

Radio One, Inc. – Columbus, OH
WCKX-FM and WXMG-FM
EEO PUBLIC FILE REPORT
June 1, 2013 – May 31, 2014 [1]

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	American Women in Radio and Television 8405 Greensboro Drive, Ste. 800 McLean, VA 22102 (703) 506-3266 Fax info@allwomeninmedia.org	Y	0
2	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 (415) 346-6343 Fax nationa@aja.org	Y	0
3	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 (410) 544-4640 Fax info@womcom.org	Y	0
4	Black Broadcasters Alliance 3474 William Penn Hwy. Pittsburgh, PA 15235 (412) 829-0313 Fax webmaster@thebba.org	Y	0
5	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 (213) 743-4989 Fax ccnmaininfo@ccnma.org	Y	0
6	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 (202) 662-7144 Fax nahj@nahj.org	Y	0

[1] This report provides recruitment data collected from May 18, 2013 through May 16, 2014.

Radio One, Inc. – Columbus, OH
WCKX-FM and WXMG-FM
EEO PUBLIC FILE REPORT
June 1, 2013 – May 31, 2014 [1]

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 (202) 588-1818 info@nljja.org	Y	0
8	Native American Journalist Association University of South Dakota 414 E. Clark Street Vermillion, SD 57069 (866) 694-4264 Fax Najaconf2011@yahoo.com	Y	0
9	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 (402) 472-8675 Fax native@unl.edu	Y	0
10	South Asian Journalists Association C/O Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027	Y	0
11	Ohio Center For Broadcasting 9885 Rockside Road Cleveland, OH 44125 gary@beonair.com	Y	0
12	Corporate Website – www.radio-one.com	Y	5
13	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	Y	0
14	Internal Promotion	Y	0
15	Internal/Employee Referral	Y	14
16	Local Newspaper	Y	0
17	Trade Publication	Y	0
18	Internet Recruitment – www.indeed.com , www.careerbuilder.com , www.linkedin.com	Y	7
19	Recruiter Agency	Y	0
20	Former Employee	Y	0
21	Job Fair	Y	0

[1] This report provides recruitment data collected from May 18, 2013 through May 16, 2014.

Radio One, Inc. – Columbus, OH
WCKX-FM and WXMG-FM
EEO PUBLIC FILE REPORT
June 1, 2013 – May 31, 2014 [1]

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
22	Radio Advertisement	Y	0
23	Industry Referral	Y	0
24	External Candidate	Y	0
25	Texas Association of Broadcasters teresa@tab.org	Y	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			26

[1] This report provides recruitment data collected from May 18, 2013 through May 16, 2014.

Radio One, Inc. – Columbus, OH
WCKX-FM and WXMG-FM
EEO PUBLIC FILE REPORT
June 1, 2013 – May 31, 2014 [1]

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	WCKX-FM and WXMG-FM foster 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	Website Recruitment	For local job vacancies, WCKX-FM and WXMG-FM referred listeners and potential employees to the Corporate website www.radio-one.com .
3	Mentorship Program	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	Career Day(s)	City School Tour- On-air talent goes out to inner city high schools in the city several times a year to discuss broadcasting careers and give words of motivation and encouragement. Locations and Dates: September 21, 2013 at Alum Creek State Park, September 28, 2013 at City Hall Downtown, December 1, 2013 at the King Arts Complex, January 17, 2014 at YMCA Downtown, January 23, 2014 at NAB, March 14, 2014 at Young Scholar Preparatory, April 6, 2014 at Columbus State Workforce Development Bldg, May 12, 2014 at South High School, and May 15, 2014 at Windsor STEM Academy

[1] This report provides recruitment data collected from May 18, 2013 through May 16, 2014.

Radio One, Inc. – Columbus, OH
WCKX-FM and WXMG-FM
EEO PUBLIC FILE REPORT
June 1, 2013 – May 31, 2014 [1]

5	Job Fair	Child Development Center of Franklin County Job Fair with the Franklin County Commissioners Job Fair on May 17, 2014.
6	Job Fair	Central Ohio Workforce Investment Corporation with the Franklin County Commissioners Job Fair held on February 6, 2014 at Veteran’s Memorial.
7	Career Day	Program Director was the keynote speaker and host of the Child Development of Franklin County luncheon in May 2014.
8	Career Day	Business office participated in Junior Achievement Biztown, a day where 5 th graders managed and operated various businesses such as a radio station February 14, 2014 at 68 E 2 nd Avenue.
9	Performance Management Training	The purpose of the training held in January 2014 was to provide managers with a review of the Company’s performance management process to include writing fair, specific, and concise performance evaluations.
10	Journalism/ Broadcasting Scholarship	Nia Noelle, on-air talent established and operates the Nia Noelle Scholarship Fund to benefit a student wanting to go into the journalism/broadcasting field.

[1] This report provides recruitment data collected from May 18, 2013 through May 16, 2014.