

Radio One, Inc. – Baltimore, MD
WERQ-FM, WWIN-FM, WOLB-AM, WWIN-AM
EEO PUBLIC FILE REPORT
June 1, 2008 – May 31, 2009

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	19, 22, 26, 27	5 [RS# 19 (1) 27 (1) 26 (1) 22 (2)]	19
Assistant Chief Engineer	16,18,19	5 [RS# 16 (3), 18 (1), 19 (1)]	18
On-Air Talent/Ricky Smiley Morning Show Producer	16,18,19	6 [RS# 16 (2), 18 (3), 19 (1)]	18
Program Assistant/Music Director	16,18,19	4 [RS# 16 (1), 18 (2), 19 (1)]	18
		Total Candidates Interviewed: 20	

[1] This report provides recruitment data collected from May 21, 2008 through May 21, 2009.

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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
8	National Association of Black Journalists 8701A Adelphi Rd. Adelphi, MD 20783 (301) 445-7101 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
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	National Black Media Coalition 1738 Elton Road, Ste. 314 Silver Spring, MD 20903	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	South Asian Journalists Association C/O Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027	Y	0
16	Corporate Website – www.radio-one.com	N	6
17	Local Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
18	Internal Promotion	N	6
19	Internal Referral	N	4

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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	2
23	Internet Recruitment - www.monster.com ; www.mediarecruiter.com www.radio-one.com	N	0
24	Call-In	N	0
25	Temp to Perm	N	0
26	On Air Recruitment	N	1
27	Unsolicited Application	N	1
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
32	Morgan State University Center for Career Development Mr. Bill Carson 1700 East Cold Spring Lane Baltimore, MD 21201	Y	0

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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	Towson University 8000 York Road Towson, MD 21252	Y	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			20

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	Radio One-Baltimore has an on-going intern program designed to assist college

[1] This report provides recruitment data collected from May 21 2008 through May 21 2009

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		<p>students earn college credits to acquire skills needed for broadcast employment. Attended a meeting at Towson University with 2 members of Corporate HR to discuss possible internship opportunities - December 2, 2008. WWIN-FM Sales Manager spoke with the Media Sales class after the meeting to discuss opportunities in media sales and how to pursue them.</p>
2	Career Fair	<p>NABEF (National Association of Broadcasters Education Foundation) Media Sales Institute at Howard University - June 11th and 12th 2008. Student Presentations were made and a minimum of 4 students were interviewed per day.</p>
3	Website Recruitment	<p>For local job vacancies, WERQ-FM, WWIN-FM, WOLB-AM and WWIN-AM refers listeners and potential employees to the Corporate website www.radio-one.com.</p>
4	Management Training: Workplace Diversity	<p>All Managers participated in an interactive WeComply training entitled “Workplace Diversity.” This session focused on several topics, including: historical background, why diversity is good for business, illegal discrimination and harassment, consequences of discrimination and harassment, conduct to be avoided, conflict resolution, company responsibilities, and employee responsibilities</p>

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5	Management Training: Preventing Discrimination and Harassment	All Managers participated in an interactive WeComply training entitled “Preventing Discrimination and Harassment.” This session focused on several topics, including: key federal laws, types of sexual harassment, conduct to be avoided, employer liability, retaliation, responding to complaint, and maintaining a respectful work environment.
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