

Radio One, Inc. – Atlanta, GA
WHTA-FM, WJZZ-FM, WPZE-FM and WAMJ-FM
EEO PUBLIC FILE REPORT
December 1, 2003-November 30, 2004 [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	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	0
17	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	8
18	Internal Promotion	N	0
19	Internal Referral	N	7
20	Local Newspaper	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 – Inside Radio, P.O. Box 442, Littleton, NH 03561, (800) 640-8852	N	0
22	Trade Website	N	0
23			
24			
25			
(etc.)			
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			15

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Career Fair	Radio One, Inc., representing WHTA-FM, WJZZ-FM, WPZE-FM and WAMJ-FM participated in the National Association of Broadcasters career fair in Las Vegas, NV on April 18, 2004.
2	Harassment Training	Radio One, Inc. held a special training for our General Managers during our annual Manager's Retreat on August 27, 2004. The course covered interviewing skills and creating a harassment-free workplace.
3	Career Fair	Radio One, Inc., representing WHTA-FM, WJZZ-FM, WPZE-FM and WAMJ-FM participated in the National Association of Broadcasters career fair in San Diego, CA on October 6, 2004.
4	Website Recruitment	For local job vacancies, WHTA-FM, WJZZ-FM, WPZE-FM and WAMJ-FM refers listeners and potential employees to the Corporate website www.radio-one.com .

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Narrative Statement:

During this reporting period (December 1, 2003 through November 30, 2004), we have had limited turnover in this market. Since the current EEO rules went into effect, our station has experienced no notable difficulties in our outreach efforts as of the date of this application.

Steven Golsch, VP of Human Resources for Radio One, Inc., participated in the National Association of Broadcasters career fair in Las Vegas, NV on April 18, 2004 representing our stations. There were approximately 1500 participants who attended this career fair. Mr. Golsch also participated on a panel at the NAB discussing career development in broadcasting.

Steven Golsch, VP of Human Resources for Radio One, Inc., participated on two panel discussions at an event hosted by Patton Boggs LLP on May 11, 2004 commemorating the 50th Anniversary of Brown Vs. Board of Education. These panels covered topics on the status of diversity in the workplace and corporate initiatives for diversity.

Our company held a special training session for our General Managers during our annual Manager's Retreat on August 27, 2004. Our GM for the Atlanta market attended this training. The subjects covered were interviewing skills and creating a harassment-free workplace.

Steven Golsch, VP of Human Resources for Radio One, Inc., participated in the National Association of Broadcasters career fair in San Diego, CA on October 6, 2004 representing our stations. Mr. Golsch also participated on a panel at the NAB discussing opportunities for minority candidates to pursue broadcast careers.

Radio One, Inc., in our local market, continually focuses on finding qualified candidates for our vacancies. Word-of-mouth continues to be one of our most important sources for some positions, specifically Account Executives. We look to every possible source for referrals. In this report, our word-of-mouth referrals came from the recruitment efforts of our Sales Managers and the direct contact they have with co-workers from their previous employers and the direct verbal contact to spread the word of a vacancy or to be in touch with a candidate once a vacancy is posted.

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