citcomm.com		1	N

5 - 8) Job Title: Network Continuity KGO/KSFO Referral Source(s) of Hiree: Craig's List

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Craig's List	KGO/KSFO General Manager – Deidra Lieberman	900 Front St. San Francisco, CA 94111 Deidra.Lieberman@citcomm.com		8	N
Internal & External Referrals from Industry	KGO/KSFO General Manager – Deidra Lieberman	900 Front St. San Francisco, CA 94111 Deidra.Lieberman@citcomm.com		0	N
All Citadel stations	KGO/KSFO General Manager – Deidra Lieberman	900 Front St. San Francisco, CA 94111 Deidra.Lieberman@citcomm.com		0	N

5 – 9) Job Title: Producer Ron Owens Show KGO Referral Source(s) of Hiree: Unsolicited Application

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Craig's List	KGO Operations Director Jack Swanson	900 Front St. San Francisco, CA 94111 jack.swanson@citcomm.com		5	N
Unsolicited Application	KGO Operations Director Jack Swanson	900 Front St. San Francisco, CA 94111 jack.swanson@citcomm.com		1	N
Internal & External Referrals from Industry	KGO Operations Director Jack Swanson	900 Front St. San Francisco, CA 94111 jack.swanson@citcomm.com		5	N
Unknown	KGO Operations Director Jack Swanson	900 Front St. San Francisco, CA 94111 jack.swanson@citcomm.com		0	N
www.CalJOBS.ca.gov (CA. Employment Development Dept) [A Division of WW.labor.CA.gov]	KGO Operations Director Jack Swanson	900 Front St. San Francisco, CA 94111 jack.swanson@citcomm.com		0	N
All Citadel stations	KGO Operations Director Jack Swanson	900 Front St. San Francisco, CA 94111 jack.swanson@citcomm.com		0	N

5 – 10) Job Title: Digital Content Producer Referral Source(s) of Hiree: Craig’s List

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Craig's List	KGO/KSFO Digital Managing Director – Suzie Larsen	900 Front St. San Francisco, CA 94111 suzie.larsen@citcomm.com		5	N
All Citadel stations	KGO/KSFO Digital Managing Director – Suzie Larsen	900 Front St. San Francisco, CA 94111 suzie.larsen@citcomm.com		0	N

5 – 11) Job Title: News Reporter AFTRA KGO 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)
KGORadio.com	KGO News & Social Media Director – Paul Hosley	900 Front St. San Francisco, CA 94111 Paul.hosley@citcomm.com		6	N
Internal & External Referrals from Industry	KGO News & Social Media Director – Paul Hosley	900 Front St. San Francisco, CA 94111 Paul.hosley@citcomm.com		2	N
Internal Promotion	KGO News & Social Media Director – Paul Hosley	900 Front St. San Francisco, CA 94111 Paul.hosley@citcomm.com		1	N
All Citadel stations	KGO News & Social Media Director – Paul Hosley	900 Front St. San Francisco, CA 94111 Paul.hosley@citcomm.com		0	N

5 - 12) Job Title: News Reporter AFTRA KGO Referral Source(s) of Hiree: Internal Promotion (KGO.com)

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KGORadio.com	KGO News & Social Media Director – Paul Hosley	900 Front St. San Francisco, CA 94111 Paul.hosley@citcomm.com		6	N
Internal & External Referrals from Industry	KGO News & Social Media Director – Paul Hosley	900 Front St. San Francisco, CA 94111 Paul.hosley@citcomm.com		2	N

All Citadel stations	KGO News & Social Media Director – Paul Hosley	900 Front St. San Francisco, CA 94111 Paul.hosley@citcomm.com		0	N
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5 - 13) Job Title: Account Executive KGO Referral Source(s) of Hire: 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)
Internal Promotion	KGO/KSFO Local Sales Manager – Robert Rossi	900 Front St. San Francisco, CA 94111 robert.rossi@citcomm.com		1	N
Internal & External Referrals from Industry	KGO/KSFO Local Sales Manager – Robert Rossi	900 Front St. San Francisco, CA 94111 robert.rossi@citcomm.com		3	N
Craig's List	KGO/KSFO Local Sales Manager – Robert Rossi	900 Front St. San Francisco, CA 94111 robert.rossi@citcomm.com		6	N
All Citadel stations	KGO/KSFO Local Sales Manager – Robert Rossi	900 Front St. San Francisco, CA 94111 robert.rossi@citcomm.com		0	N

5- 14) Job Title: Account Executive KGO 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)
Internal & External Referrals from Industry	KGO/KSFO Local Sales Manager – Robert Rossi	900 Front St. San Francisco, CA 94111 robert.rossi@citcomm.com		5	N
Craig's List	KGO/KSFO Local Sales Manager – Robert Rossi	900 Front St. San Francisco, CA 94111 robert.rossi@citcomm.com		7	N
All Citadel stations	KGO/KSFO Local Sales Manager – Robert Rossi	900 Front St. San Francisco, CA 94111 robert.rossi@citcomm.com		0	N

5 – 15) Job Title: Account Executive KGO Referral Source(s) of Hiree: Internal Transfer (inter-co)

(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 stations Citadel Internal Job Postings/KGORadio.com	KGO/KSFO Local Sales Manager – Robert Rossi	900 Front St. San Francisco, CA 94111 robert.rossi@citcomm.com		1	N
Internal & External Referrals from Industry	KGO/KSFO Local Sales Manager – Robert Rossi	900 Front St. San Francisco, CA 94111 robert.rossi@citcomm.com		3	N
Craig's List	KGO/KSFO Local Sales Manager – Robert Rossi	900 Front St. San Francisco, CA 94111 robert.rossi@citcomm.com		9	N

