

**Radio One, Inc. – Richmond, VA**  
**WKJS-FM/ WKJM-FM, WCDX-FM, WPZZ-FM and WTPS-AM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2008 – May 31, 2009 [1]**

**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	16, 23	6[RS#16(1), RS#23(5)]	16
Account Executive	19, 23, 24	6[RS# 24(1), RS#23(4), RS#19(1)]	24
Sales Assistant	16, 17	3[RS#17(1), RS#16(2)]	17
		Total Candidates Interviewed – 15	

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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	N	0
2	American Women in Radio and Television 8405 Greensboro Drive, Ste. 800 McLean, VA 22102 (703) 506-3266 Fax	N	0
3	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 (415) 346-6343 Fax	N	0
4	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 (410) 544-4640 Fax	N	0
5	Black Broadcasters Alliance 3474 William Penn Hwy. Pittsburgh, PA 15235 (412) 829-0313 Fax	N	0
6	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 (213) 743-4989 Fax	N	0
7	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302 (404) 523-5467 Fax	N	0
8	National Association of Black Journalists 8701A Adelphi Rd. Adelphi, MD 20783 (301) 445-7101 Fax	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
9	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 (202) 662-7144 Fax	N	0
10	National Association of Minority Media Executives 1921 Gallows Road, Ste. 600 Vienna, VA 22182 (703) 893-2414 Fax	N	0
11	National Black Media Coalition 1738 Elton Road, Ste. 314 Silver Spring, MD 20903	N	0
12	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 (202) 588-1818	N	0
13	Native American Journalist Association University of South Dakota 414 E. Clark Street Vermillion, SD 57069 (866) 694-4264 Fax	N	0
14	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 (402) 472-8675 Fax	N	0
15	South Asian Journalists Association C/O Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027	N	0
16	Corporate Website – <a href="http://www.radio-one.com">www.radio-one.com</a>	N	3
17	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	1
18	Internal Promotion/Transfer	N	0
19	Internal Referral	N	1
20	Local Newspaper – Richmond Times Dispatch, P.O. Box 27775, Richmond, VA 23261	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
21	Trade Publication	N	0
22	Internet Recruitment	N	0
23	On-Air Recruitment	N	9
24	Career Fair – Diversity Job Fair	N	1
25			
(etc.)			
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			15

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	School Career Day	WKJS-FM, WJMO-FM, WCDX-FM and WPZZ-FM participated in the Richmond Public School Career Day.
<b>2</b>	J Sergeant Reynolds Community College	Radio One attended annual Job Fair at J Sergeant Reynolds Community College.
<b>3</b>	Diversity Job Fair	Radio One, Inc. representing WCDX-FM, WKJS-FM, WKJM-FM and WPZZ-FM held a market wide “Diversity Job Fair” at Virginia Center Commons in January 2009. At their booth, stations collected resumes for all future openings in all departments.
<b>4</b>	Transformation Expo	WPZZ-FM held an expo focusing on empowering listeners to transform their lives to include finding a new job. Booths from various different educational facilities were present. This event was held on March 14, 2009
<b>5</b>	Internship Program	Fall 2008, Winter 2008, Spring 2009 and Summer 2009. WKJS-FM, WJMO-FM, WCDX-FM and WPZZ-FM foster a comprehensive Internship program with college students. This program incorporates training in all areas of the radio station: Sales, Production, Business, on-air, and promotions and Marketing.

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<b>6</b>	Website Recruitment	For local job vacancies, WKJS-FM, WJMO-FM, WCDX-FM and WPZZ-FM refers listeners and potential employees to the Corporate website <a href="http://www.radio-one.com">www.radio-one.com</a>
<b>7</b>	Sales Training Program	WKJS-FM, WTPS-AM, WCDX-FM and WPZZ-FM have in-house training with sales people and managers to insure that they are on track with their work, as well as their future potential.
<b>8</b>	Management Training: Workplace Diversity	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 responsibility.
<b>9</b>	Management Training: Preventing Discrimination and Harassment	All Managers participate 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 complaints, and maintaining a respectful work environment

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