

**Radio One, Inc. – Charlotte, NC**  
**WQNC-FM and WPZS-FM**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2010-July 31, 2011 [1]**

*Due to an administrative oversight, the licensee failed to timely upload this EEO Report to the station's online public inspection file.*

**I. VACANCY LIST**

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Number of Candidates Interviewed (RS)	RS Referring Hiree
Account Executive	1-26	2 [2(RS#18) ]	18
Account Executive	1-26	3[2(RS#18) 1(RS#19)]	18
Board Operator	1-26	3[1(RS#18) 2(RS#26)	18
Continuity Director	1-26	3[1(RS#18) 2(RS#21)]	18
		Total Candidates Interviewed –[11]	

[1] This report provides recruitment data collected from July 20, 2010 through July 22, 2011.

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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	N	0
3	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 (415) 346-6343 Fax	N	0
4	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 (410) 544-4640 Fax	N	0
5	Black Broadcasters Alliance 3474 William Penn Hwy. Pittsburgh, PA 15235 (412) 829-0313 Fax	N	0
6	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 (213) 743-4989 Fax	N	0
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

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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
9	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 (202) 662-7144 Fax	N	0
10	National Association of Minority Media Executives 1921 Gallows Road, Ste. 600 Vienna, VA 22182 (703) 893-2414 Fax	N	0
11	National Association of Black Owned Broadcasters (Nabob) nabobinfo@nabob.org	N	0
12	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 (202) 588-1818	N	0
13	Native American Journalist Association University of South Dakota 414 E. Clark Street Vermillion, SD 57069 (866) 694-4264 Fax	N	0
14	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 (402) 472-8675 Fax	N	0
15	Connecticut School of Broadcasting (704) 676-5062 csbcharlotte@gocsb.com	N	0
16	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125	Y	0
17	Local Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
18	Company Website (www.radio-one.com)	N	6
19	Internal Referral	N	1
20	Internal Promotion	N	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
21	Internal Transfer	N	2
22	Local Newspaper- Charlotte Observer 600 S. Tryon St. Charlotte NC 28202		
23	Trade Publication	N	0
24	Radio Ads on WQNC/WPZS	N	0
25	Walk In	N	0
26	Carolina School of Broadcasting	N	2
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			11

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Career Fair	Radio One Charlotte (WQNC-FM & WPZS-FM) participated in the Diversity Hiring Expo, on 10/6/10. Radio One Charlotte was also the media sponsor for this event.
<b>2</b>	Website Recruitment	For local job vacancies, WQNC-FM and WPZS-FM refer listeners and potential employees to the Corporate website <a href="http://www.radio-one.com">www.radio-one.com</a>
<b>3</b>	Mentorship Program	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).
<b>4</b>	Internship Program	The market fosters a comprehensive Internship program with college students. This program incorporates training in all areas of the radio station: Sales, Production, Business, on-air, promotions and Marketing.

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