

Radio One, Inc. – Philadelphia, PA
WPHI-FM, WPPZ-FM and WRNB-FM
EEO PUBLIC FILE REPORT
April 1, 2009-March 30, 2010 [1]

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRS�”) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Number of Candidates Interviewed (RS)	RS Referring Hiree
Marketing Director	1-20	3 [RS # 17 (1), RS # 18 (1), RS # 20 (1),]	18
Program Director	1-20	4 [RS # 18 (2), RS # 19 (1), RS # 20 (1)]	19
Sales	1-20	1 [RS # 18 (1)]	18
Morning Show Producer	1-20	9 [RS # 17 (5), RS # 18 (3), RS # 20 (1)]	20
Mixer	1-20, 26-27	3 [RS # 20 (1), RS # 26 (1), RS # 27 (1)]	20, 26
Board OP	1-20	4[RS #17 (3), RS# 18 (1)]	18
On-Air Personality	1-20	16[RS # 17 (6), RS #20 (10)]	20
		Total # of Candidates Interviewed - 39	

[1] This report provides recruitment data collected from March 21, 2009 through March 18, 2010.

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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	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive, Valley View, OH 44125 (216)-447-9117	Y	
17	Corporate Website (www.radio-one.com)	N	15
18	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	8
19	Internal Promotion/Transfer	N	1
20	Internal Referral	N	13

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21	Local Newspaper- Philadelphia Tribune 520 S. 16 th St. Philadelphia, PA 19146	N	0
22	Trade Publication(s) Inside Radio, P.O. Box 442, Littleton, NH 03561, (800) 640-8852	N	0
23	Internet Recruitment- www.monster.com , www.bcfm.com , www.allaccess.com	N	0
24	On Air Recruitment	N	0
25	Temporary Agency	N	0
26	Rehire of Former Employee	N	1
27	Walk-in	N	1
28	Market Websites http://1003thebeatphilly.com/home.asp http://1079wrnb.com/home.asp http://praise1039.com/home.asp	N	0
29	Career Fair- SuccessFest	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			39

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Local Market Website recruitment	<p>For local job vacancies, Philadelphia stations advertise openings on-air and refer listeners and potential employees to the Market websites:</p> <p>http://1003thebeatphilly.com/home.asp http://1079wrnb.com/home.asp http://praise1039.com/home.asp</p>
2	Corporate Website recruitment	<p>For local job vacancies, stations advertise openings on-air and refer listeners and potential employees to the Corporate website www.radio-one.com. Stations also provide a link to corporate job listings on the station website.</p>
3	Internship Program	<p>WPHI-FM, WRNB-FM and WPPZ-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. Interns receive school credit in exchange for work experience in a broadcast facility.</p>
	Management Training	<p>Basic Management Workshop Follow Up with Phillipe Denachaud – This is a comprehensive training program on basic management skills. Each manager was required to attend this 3 day seminar.</p>
	Management Training	<p>All managers participated in the Effective Communication Training. This session introduced managers to the basics of effective business communications. It included a method for managing incoming and outgoing email. Managers reviewed the skills necessary to communicate effectively and the steps for</p>

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	resolving conflict.
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