

Radio One, Inc. – Baltimore, MD
WERQ-FM, WWIN-FM, WOLB-AM, WWIN-AM
EEO PUBLIC FILE REPORT
June 1, 2006 – May 31, 2007 [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
Account Executive	1-19, 24	4 [RS# 19 (2), 24 (2)]	19
Account Executive	1-19, 24	4 [RS# 18 (1), 19 (2), 24 (1)]	18
Account Executive	1-19, 24	5 [RS# 17 (2), 19 (1), 24 (2)]	19
Account Executive	1-19, 27	4 [RS# 18 (1), 19 (1), 27 (2)]	18
Account Executive	1-19, 27	5 [RS# 16 (1), 17 (1) 19 (1), 27 (2)]	19
Assistant Engineer	1-19, 25	1 [RS# 25 (1)]	25
National Sales Assistant	1-19	1 [RS# 19 (1)]	19
Business manager	1-19, 20, 23, 28, 29, 30, 31	9 [RS# 16 (1), 19 (2), 20 (2), 23 (2), 28 (2)]	28
Continuity Director	1-19, 29, 30, 31	5 [RS# 16 (1), 17 (1), 18 (1), 19 (1), 26 (1)]	18
Continuity Director	1-19, 29, 30, 31	3 [RS # 16 (1), 19 (2)]	19
		Total Number of Interviewees- 41	

[1] This report provides recruitment data collected from May 29, 2006 through May 21, 2007.

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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	4
17	Local Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	4
18	Internal Promotion	N	3
19	Internal Referral	N	13
20	Local Newspaper- The Baltimore Sun, 501 N. Calvert Street, P.O. Box 1377, Baltimore, Maryland 21278	N	2

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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
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 - www.monster.com ; www.mediarecruiter.com	N	2
24	Call-In	N	5
25	Temp to Perm	N	1
26	On Air Recruitment	N	1
27	Unsolicited Application	N	4
28	Recruiting Agency	N	2
29	Coppin State University Ms. Linda Bowie, Director 2500 W North Avenue Baltimore, MD 21216	N	0
30	University of Baltimore The Career Center Barry Dunkin, Associate Director for Employer Relations 1420 N Charles Street, SC306 Baltimore, MD 21201	N	0
31	Baltimore Urban League Mr. Kevin Dickinson 512 Orchard Street Baltimore, MD 21201	N	0
	TOTAL INTERVIEWEES OVER 12-MONTH PERIOD 41		

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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 students earn college credits to acquire skills needed for broadcast employment.
2	Career Fair	Radio – Baltimore hosted their annual career fair on May 8, 2007 at Security Square Mall. Approximately 30 employers participated in this career fair.
3	General Managers Training	All General Managers and Sales Managers attended the 2007 Management Retreat in Miami, FL on May 18–20, 2007. Topics included management skills which covered the importance of hiring and managing diverse populations.
4	Website Recruitment	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 .

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