5 - 16) Job Title: Account Executive - KSFO Referral Source(s) of Hiree: Station Event

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Event	KSFO Local Sales Mgr – Melissa Galliani	900 Front St. San Francisco, CA 94111 melissa.galliani@citcomm.com		1	N
Craig's List	KSFO Local Sales Mgr – Melissa Galliani	900 Front St. San Francisco, CA 94111 melissa.galliani@citcomm.com		7	N
All Citadel stations	KSFO Local Sales Mgr – Melissa Galliani	900 Front St. San Francisco, CA 94111 melissa.galliani@citcomm.com		0	N

5 - 17) Job Title: Account Executive - KSFO Referral Source(s) of Hiree: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Craig's List	KSFO Local Sales Mgr – Melissa Galliani	900 Front St. San Francisco, CA 94111 melissa.galliani@citcomm.com		10	N
Internal & External Referrals from Industry	KSFO Local Sales Mgr – Melissa Galliani	900 Front St. San Francisco, CA 94111 melissa.galliani@citcomm.com		1	N

All Citadel stations	KSFO Local Sales Mgr – Melissa Galliani	900 Front St. San Francisco, CA 94111 melissa.galliani@citcomm.com		0	N
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5 - 18) Job Title: General Manager – KGO/KSFO 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)
Internal & External Referrals from Industry – Internal Promotion	Citadel Broadcasting – Farid Suleman	f.suleman@citcomm.com		1	N

5 - 19) Job Title: News Anchor Mornings - KGO 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)
Internal promotion	KGO/KSFO General Manager – Deidra Lieberman	900 Front St. San Francisco, CA 94111 Deidra.Lieberman@citcomm.com		1	N

5 - 20) Job Title: NewsWriter-Producer - KGO Referral Source(s) of Hiree: Referral/Former Employee

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
KGORadio.com	KGO News Director– Ken Berry	900 Front St. San Francisco, CA 94111 ken.berry@citcomm.com		1	N
HireVeterans.com	KGO News Director– Ken Berry	900 Front St. San Francisco, CA 94111 ken.berry@citcomm.com		0	N
Lighthouse for the Blind	KGO News Director– Ken Berry	900 Front St. San Francisco, CA 94111 ken.berry@citcomm.com		0	N
Unknown	KGO News Director– Ken Berry	900 Front St. San Francisco, CA 94111 ken.berry@citcomm.com		0	N
Internal & External Referrals from Industry –	KGO News Director– Ken Berry	900 Front St. San Francisco, CA 94111 ken.berry@citcomm.com		8	N

All Citadel stations	KGO News Director- Ken Berry	900 Front St. San Francisco, CA 94111 ken.berry@citcomm.com		0	N
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6) **Total # of Interviewees Referred:** For the period from July 23, 2010 to July 22, 2011, this Employment Unit interviewed 139 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

(a) **Initiative: Job Fairs**

Fall Cal Career Fair Expo: Nov 9, 2010, Claremont Hotel, Berkeley; 7-9 p.m. Interviewed participants and accepted resumes for a broad range of company positions. In attendance were members of the Sales and Marketing departments, who have substantial responsibility in making hiring decisions.

NCBA Job Fair: April 20, 2011, San Francisco; 5:30 – 8:30pm. Interviewed participants and accepted resumes for a broad range of company positions. In attendance were members of the Sales, Marketing and Programming departments, who have substantial responsibility in making hiring decisions.

(b) **Initiative: Internship Program**

The Employment Unit's Internship program accepts college students (Juniors/Seniors) to learn about careers in Radio in return for college credit. The News and Promotions departments select interns from a college pool for Fall/Spring/Summer Intern sessions. Interns work under the supervision of the News and Promotions departments

Marketing/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, and 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. Programming coordinators or individual talk hosts manage interns as well.

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.

During the period of July, 2010 through July, 2011:

- a. KGO/KSFO Marketing/Promotions had 8 Interns
- b. KGO News had 3 Interns
- c. KGO Programming had 3 Interns

(c) **Initiative: Station Event for careers**

KGO hosted a **Girls Night Out** on Sept 18, 2010 at the Sofitel Hotel in Redwood City from 1am – 1pm. That event included a special Career Seminar with KGO's Career Counselor - Talk Host Marty Nemko. During this event many women attendees were exposed to our outreach and the opportunities for careers that are available in radio and media.

(d) **Initiative: Job Banks Participation**

Provides Job Postings for KGO and KSFO employment to: HireVeterens.com, BayAreaJobs.com, NCBA, Craig'sList.com, and all Citadel sister stations; in addition to KGORadio.com and KSFOAM.com.

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

KGO/KSFO Marketing/Promotions managers regularly conduct 2-hour Radio Career guided tours 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 the 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 included but were not limited to:

September 17, 2010 - Mass Media Intro: Chabot College students.

May 2011 – Autism Speaks (10 participants)

Additionally the stations’ General Manager spoke at the 22nd Annual PBWC (Professional Business Women’s Conference) in May 2011 at the Moscone Center at which she extolled the possibilities of rewarding careers in the radio and related media businesses and thus engaged in outreach to many of the younger attendees to the prospect of careers in this field, and negotiating one’s way through one’s career.