

Radio One, Inc. – Charlotte, NC
WPZS-FM, WQNC-FM, and WOSF-FM
EEO PUBLIC FILE REPORT
August 1, 2013 – July 31, 2014 [1]

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 Fax info@allwomeninmedia.org	Y	0
2	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 (415) 346-6343 Fax nationa@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 ccnmaininfo@cnma.org	Y	0
6	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 (202) 662-7144 Fax nahj@nahj.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 Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 (202) 588-1818 info@nlgja.org	Y	0
8	Native American Journalist Association University of South Dakota 414 E. Clark Street Vermillion, SD 57069 (866) 694-4264 Fax Najaconf2011@yahoo.com	Y	0
9	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 (402) 472-8675 Fax native@unl.edu	Y	0
10	South Asian Journalists Association C/O Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027	Y	0
11	Ohio Center For Broadcasting 9885 Rockside Road Cleveland, OH 44125 gary@beonair.com	Y	0
12	Corporate Website – www.radio-one.com	N	4
13	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
14	Internal Promotion	N	0
15	Internal/Employee Referral	N	10
16	Local Newspaper	N	0
17	Trade Publication	N	0
18	Internet Recruitment – www.indeed.com , www.careerbuilder.com , www.linkedin.com , www.monster.com	N	3
19	Recruiter Agency	N	0
20	Former Employee	N	0

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21	Radio Advertisement	N	0
22	Industry Referral	N	0
23	External Candidate	N	1
24	Texas Association of Broadcasters teresa@tab.org	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			18

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	The market fosters 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 various areas of the radio stations operation: Sales, Production, Business, On-air, and Marketing/Promotions.
2	Website Recruitment	For local job vacancies, WPZS-FM, WQNC-FM, and WOSF-FM referred listeners and potential employees to the Corporate website www.radio-one.com .
3	Mentorship Program	Radio One Mentorship Program – is 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	Management Training: Taleo Refresher	Taleo is an applicant tracking program that allows hiring managers with training on how to use the Company’s automated recruiting tool. The tool provides managers with the ability to complete a requisition, source candidates and request an offer letter in one system. The system assists the Company with FCC EEO reporting. A refresher training was conducted for an updated overview.
5	Learn One Online Training	Learn One is an in-house online learning resource designed to target growth and enhance learning for Company employees. The training provides courses including time management, effective interviewing, and various other topics.
6	Performance Appraisal Training	In June 2014, a Performance Appraisal training

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		was conducted to ensure a highly qualified and competent work force by encouraging supervisors and employees to discuss job performance and goals on an informal, ongoing basis. This process serves as a tool to enhance employees' professional growth and development through consistent communication and constructive feedback.
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