

**Blue Chip Broadcasting, LTD – Cincinnati, OH**  
**WDBZ-AM, WIZF-FM, WMOJ-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2011 - March 31, 2012 [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
Account Executive	1-15	7 [RS # 11 (3), RS #10 (1), RS#16 (2), RS #14 (1)]	14
Assistant Program Director	1-14	2 [RS # 10 (1), RS# 12 (1)]	12
On-Air Talent	1-14	2 [RS # 10 (1), RS# 14 (1)]	14
		Total number of interviews: 11	

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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 info@allwomeninmedia.org	Y	0
2	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 National@aaja.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 Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 info@nlgja.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
8	Native American Journalist Association University of South Dakota 414 E. Clark Street Vermillion, SD 57069 <a href="mailto:najaconf2011@yahoo.com">najaconf2011@yahoo.com</a>	Y	0
9	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 <a href="mailto:native@unl.edu">native@unl.edu</a>	Y	0
10	Industry Referral	Y	3
11	Corporate Website – <a href="http://www.radio-one.com">www.radio-one.com</a>	Y	3
12	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	Y	1
13	Internal Promotion	Y	0
14	Internal Referral	Y	2
15	On-Air Radio Advertisement	Y	2
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			11

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	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 our 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 during this reporting period. The system will also assist the Company with the FCC EEO reporting.
2	Performance Management	The purpose of the training was to provide managers with an overview of company's Performance Management process to include writing fair, specific and concise performance evaluations.
3	Internship Program	WDBZ-AM, WIZF-FM and WMOJ-FM foster a comprehensive Internship program with college students. This program incorporates training in all areas of the radio station: Sales, Production, Business, on-air, and promotions and Marketing. Eight (8) interns participated during this reporting period.
4	On Air/ Website Recruitment	For local job vacancies, stations advertise openings on-air and refer listeners and potential employees to the Corporate website <a href="http://www.radio-one.com">www.radio-one.com</a> . Stations also provide a link to corporate job listings on the station website.
5	Sexual Harassment	This course helps participants identify two types of sexual harassment, and recognize

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		behaviors that may be considered sexually harassing in the workplace. Participants will also learn about courses of action available to victim, as well as the rights of employees, and the responsibilities of employers relative to sexual harassment in the workplace and in hiring practices.
6	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 interview, hiring, and recruitment practices. Policies include instructions on preventing discrimination during this phase and fostering equal employment opportunities.
7	Email Blasts	Email Blasts are sent out bi-monthly to all Radio One employees. It identifies vacancies within the company.

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