

Radio One, Inc. – Cincinnati, OH
WDBZ-FM, WIZF-FM, and WOSL-FM
EEO PUBLIC FILE REPORT
June 1, 2014 – May 31, 2015 [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
Account Executive (2/2/2015)	1-35, 43	4[RS#35(1), RS#43(3)]	43
Continuity Director (6/30/2014)	1-35, 38, 43	3[RS#35(1), RS#38(1), RS#43(1)]	38
Program Director (8/11/2014)	1-35, 37	1[RS#37(1)]	37
Marketing Director (9/2/2014)	1-35, 38, 39, 43	8[RS#35(2), RS#38(4), RS#39(1), RS#43(1)]	38
Station Manager (2/9/2015)	1-35, 37	2[RS#35(7)]	37
Account Executive (1/5/2015)	1-35, 38, 43	3[RS#35(1), RS#38(1), RS#43(1)]	38
Local Sales Manager (1/5/2015)	1-35, 37, 38	5[RS#37(3), RS#38(2)]	38
		Total Candidates Interviewed—	
		26	

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II. MASTER RECRUITMENT SOURCE LIST (MRSLS)

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 info@allwomeninmedia.org	Y	0
2	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 National@aja.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 bermail@aol.com	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
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 – www.radio-one.com	N	5
36	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
37	Internal Promotion/ Internal Candidate	N	6
38	Internal Referral/ /Employee Referral	N	8
39	Industry Referral	N	1
40	Market Websites - http://thebuzzcincy.com/ , http://wiznation.com/ , and http://oldschoolcincy.com/ .	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 – - www.monster.com , www.bcfm.com , www.allaccess.com , www.indeed.com , www.hotjobs.com , www.linkedin.com , www.careerbuilder.com .	N	6
44	On-Air Recruitment	N	0
45	Temporary Agency	N	0
46	Rehire of Former Employee	N	0
47	Intern	N	0
48	Career Fair	N	0

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TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			26

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<u>Internship Program</u>	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	<u>Website Recruitment</u>	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	<u>Mentorship Program</u>	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	<u>Professional Development Training</u>	Manager/Non-Manager Professional Development Training took place in January 2015. Training focused on development in areas such as image and brand, communication, giving/receiving feedback, and managing expectations.
5	<u>Performance Management Training</u>	The purpose of the training held in February 2015 was to provide managers with a review of the Company's performance management process to include writing fair, specific, and concise performance evaluations.
6	<u>Career Day</u>	Station representative offered Career Day presentation and opportunities in the broadcast industry on May 15, 2015.

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