

Radio One, Inc. – Detroit, MI
WCHB-AM, WDMK-FM, WGPR-FM and WPZR-FM
EEO PUBLIC FILE REPORT
June 1, 2011 – May 31, 2012 [1]

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Number of Candidates Interviewed (RS)	RS Referring Hiree
Production Assistant	2-6,9,12-25	6[RS#17 (5), RS#19 (1)]	19
Assistant Program Director	2-6,9,12-25	5[RS#17 (1), RS#20 (4)]	17
On Air Talent	2-6,9,12-25	3[RS#18 (2), RS#20 (1)]	20
Program Director (2)	2-6,9,12-25	8[RS#17(3), RS#18(1),RS# 19 (2),RS#20 (1), RS#22 (1)]	17(2)
Account Executives (2)	2-6,9,12-25	10[RS#17 (3) RS#18 (1), RS#20 (5), RS # 23 (1)]	17,18
Operations Manager	2-6,9,12-25	1[RS#19 (1)]	19
		Total Candidates Interviewed – 33	

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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	African American Media Incubator 2164 Wisconsin Avenue, NW Washington, DC 20007 (202) 342-6667 Fax	N	0
2	American Women in Radio and Television 8405 Greensboro Drive, Ste. 800 McLean, VA 22102 (703) 506-3266 Fax info@allwomeninmedia.org	Y	0
3	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 (415) 346-6343 Fax national@aja.org	Y	0
4	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
5	Black Broadcasters Alliance 3474 William Penn Hwy. Pittsburgh, PA 15235 (412) 829-0313 Fax webmaster@thebba.org	Y	0
6	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 (213) 743-4989 Fax ccnmainfo@ccnma.org	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302 (404) 523-5467 Fax	N	0
8	National Association of Black Journalists 8701A Adelphi Rd. Adelphi, MD 20783 (301) 445-7101 Fax	N	0
9	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 (202) 662-7144 Fax nahj@nahj.org	Y	0
10	National Association of Minority Media Executives 1921 Gallows Road, Ste. 600 Vienna, VA 22182 (703) 893-2414 Fax	N	0
11	National Black Media Coalition 1738 Elton Road, Ste. 314 Silver Spring, MD 20903	N	0
12	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 (202) 588-1818 info@nlgja.org	Y	0
13	Native American Journalist Association University of South Dakota 414 E. Clark Street Vermillion, SD 57069 (866) 694-4264 Fax Najoconf2011@yahoo.com	Y	0

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14	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 (402) 472-8675 Fax native@unl.edu	Y	0
15	Ohio Center for Broadcasting 9885 Rockside Road Cleveland, OH 44125 gary@beonair.com	Y	0
16	South Asian Journalists Association C/O Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027	N	0
17	Corporate Website – www.radio-one.com	Y	12
18	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	Y	4
19	Internal Promotion/Transfer	Y	4
20	Internal Referral	Y	11
21	MAB Website	Y	0
22	Trade Publication	Y	1
23	Market Websites – www.WCHBNewsDetroit.com www.KissDetroit.com , www.HotHipHopDetroit.com , www.Praise1027Detroit.com	Y	1
24	NAACP Freedom Weekend Job Fair	Y	0
25	Internet Recruitment - www.monster.com , www.bcfm.com , www.alllaccess.com	Y	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			33

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Website Recruitment	For local job vacancies WGPR-FM, WDMK-FM, WPZR-FM and WCHB-AM referred listeners and potential employees to our market websites as well as the Corporate website www.radio-one.com .
2	Sales Training: Win-Win Negotiating	Negotiating skills training to be used with agency and direct clients. – May 4-5, 2011.
3	Career Fair	WHTD-FM, WDMK-FM and WCHB-AM participated in the Super Job Expo hosted by NAACP Freedom Weekend on May 4, 2012.
4	Congressional Black Caucus Job Fair	The market participated in the “For the People” Jobs Initiative held at Atlanta technical College on Thursday, August 18, 2011.
5	Internship Program	WGPR-FM, WDMK-FM, WPZR-FM and WCHB-AM foster a comprehensive Internship program for college students. This program incorporates training in all areas of the radio station: Sales, Production, Business, On-air, and Promotions and Marketing.
6	Mentorship Program	The Radio One Mentorship Program is dedicated to developing employees who have demonstrated the potential for growth into a General Manager role within Radio One in the short term (1-3 years). The mentorship program consists of 5 “mentees” and 5 senior-level “mentors”.
7	Employee Sexual Harassment Awareness – Learn One Course	This course helped participants identify two types of sexual harassment, and recognize behaviors that may be considered sexually harassing in the workplace. Participants also learned about courses of action available to

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		victims, as well as the rights of employees, and the responsibilities of employers relative to sexual harassment in the workplace and in hiring practices – November 30, 2011.
8	Employee Handbook	The purpose of the training was to provide a summary and review of the Radio One, Employee Handbook and Company policies. Policies included instructions on proper interviewing, hiring, recruitment practices, preventing discrimination during this phase and fostering equal employment opportunities.
9	Management Training: Performance Management	The purpose of the training was to provide managers with an overview of Radio One's Performance Management process to include writing fair, specific and concise performance evaluations – March 1, 2012.
10	Management Training: Automated Recruitment and Hiring Process – New Career Website, powered by Taleo	The new Career Website, powered by Taleo, enables us to manage the submission and approval process for all job candidates, manage the background check process, produce offer letters, requisitions, post open positions, receive online job applications, source and screen candidates and efficiently provide new hire paperwork to new employees. All hiring managers were provided with training on how to use the Company's new automated recruiting tool. The system will also assist the Company with the FCC-EEO reporting – January 13, 2012.

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