

**Radio One, Inc. – Atlanta, GA
WHTA-FM, WUMJ-FM, WPZE-FM and WAMJ-FM
EEO PUBLIC FILE REPORT
December 1, 2011 - November 30, 2012 [1]**

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	American Women in Radio and Television 8405 Greensboro Drive, Ste. 800 McLean, VA 22102 info@allwomeninmedia.org	Y	0
2	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 National@aaja.org	Y	0
3	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 info@womcom.org	Y	0
4	Black Broadcasters Alliance 3474 William Penn Hwy. Pittsburgh, PA 15235 webmaster@thebba.org	Y	0
5	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 ccnmainfo@ccnma.org	Y	0
6	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 (402) 472-8675 Fax native@unl.edu	Y	0
7	Native American Journalist Association University of South Dakota 414 E. Clark Street Vermillion, SD 57069 Najacon2011@yahoo.com	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
8	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 nahj@nahj.org	Y	0
9	National Association of Black Owned Broadcasters (NABOB) naboinfo@nabob.org	Y	0
10	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste. 910 Washington, DC 20005 info@nljja.org	Y	0
11	Ohio Center for Broadcasting gary@beonair.com	Y	0
12	Corporate Website (www.radio-one.com)	Y	4
13	Internal Promotion	Y	2
14	Internal Referral	Y	7
15	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	Y	0
16	Other (No Specific Referral Source Provided)	N	11
17	Indeed.com	Y	3
18	CareerBuilder	Y	0
19	Monster	Y	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			27

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III. RECRUITMENT INITIATIVES

BRIEF DESCRIPTION OF ACTIVITY	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)
<p>WHTA-FM, WUMJ-FM, WPZE-FM and WAMJ-FM 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 Programming, and Promotions and Marketing. 17 students participated during the reporting period.</p>	<p align="center">1 Internship Program</p>
<p>For local job vacancies, WHTA-FM, WUMJ-FM, WPZE-FM and WAMJ-FM referred listeners and potential employees to the Corporate website www.radio-one.com.</p>	<p align="center">2 Website Recruitment</p>
<p>On January 10, 2012, all hiring managers were provided with training on how to use the Company's new automated recruiting tool. The tool provides managers with the ability to: complete a requisition, source candidates and request an offer letter all in one system. The system also will assist the Company with FCC EEO reporting.</p>	<p align="center">3 Management Training: Taleo Overview</p>
<p>The market participated in "Congressman David Scott's Job Fair" held at the Georgia International Convention Center on Friday, March 30, 2012.</p>	<p align="center">4 Congressman David Scott's Job Fair</p>
<p>On February 29, 2012, training was conducted to provide managers with an overview of the Company's Performance Management process to include writing fair, specific and concise performance evaluations.</p>	<p align="center">5 Management Training: Performance Management</p>
<p>On September 4 through 7, 2012; September 17</p>	<p align="center">6 Management Training: Basic Management</p>

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<p>through 19, 2012; October 1 through 5, 2012; and October 15 through 20, 2012, managers were taught tools to lead, coach and be an integral part of their work team. Strategic tools for improving team effectiveness were learned and practiced in this hands-on workshop.</p>	<p align="center">Workshop with Philippe</p>
<p>On July 9, 2012, all hiring managers are provided with training on the recruitment process and the company's automated recruiting tool. The training covered various aspects of the recruitment process, to include: requisitions, background checks, offer letters and managing their candidates.</p>	<p align="center">7 Management Training: Recruitment Process</p>

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