

**Radio One, Inc. – Charlotte, NC**  
**WQNC-FM, WPZS-FM, and WOSF-FM**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2012 – July 31, 2013 [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	1-12, 15-16, 19	3 [1 (RS#15), 1 (RS#16), 1 (RS#19)]	16
Director of Sales	1-12, 15-17, 20	5 [1 (RS#15), 2 (RS#16), 1 (RS#17), 1 (RS#20)]	17
Program Director	1-12, 15, 17	3 [1 (RS#15), 2(RS#17)]	15
Continuity Director	1-12, 15-17, 20	6 [1 (RS#15), 3 (RS#16), 1 (RS#17), 1 (RS#20)]	17
Afternoon Drive Announcer	1-12, 14-17	7 [1 (RS#14), 3 (RS#15), 1 (RS#16), 2 (RS#17)]	14
		Total Candidates Interviewed – 24	

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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 info@allwomeninmedia.org	Y	0
2	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 (415) 346-6343 Fax national@aja.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 ccnmainfo@ccnma.org	Y	0
6	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302 (404) 523-5467 Fax nabobinfo@nabob.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 Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 (202) 662-7144 Fax nahj@nahj.org	Y	0
8	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 (202) 588-1818 info@nljja.org	Y	0
9	Native American Journalist Association University of South Dakota 414 E. Clark Street Vermillion, SD 57069 (866) 694-4264 Fax Najaconf2011@yahoo.com	Y	0
10	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 (402) 472-8675 Fax native@unl.edu	Y	0
11	Ohio/Illinois Center for Broadcasting 9885 Rockside Road #160 Valley View, OH 44125 gary@beonair.com	Y	0
12	Texas Association of Broadcasters 502 East 11 <sup>th</sup> Street, Ste. 200 Austin, TX 78701 (512) 322-0522 Fax teresa@tab.org	Y	0
13	Local Newspaper- Charlotte Observer 600 S. Tryon St. Charlotte NC 28202	N	0
14	Local Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	1

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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
15	Company Website (www.radio-one.com)	N	7
16	Internal Referral	N	7
17	Internal Candidate	N	6
18	Trade Publication	N	0
19	On-Air Recruitment	N	1
20	Internet Recruitment	N	2
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			24

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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 (WOSF-FM & WPZS- FM/WQNC-FM) participated in the Diversity Hiring Expo, on 07/18/12. Radio One Charlotte was also the media sponsor for this event.
<b>2</b>	Career Fair	Radio One Charlotte (WOSF-FM & WPZS- FM/WQNC-FM) participated in and had an on air spot for the Diversity Hiring Expo on 02/17/13.
<b>3</b>	Website Recruitment	For local job vacancies, WQNC-FM, WOSF-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>4</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>5</b>	System Updates for Taleo	The purpose of this training was to provide a description of system updates for the Company's automated recruiting system.
<b>6</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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<b>7</b>	Training – Performance Management	The purpose of this training was to provide managers with an overview of our Company’s Performance Management process to include writing fair, and specific and concise performance evaluations. It was held on January 23, 2013.
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