

**Radio One, Inc. – Washington, DC**  
**WKYS-FM, WMMJ-FM, WPRS-FM, WOL-AM and WYCB-AM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2015 – May 31, 2016 [1]**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRS�”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Candidates Interviewed (RS)</b>	<b>RS Referring Hiree</b>
Account Executive (5/26/2015)	1-35, 38, 48	3[RS#35(1), RS#38(1), RS#48(1)]	35
Account Executive (6/22/2015)	1-35, 38	3[RS#38(3)]	38
Promotions Coordinator (9/8/2015)	1-35, 37, 38	6[RS#35(3) RS#37(1), RS#38(2)]	35
Producer (9/8/2015)	1-35, 37, 38, 43	4[RS#38(2), RS#35(1), RS#43(1)]	38
Integrated Marketing/ Sales Coordinator (9/21/2015)	1-35, 38	3[RS#35(1), RS#38(2)]	38
Local Sales Manager (1/4/2016)	1-35, 37, 38	4[RS#37(2), RS#38(2)]	38
Local Sales Manager (1/9/2016)	1-35, 37, 38, 43	3[RS#37(1), RS#38(1), RS#43(1)]	37
		<b>Total Candidates Interviewed---</b>	<b>26</b>

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	American Women in Radio and Television 8405 Greensboro Drive, Ste. 800 McLean, VA 22102 info@allwomeninmedia.org	Y	0
2	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 National@aaaja.org	Y	0
3	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 info@womcom.org	Y	0
4	Black Broadcasters Alliance 3474 William Penn Hwy. Pittsburgh, PA 15235 webmaster@thebba.org	Y	0
5	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 ccnmainfo@ccnma.org	Y	0
6	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 nahj@nahj.org	Y	0
7	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Fax: (404) 523-5467 bcrmail@aol.com	Y	0

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8	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 nabobinfo@nabob.org	Y	0
9	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: 301-445-7101 sberry@nabj.org	Y	0
10	National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, VA 22182 Fax: (703) 893- 2414 info@namme.org	Y	0
11	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	Y	0
12	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 info@nlgja.org	Y	0
13	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	Y	0
14	South Asian Journalists Association	Y	0
15	Ohio Center for Broadcasting 9885 Rockside Road Cleveland, OH 44125 gary@beonair.com	Y	0
16	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	Y	0

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17	Detroit Regional Workforce Fund Fax: 313.226.9227 gabriela.dorantes@liveunitedsem.org	Y	0
18	Employment Connection Fax: 314.333.3674 pmckinney@employmentstl.org	Y	0
19	Falls Church Skill Source Center Fax: 705.752.1609 sarah.scott@myskillsource.org	Y	0
20	Jubilee Jobs, Inc. Fax: 202.667.8833 jconerly@jubileejobs.org	Y	0
21	Michigan Veterans Foundation Fax: 313.831.7120 mvf002@earthlink.net	Y	0
22	Texas Veterans Commission Fax: 214.819.2880 yolanda.williams@dallascounty.org	Y	0
23	Urban League of Philadelphia Fax: 215.468.8078 robinbailey@ucsep.org	Y	0
24	Veterans Workforce Investment Program Way Station, Inc. Fax: 301.620.2925 vfuchs@waystationinc.org	Y	0
25	Indianapolis Urban League, Inc. Fax: 317.693.7613 ksimmons@indplsul.org	Y	0
26	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 clee@sharesinc.org	Y	0
27	Charlotte Area Fund Fax: 704.344.1655 isaacc@charlotteareafund.org	Y	0

