

Radio One, Inc. – Cincinnati, OH
WDBZ-FM, WIZF-FM, and WOSL-FM
EEO PUBLIC FILE REPORT
June 1, 2013 – May 31, 2014 [1]

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Number of Candidates Interviewed (RS)	RS Referring Hiree
Payroll/Staff Accountant	1-11, 15, 18, 25	11 [RS# 15(1), RS# 18(10)]	15
Account Executive	1-11, 15, 25	5 [RS# 15(5)]	15
Account Executive	1-11, 15, 25	3 [RS# 15(3)]	15
Program Director	1-11, 15, 18, 25	4 [15(3), RS# 18(1)]	15
Sports Anchor/Board Operator	1-11, 12, 15, 18, 25	3 [RS# 12(1), RS# 15(1), RS# 18(1)]	15
Account Executive	1-11, 15, 18, 25	4 [RS# 15(3), RS# 18(1)]	18
General Sales Manager	1-11, 12, 15, 18, 25	3 [RS# 12(1), RS# 15(2)]	15
Account Executive	1-11, 12, 15, 18, 25	6 [RS# 12(1), RS# 15(3), RS# 18(2)]	15
Vice President, General Manager	1-11, 12, 15, 18, 25	7 [RS# 12(2), RS# 15(4), RS# 18(1)]	15
Local Sales Manager	1-11, 15, 18, 25	6 [RS# 15(5), RS# 18(1)]	15
Account Executive	1-11, 15, 18, 25	4 [RS# 15(3), RS# 18(1)]	18
Program Director/On-Air Talent	1-11, 12, 15, 25	3 [RS# 12(1), RS# 15(2)]	15
Account Executive	1-11, 12, 15, 18, 25	7 [RS# 12(4), RS# 15(2), RS# 18(1)]	15
Integrated Marketing Manager	1-11, 12, 18, 25	3 [RS# 12(1), RS# 18(2)]	18
Production and Imaging Director	1-11, 15, 25	1 [RS# 15(1)]	15
Account Executive	1-11, 12, 15, 18, 25	3 [RS# 12(1), RS# 15(1), RS# 18(1)]	18
		Total Candidates Interviewed— 73	

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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	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@aaja.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

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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 Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 (202) 588-1818 info@nlgja.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	12
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	39
16	Local Newspaper	Y	0
17	Trade Publication	Y	0
18	Internet Recruitment – www.indeed.com , www.careerbuilder.com , www.linkedin.com	Y	22
19	Recruiter Agency	Y	0
20	Former Employee	Y	0
21	Job Fair	Y	0

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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			73

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	WDBZ-FM, WIZF-FM, and WOSL-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, WDBZ-FM, WIZF-FM, and WOSL-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	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.
5	Career Fair	Radio One Cincinnati hosted two open house recruitment events in January 2014 and aired commercial announcements to recruit new sales staff which aired December 2013 through January 2014 on all three radio stations.
6	Cincinnati Management Training	General Manager conducted weekly leadership training for all department heads and used <i>Five Levels of Leadership</i> textbook from October, 2013 to April, 2014.

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7	Online Publications	Online publications like Indeed, Monster which lists each upper-level category opening in a job bank of newsletter or media trade groups whose membership includes substantial participation of women and minorities.
8	Youth Career Fair	Throughout 2013-2014, the Stations participated in youth programs where station personnel disseminated information about opportunities in broadcasting to the Boys and Gils Clubs 2013-2014.
9	Station Outreach: Youth Career Day	Dj J Dough gave station tour to girl scouts troop 40249 of College Hill and talked to them about the radio industry during April 2013.
10	Station Outreach: Seniors	Dj J Dough gave station tour to senior residents of Arden Courts in Anderson and talked to them about the radio industry at the Arden Courts in Anderson in June 2013.
11	Station Outreach: Youth Career Day	Dj J Dough gave station tour to students of Cincinnati Recreation Center Day Camp in August 2013 apart of the Cincinnati Recreation Center Day Camp program and talked to them about the radio industry.
12	Station Outreach: Youth Career Day	Don Juan Fa'Sho spoke to high school students about careers in broadcasting at Lakota East High School in January 2013.
13	Station Outreach: Youth Career Day	Will Jones spoke at University of Cincinnati's Communication Department Organization PRSSA on behalf of Radio One promotions department in January of 2014 about how radio ties into PR and his career development in radio.
14	Station Outreach: Youth Career Day	Dj's Young Steff and Dj J Dough played music for grade-school students and interacted by playing games and having dance contests at the Wiz at Rothenburg School in May 2014.

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