

**Radio One, Inc. – Baltimore, MD**  
**WERO-FM, WWIN-FM, WOLB-AM, WWIN-AM**  
**EEO PUBLIC FILE REPORT**  
 June 1, 2010 – May 31, 2011 [1]

**I. VACANCY LIST**

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Number of Candidates Interviewed (RS)	RS Referring Hiree
Van Driver	3,4,5,6,7,8,9,10,11,12,13,14,15,16,25	2 [RS – 16(1), 25(1)]	25
Van Driver	3,4,5,6,7,8,9,10,11,12,13,14,15,16,24,25	2 [RS – 27(1), 25(1)]	25
Board Operator	3,4,5,6,7,8,9,10,11,12,13,14,15,16,24,25	4 [RS – 27(1), 25(3)]	25
Account Executive	3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,19,23,26,37,38	1 [RS – 19(1) ]	19
Digital Support Coordinator	3,4,5,6,7,8,9,10,11,12,13,14,15,16,19	6 [RS – 16(4), 19 (2) ]	19
Account Executive	3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,19,23,26,37,38	5 [RS – 16(1), 17(3), 38(1) ]	17
Account Executive	3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,19,23,26,37,38	5 [RS – 16(1), 17(2), 19 (1), 38(1) ]	19
Account Executive	3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,19,23,26,37,38	4 [RS – 39(2), 19(2) ]	19
Van Driver	3,4,5,6,7,8,9,10,11,12,13,14,15,16,17	3 [RS – 16(2), 17(1) ]	17
Digital Sales Manager	3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18	4 [RS – 17(1), 18(3) ]	17
On Air Talent	3,4,5,6,7,8,9,10,11,12,13,14,15,16,17	4 [RS – 16(2), 17(2) ]	17
On Air Talent	3,4,5,6,7,8,9,10,11,12,13,14,15,16,19	6 [RS – 16(3), 19(3) ]	19
Account Executive	3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,19,23,26,37,38	6 [RS – 19(2), 23(3), 26(1) ]	19
Promotions Assistant	3,4,5,6,7,8,9,10,11,12,13,14,15,16,25,27	4 [RS – 16(1), 19(1), 27(2) ]	16
General Sales Manger	3,4,5,6,7,8,9,10,11,12,13,14,15,16,18,23,37	8 [RS – 16(1), 18(2), 23(3), 37(1), 40 (1) ]	16
Digital Support Coordinator	3,4,5,6,7,8,9,10,11,12,13,14,15,16	3 [RS – 16(3) ]	16
Account Executive	3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,19,23,26,37,38	5 [RS – 19(3), 23(1), 26(1) ]	19
		Total # of Candidates Interviewed: 72	

[1] This report provides recruitment data collected from May 22, 2010 through May 20, 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	Y	0
2	American Women in Radio and Television 8405 Greensboro Drive, Ste. 800 McLean, VA 22102 (703) 506-3266 Fax	Y	0
3	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 (415) 346-6343 Fax	Y	0
4	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 (410) 544-4640 Fax	Y	0
5	Black Broadcasters Alliance 3474 William Penn Hwy. Pittsburgh, PA 15235 (412) 829-0313 Fax	Y	0
6	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 (213) 743-4989 Fax	Y	0
7	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302 (404) 523-5467 Fax	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 Journalists 8701A Adelphi Rd. Adelphi, MD 20783 (301) 445-7101 Fax	Y	0
9	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 (202) 662-7144 Fax	Y	0
10	National Association of Minority Media Executives 1921 Gallows Road, Ste. 600 Vienna, VA 22182 (703) 893-2414 Fax	Y	0
11	Ohio Center for Broadcasting 5330 E Main St #200 Columbus OH 43213	Y	0
12	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste. 910 Washington, DC 20005 (202) 588-1818	Y	0
13	Native American Journalist Association University of South Dakota 414 E. Clark Street Vermillion, SD 57069 (866) 694-4264 Fax	Y	0
14	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 (402) 472-8675 Fax	Y	0
15	National Association of Black Owned Broadcaster 1201 Connecticut Avenue N.W. Suite 200 Washington, D.C. 20036	Y	0
16	Corporate Website – <a href="http://www.radio-one.com">www.radio-one.com</a>	N	19

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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	Local Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	9
18	Internal Promotion	N	5
19	Internal Referral	N	15
20	Local Newspaper- The Baltimore Sun, 501 N. Calvert Street, P.O. Box 1377 Baltimore, Maryland 21278	N	0
21	Trade Publications - Inside Radio, P.O. Box 442, Littleton, NH 03561, (800) 640-8852	N	0
22	Career Fair	N	0
23	Internet Recruitment - <a href="http://www.monster.com">www.monster.com</a> ; <a href="http://www.mediarerecruiter.com">www.mediarerecruiter.com</a> ; <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	N	7
24	Call-In	N	0
25	Temp to Perm	N	5
26	On Air Recruitment	N	2
27	Unsolicited Application	N	4
28	Recruiting Agency	N	0
29	Coppin State University Ms. Linda Bowie, Director 2500 W North Avenue Baltimore, MD 21216	Y	0
30	University of Baltimore The Career Center Barry Dunkin, Associate Director for Employer Relations 1420 N Charles Street, SC306 Baltimore, MD 21201	Y	0
31	Baltimore Urban League Mr. Joe Bell 512 Orchard Street Baltimore, MD 21201	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
32	Morgan State University Center for Career Development Mr. Bill Carson 1700 East Cold Spring Lane Baltimore, MD 21201	Y	0
33	Broadcast Institute of Maryland (BIM) Mr. Norman Brooks 7200 Harford Rd. Parkville, MD 21234	Y	0
34	Catonsville Community College Mr. Mark Williams The Career Center 800 S. Rolling Rd. Catonsville, MD 21228	Y	0
35	National Association of Broadcasters Education Foundation – Howard University 2400 Sixth Street NW Washington, DC 20059	Y	0
36	Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Phone: (317) 846-9000	Y	0
37	Social Networking Sites – Linked In, Facebook	Y	1
38	Towson University 8000 York Rd Towson, MD 21252-0001	Y	2
39	University of Maryland 7403 Hopkins Avenue College Park, MD	Y	2
40	Trade Website: Radio & Television Business Report www.rtr.com	Y	1
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>72</b>

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**III. RECRUITMENT INITIATIVES**

BRIEF DESCRIPTION OF ACTIVITY	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)
<p>Radio One-Baltimore has an on-going intern program designed to assist college students earn college credits to acquire skills needed for broadcast employment. Students from the Broadcast Institute of Maryland regularly come to the facilities to tour the studios and apply for internships</p>	<p align="center">1            Internship Program – On Going</p>
<p>Station presence in support of job applicants looking for work. Public service announcements made to get message out to listeners. National Urban League Career Fair and Expo July 19-21, 2010</p>	<p align="center">2            Career Fair</p>
<p>All Managers participated in an HR interactive webinar training session entitled “Hiring Process” held 3/7/11</p>	<p align="center">3            Management Training – Hiring Process</p>
<p>For local job vacancies, WERQ-FM, WWIN-FM, WOLB-AM and WWIN-AM refers listeners and potential employees to the Corporate website <a href="http://www.radio-one.com">www.radio-one.com</a>.</p>	<p align="center">4            Website Recruitment – On Going</p>

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