

Radio One Licenses, LLC – Washington, DC
WKYS-FM, WMMJ-FM, WPRS-FM, WOL-AM and WYCB-AM
EEO PUBLIC FILE REPORT
June 1, 2007 – May 31, 2008 [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 (9)	1-19, 24	50 [RS# 16 (10), 19 (15), 24 (5), 17 (20)]	16, 17, 19
Promotion Director (2)	1-19	5 [RS# 16 (2), 17 (2), 18 (1)]	18
Web and Event Specialist	1-19, 22	5 [RS# 19 (5)]	19
Front Desk Specialist	1-19	4 [RS# 16 (2), 19 (2)]	19
Program Director (2)	1-19	12 [RS# 16 (2), 19 (5), 17 (3), 18 (2)]	18, 19
Local Sales Manager	1-19	12 [RS# 18 (10), 16 (2)]	18
Sales Promotions Coordinator	1-19	2 [RS# 19 (2)]	19
On Air Talent - WPRS	1-19	3 [RS# 19 (3)]	19
On Air Talent – WKYS (2)	1-19	5 [RS# 19 (5)]	19
On Air Talent – WMMJ (2)	1-19, 25	8 [RS# 25 (4), 17 (4)]	17
Board Operators (5)	1-19	15 [RS# 19 (10), 16 (5)]	16, 19
National Sales Manager	1-19	5 [RS# 16 (3), 17(1), 19(1)]	19
Van Driver	1-19, 24	5 [RS# 16 (1), 18 (1), 19 (1), 24 (2)]	18
		Total Candidates Interviewed – 132	

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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	27
17	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	30
18	Internal Promotion	N	14
19	Internal Referral	N	49
20	Local Newspaper	N	0
21	Trade Publication	N	0

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22	Internet Recruitment	N	0
23	Recruiter Agency	N	0
24	Job Fair	N	7
25	Radio Advertisement	N	4
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			131

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Campus Presentation and Recruitment	Radio One, Inc., representing WKYS-FM, WMMJ-FM, WYCB-AM WPRS-FM and WOL-AM participated in the Congressional Black Caucus Job Fair and the Washington Convention Center in September of 2007. Employees of Radio One, Inc. listened to and critiqued presentations and interviewed potential candidates for employment.
2	Manager's Retreat / Business Managers Retreat	Process and importance of EEO was discussed, September 17–21, 2007.
3	We Comply Training (Sexual Harassment & Internet Usage)	Radio One, Inc. held a special training for All DC employees via on-line training in August of 2007. The course covered sexual harassment training and creating a harassment-free workplace.
4	Career Fair	Radio One, Inc., representing WKYS-FM, WMMJ-FM, WYCB-AM, WPRS-FM and WOL-AM co-sponsored and participated in a job fair with the NAACP at Martins' Crosswinds in Greenbelt, MD in October 2007. Approximately 50 employers participated in this career fair.
5	Community Event Sponsor / Participant	Radio One, Inc., representing WKYS-FM, hosted and participated in the "Teen Takeover" Catwalk Classic high school fashion show at Showplace Arena, April 26, 2008. WKYS sells advertisers to the event. The event includes artist performances, seminars and a fashion show. Seminars hosted by WKYS included: "College is Cool" (Angie Ange) and "How to make it in the Music Business" (Paul Stewart).
6	Internship Program	WKYS-FM, WMMJ-FM, WPRS-FM, WYCB-

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		AM and WOL-AM foster a comprehensive Internship program with college students. Students have the opportunity to get hands on experience while earning college credit. This program incorporates training in all areas of the radio station: Sales, Production, Business, on-air, and promotions and Marketing.
7	Website Recruitment	For local job vacancies, WKYS-FM, WMMJ-FM, WYCB-AM, WPRS-FM and WOL-AM refers listeners and potential employees to the Corporate website www.radio-one.com .

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