

Blue Chip Broadcasting, LTD – Cincinnati, OH
WDBZ-AM, WIZF-FM, WCFN-FM
EEO PUBLIC FILE REPORT
June 1, 2012 - May 31, 2013 [1]

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Number of Candidates Interviewed (RS)	RS Referring Hiree
Continuity Director	1-9, 13, 14, 16	4[RS# 13(1), RS# 14(1), RS# 16(2)]	13
Staff Accountant	1-9, 16	6[RS# 16(6)]	16
Account Executive	1-9, 12, 14, 16	6[RS# 12(1), RS# 14(2), RS# 16(3)]	16
Account Executive	1-9, 12, 14	5[RS# 12(1), RS# 14(4)]	14
Account Executive	1-9, 14	3[RS# 14(3)]	14
Account Executive	1-9, 12, 14, 16	4[RS# 12(1), RS# 14(2), RS# 16(1)]	16
Account Executive	1-9, 12, 14, 15, 16	6[RS# 12(1), RS# 14(2), RS# 15(1), RS# 16(2)]	14
Sports Anchor/Board Operator	1-9, 14, 16	3[RS# 14(1), RS# 16(2)]	14
Sports Anchor/Board Operator	1-9, 12, 14, 16	4[RS# 12(1), RS# 14(2), RS# 16(1)]	12
Sports Anchor/Board Operator	1-9, 11, 14, 16	3[RS# 11(1), RS# 14(1), RS# 16(1)]	14
Production and Imaging Director	1-9, 16, 17	3[RS# 16(2), RS# 17(1)]	17
Promotions Director	1-9, 16	6[RS# 16(6)]	16
Afternoon Talk Show Host - Sports	1-9, 11, 14, 16	4[RS# 11(1), RS# 14(2), RS# 16(1)]	14
Program Director	1-9, 13, 14, 16	4[RS# 13(1), RS# 14(2), RS# 16(1)]	13
General Sales Manager	1-9, 11, 13, 14, 16	4[RS# 11(1), RS# 13(1), RS# 14(1), RS# 16(1)]	13
		Total number of interviews: 65	

[1] This report provides recruitment data collected from May 21, 2012 through May 17, 2013.

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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 najaconf2011@yahoo.com	Y	0
9	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	Y	0
10	Industry Referral	Y	0
11	Corporate Website – www.radio-one.com	Y	3
12	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	Y	5
13	Internal Promotion	Y	3
14	Internal/Employee Referral	Y	23
15	On-Air Radio Advertisement	Y	1
16	Internet Recruitment – www.indeed.com , www.monster.com , www.careerbuilder.com , www.allaccess.com , www.google.com	Y	29
17	Local Newspaper – Cincinnati Enquirer	Y	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			65

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	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 and was held on January 24, 2013.
2	Career Fair	WDBZ-AM, WIZF-FM and WCFN-FM participated in the CommCeleb Career at the University of Cincinnati on April 23, 2013.
3	Career Fair	WDBZ-AM, WIZF-FM and WCFN-FM participated in the Advance Career Fair at the University of Cincinnati in October 2012.
4	Community Outreach	WIZF hosts its Annual College Tour in August and September and participates in various events and programs sponsored by educational institutions relating to career opportunities in broadcasting.
5	Community Outreach	On-air personality Don Juan Fa'Sho spoke at Lakota East High School on April 19, 2013.
6	Community Outreach	On-air personality Don Juan Fa'Sho spoke at Dohn High School on November 16, 2012.
7	Community Outreach	WCFN-FM Program Director Steve Harris spoke at the Ohio Center for Broadcasting on February 12, 2013.
8	Community Outreach	WDBZ-AM, WIZF-FM and WCFN-FM provide regular station tours for local high schools, colleges, community organizations and non-profits. 2 nd -4 th grade students from College Hill Fundamental Academy Girl Scout Troop toured in April 2013, 6 th -8 th grade students from National Heritage Academy toured in

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		November 2012, and the Cincinnati Recreation Commission Student Job Readiness Program toured in August 2012.
9	Internship Program	WDBZ-AM, WIZF-FM and WCFN-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.
10	On Air/ Website Recruitment	For local job vacancies, stations advertise openings on-air and refer listeners and potential employees to the Corporate website www.radio-one.com . Stations also provide a link to corporate job listings on the station website.
11	Email Blasts	Email Blasts are sent out bi-monthly to all Radio One employees. It identifies vacancies within the company.

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