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28	The American Legion Department Of NC Fax: 919.832.6428 nclegion@nc.rr.com	Y	0
29	Columbus Urban League Fax: 614.257.6316 dowens@cul.org	Y	0
30	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	Y	0
31	Southern Methodist University hegicalendar@smu.edu	Y	0
32	Texas Department of Assistive & Rehabilitative Services ron.fleming@dars.state.tx.us	Y	0
33	Women's Center of Tarrant County Inc. Fax: 817.927.0694 cfannin@womenscentertc.org	Y	0
34	Texas Association of Broadcasters Teresa@tab.org	Y	0
35	Corporate Website – <a href="http://www.radio-one.com">www.radio-one.com</a>	N	6
36	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
37	Internal Promotion/ Internal Candidate	N	4
38	Internal Referral/ /Employee Referral	N	13
39	Industry Referral	N	0
40	Market Websites - <a href="http://kysdc.com/">http://kysdc.com/</a> , <a href="http://mymajicdc.com/">http://mymajicdc.com/</a> , <a href="http://woldcnews.com/">http://woldcnews.com/</a> , <a href="http://praisedc.com">http://praisedc.com</a> , and <a href="http://myspiritdc.com">http://myspiritdc.com</a> .	N	0
41	Local Newspaper	N	0
42	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
43	Internet Recruitment – <a href="http://www.monster.com">www.monster.com</a> , <a href="http://www.bcfm.com">www.bcfm.com</a> , <a href="http://www.allaccess.com">www.allaccess.com</a> , <a href="http://www.indeed.com">www.indeed.com</a> , <a href="http://www.hotjobs.com">www.hotjobs.com</a> , <a href="http://www.linkedin.com">www.linkedin.com</a> , <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> .	N	2
44	On-Air Recruitment	N	0
45	Temporary Agency	N	0
46	Rehire of Former Employee	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
47	Intern	N	0
48	Career Fair	N	1
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>26</b>

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<b><u>Internship Program</u></b>	WKYS-FM, WMMJ-FM, WPRS-FM, WYCB-AM and WOL-AM fosters a comprehensive Internship program for college students. Students have the opportunity to get hands on experience while earning college credit. This program incorporates training in all areas of the radio station: Sales, Production, Business, On-air, and Marketing/Promotions.
2	<b><u>Website Recruitment</u></b>	For local job vacancies, WKYS-FM, WMMJ-FM, WYCB-AM, WPRS-FM and WOL-AM referred listeners and potential employees to the Corporate website <a href="http://www.radio-one.com">www.radio-one.com</a> .
3	<b><u>Mentorship Program</u></b>	On-going Radio One Mentorship Program - dedicated to developing employees who have demonstrated the potential to grow into a General Manager role within Radio One in the short term (1-3 years). Radio One has developed a company-sponsored mentorship program to meet the company's goals of developing talent pool and increasing diversity within the leadership structure.
4	<b><u>Performance Management Training</u></b>	During the reporting period, online trainings were held for managers and non-managers to review the Company's performance management process which included writing fair, specific and concise performance evaluations.
5	<b><u>Sexual Harassment/Anti-Harassment Training</u></b>	During the reporting period, online trainings were held for managers and non-managers to provide an understanding of what sexual harassment/ anti-harassment is, and what to do if they experience or observe it in the workplace.
6	<b><u>Management/ Personnel Training</u></b>	All sales and department managers attended a

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		retreat for training and team building on September 2015.
7	<u><b>Career Fair</b></u>	Stations participated in Department of Human Services Food Stamp and Education Fair on December 5, 2015 at The Arc: Town Hall Education Arts Recreation Campus South East by collecting resumes.
8	<u><b>Career Day</b></u>	Station representative offered Career Day presentation and opportunities in the broadcast industry on June 10, 2015 at the Concord Elementary School, District Heights Maryland.
9	<u><b>Career Day</b></u>	Station representative offered Career Day presentation and opportunities in the broadcast industry on May 29, 2015 Cherokee Lane Elementary School in Adelphi, Maryland.
10	<u><b>Career Day</b></u>	Station representative offered Career Day presentation and opportunities in the broadcast industry on October 2, 2015 at Francis Scott Key Elementary School in District Heights, Maryland.
11	<u><b>Career Day</b></u>	Station representative offered Career Day presentation and opportunities in the broadcast industry on March 18, 2016 at Forestville High School in Forestville, Maryland.
12	<u><b>Career Day</b></u>	Station representative offered Career Day presentation and opportunities in the broadcast industry on March 23, 2016 Career Day at Tulip Groove Elementary School in Bowie, Maryland.
13	<u><b>Professional Development Day</b></u>	Station representative offered Professional Development Day presentation and opportunities in the broadcast industry on January 20, 2016 at Ballou High School in Washington, DC.
14	<u><b>Job Fair</b></u>	Stations participated in Career Fair on September 28, 2015 at the DC Armory in Washington, DC, by collecting resumes.
15	<u><b>Career Fair</b></u>	Stations participated in a two day Career Fair on June 2015 at Howard University with Media Sales Institute, by recruiting college graduates, providing mentorship, and conducting interviews for potential hire.

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16	<u>Career Fair</u>	Stations participated in Career Fair held in Columbia Park Elementary School Landover, Maryland on May 29, 2015 by collecting resumes and giving information the broadcast industry.
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