

Blue Chip Broadcasting, L.P. – Cincinnati, OH
WDBZ-AM, WIZF-FM, WMOJ-FM
EEO PUBLIC FILE REPORT
June 1, 2009 – May 31, 2010 [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
Digital Sales Manager	17, 18, 19	3 [RS# 17 (1), RS# 18 (1), RS# 19 (1)]	18
		Total Number of Interviewees: 3	

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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	N	0
2	American Women in Radio and Television 8405 Greensboro Drive, Ste. 800 McLean, VA 22102 (703) 506-3266 Fax	N	0
3	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 (415) 346-6343 Fax	N	0
4	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 (410) 544-4640 Fax	N	0
5	Black Broadcasters Alliance 3474 William Penn Hwy. Pittsburgh, PA 15235 (412) 829-0313 Fax	N	0
6	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 (213) 743-4989 Fax	N	0
7	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302 (404) 523-5467 Fax	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
8	National Association of Black Journalists 8701A Adelphi Rd. Adelphi, MD 20783 (301) 445-7101 Fax	N	0
9	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 (202) 662-7144 Fax	N	0
10	National Association of Minority Media Executives 1921 Gallows Road, Ste. 600 Vienna, VA 22182 (703) 893-2414 Fax	N	0
11	National Black Media Coalition 1738 Elton Road, Ste. 314 Silver Spring, MD 20903	N	0
12	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 (202) 588-1818	N	0
13	Native American Journalist Association University of South Dakota 414 E. Clark Street Vermillion, SD 57069 (866) 694-4264 Fax	N	0
14	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 (402) 472-8675 Fax	N	0
15	South Asian Journalists Association C/O Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027	N	0
16	Corporate Website – www.radio-one.com	Y	0

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17	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	Y	1
18	Internal Promotion	Y	1
19	Internal Referral	Y	1
20	Local Newspaper- Cincinnati Enquirer 312 Elm St., Cincinnati, OH 45202 513-768-8420	N	0
21	Trade Publication	Y	0
22	Internet Recruitment - www.monster.com	Y	0
23	Career Builder.com	N	0
24	On-Air Radio Advertisement	Y	0
25	Local websites: WMOJ.COM, WIZFM.COM, 1230THE BUZZ.COM		0
26	Greater Cincinnati African American Chamber of Commerce 2945 Gilbert Avenue Cincinnati, Ohio 45206		0
27	Radio & Records P.O. Box 515408 Los Angeles, CA 90051	Y	0
28	Walk – In / Call – In	Y	0
29	Northern Kentucky University, Media Services Nunn Drive, Highland Heights, KY 41099	N	0
30	Cincinnati Herald Newspaper Walter Sesh	Y	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			3

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Management Training- 07/13/09-07/14/09	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 seminar.
2	Management Training- 09/30/2009	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 resolving conflict.
3	Internship Program	WDBZ-AM and WIZF-FM; WMOJ-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.
4	On Air/ Website Recruitment	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.

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