

Radio One, Inc. – Charlotte, NC
WPZS-FM, WQNC-FM, and WOSF-FM
EEO PUBLIC FILE REPORT
August 1, 2014 – July 31, 2015 [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
Vice President / General Manager (1/5/15)	1-35, 37, 43	5[RS#35(1), RS#37(3), RS#43(1)]	43
Receptionist (3/2/15)	1-35, 37, 43	4[RS#35(1), RS#37(1), RS#43(2)]	35
Account Executive (5/4/15)	1-35, 43	2[RS#35(1), RS#43(1)]	43
Account Executive (5/4/15)	1-35, 43	2[RS#35(1), RS#43(1)]	35
		Total Candidates Interviewed—	
		[13]	

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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 Fax 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@cnma.org	Y	0
6	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 nahj@nahj.org	Y	0
7	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Fax: (404) 523-5467 bcrmail@aol.com	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	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 nabobinfo@nabob.org	Y	0
9	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: 301-445-7101 sberry@nabj.org	Y	0
10	National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, VA 22182 Fax: (703) 893- 2414 info@namme.org	Y	0
11	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	Y	0
12	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 info@nlgja.org	Y	0
13	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	Y	0
14	South Asian Journalists Association	Y	0
15	Ohio Center for Broadcasting 9885 Rockside Road Cleveland, OH 44125 gary@beonair.com	Y	0
16	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	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
17	Detroit Regional Workforce Fund Fax: 313.226.9227 gabriela.dorantes@liveunitedsem.org	Y	0
18	Employment Connection Fax: 314.333.3674 pmckinney@employmentstl.org	Y	0
19	Falls Church Skill Source Center Fax: 705.752.1609 sarah.scott@myskillssource.org	Y	0
20	Jubilee Jobs, Inc. Fax: 202.667.8833 jconerly@jubileejobs.org	Y	0
21	Michigan Veterans Foundation Fax: 313.831.7120 mvf002@earthlink.net	Y	0
22	Texas Veterans Commission Fax: 214.819.2880 yolanda.williams@dallascounty.org	Y	0
23	Urban League of Philadelphia Fax: 215.468.8078 robinbailey@ucsep.org	Y	0
24	Veterans Workforce Investment Program Way Station, Inc. Fax: 301.620.2925 vfuchs@waystationinc.org	Y	0
25	Indianapolis Urban League, Inc. Fax: 317.693.7613 ksimmons@indplsul.org	Y	0
26	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 clee@sharesinc.org	Y	0
27	Charlotte Area Fund Fax: 704.344.1655 isaacc@charlotteareafund.org	Y	0

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28	The American Legion Department Of NC Fax: 919.832.6428 nclegion@nc.rr.com	Y	0
29	Columbus Urban League Fax: 614.257.6316 dowens@cul.org	Y	0
30	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	Y	0
31	Southern Methodist University hegicalendar@smu.edu	Y	0
32	Texas Department of Assistive & Rehabilitative Services ron.fleming@dars.state.tx.us	Y	0
33	Women's Center of Tarrant County Inc. Fax: 817.927.0694 cfannin@womenscentertc.org	Y	0
34	Texas Association of Broadcasters Teresa@tab.org	Y	0
35	Corporate Website – www.radio-one.com	N	4
36	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
37	Internal Promotion/ Internal Candidate	N	4
38	Internal Referral/ /Employee Referral	N	0
39	Industry Referral	N	0
40	Market Websites - http://praisecharlotte.com/ and http://oldschool1053.com/ .	N	0
41	Local Newspaper	N	0
42	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
43	Internet Recruitment – - www.monster.com, www.bcfm.com, www.allaccess.com, www.indeed.com , www.hotjobs.com, www.linkedin.com , www.careerbuilder.com.	N	5
44	On-Air Recruitment	N	0
45	Temporary Agency	N	0
46	Rehire of Former Employee	N	0
47	Intern	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
48	Job/Career Fair	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			13

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<u>Internship Program</u>	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	<u>Website Recruitment</u>	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	<u>Mentorship Program</u>	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	<u>Management Training: Taleo Refresher</u>	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	<u>Learn One Online Training</u>	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.

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6	<u>Professional Development Training</u>	The Performance Management Review training, which was held in February 2015, focused on leadership and developmental training for all full-time employees. Sessions focused on effective communication, feedback, recognition, managing expectations, and personal brand and image.
7	<u>Professional Development Training</u>	Manager/Non-Manager Professional Development Training took place in October 2014. Training focused on development in areas such as image and brand, communication, giving/receiving feedback, and managing expectations.
8	<u>CSS Workshop Winning Over Agencies</u>	Account Executions from all Stations participated in an in-depth training on how to negotiate industry buys on September 16, 2014. The training included qualitative research analysis, effective schedule building, and selling beyond the cost per point.
9	<u>Efficio 5.0 Training</u>	On November 10, 2015 and November 11, 2015, all Stations participated in a re-introduction of the Efficio 5.0 Training, which included an overview of the upgraded Customer Relationship Management program and software updates.

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