

Radio One, Inc. – Raleigh, NC
WQOK-FM, WFXC-FM, WFXK-FM and WNNL-FM
EEO PUBLIC FILE REPORT
August 1, 2008-July 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	17, 19, 24	3[RS # 17 (1), RS # 19 (1), RS # 24 (1)]	19
Account Executive	17, 19, 24	4 [RS # 17 (2), RS # 19 (1), RS # 24 (1)]	17
Account Executive	16, 19	2 [RS # 16(1), RS #19(1)]	19
On-Air	17	2[RS # 17(2)]	17
On-Air	17,19	2 [RS # 17(1), RS #19(1)]	19
Office Manager	19	1[RS # 19(1)]	19
Receptionist	19	1[RS # 19(1)]	19
Promotions Assistant	16,17,19	3[RS # 16 (1), RS # 17 (1), RS #19 (1)]	19
Promotions Director	17,19,20	4 [RS # 17 (1), RS # 19 (1), RS # 20 (2)]	17
		Total Candidates Interviewed – 22	

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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	Y	2
17	Word-of-Mouth	Y	8
18	Internal Promotion	Y	0
19	Internal Referral	Y	8

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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
20	Local Newspaper- The News & Observer 215 South McDowell Street P.O. Box 191 Raleigh, NC 27602 (919) 829-4500	Y	2
21	Trade Publication	Y	0
22	Staffing Company	Y	0
23	Career Fair	N	0
24	Recruitment Radio Ad for all stations	Y	2
25			
(etc.)			
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			22

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	WQOK-FM, WFXC-FM, WFXK-FM and WNNL-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.
2	Career Fair @ Howard University for NAB	WQOK-FM, WFXC-FM, WFXK-FM and WNNL-FM participated in a career fair by NAB with 50 participants from large to small corporations and over 40 potential candidates in June 2009.
3	Mentoring Program	WQOK-FM, WFXC-FM, WFXK-FM and WNNL-FM established a year round mentoring program in order to cross train personnel.
4	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 complaints, and maintaining a respectful work environment.
5	Management Training: Workplace Diversity	All Managers participated in an interactive WeComply training entitled “Work Place 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.

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