

Radio One of Indiana, LLC – Indianapolis, IN
WHHH-FM, WTLC-FM, WTLC-AM, WNOU-FM and WDNI-CA
EEO PUBLIC FILE REPORT
April 1, 2008 – March 31, 2009 [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	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
8	National Association of Black Journalists 8701A Adelphi Rd. Adelphi, MD 20783 (301) 445-7101 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
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	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive, Valley View, OH 44125 (216)-447-9117	N	0
17	Corporate Website – www.radio-one.com	N	7
18	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	14
19	Internal Promotion/Transfer	N	2

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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	Internal Referral	N	11
21	Local Newspaper – Indianapolis Star (www.indystar.com , (317) 444-4444	N	3
22	The Indianapolis Recorder (newspaper) P.O. Box 18499 2901 N. Tacoma Ave. Indianapolis, IN 46218 (317) 924-5143	N	0
23	Trade Publication	N	3
24	Internet Recruitment	N	3
25	On-Air Recruitment	N	0
26	Temporary Agency	N	0
27	Rehire of Former Employee	N	1
28	Career Fair	N	0
29	Walk-in	N	0
30	University of Indianapolis Career Center	N	0
31	Yellow Pages	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			45

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Management Training: Workplace Diversity	All Managers participated in an interactive WeComply training entitled “Workplace 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.
2	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.
3	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.
4	Internship Program	Radio One of Indiana fosters 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.
5	Job Fair	Radio One of Indiana participated in the Indiana Broadcasters Association 2008 Broadcasters Job Fair on November 19, 2008 at the Sheraton North Hotel in Indianapolis. Managers discussed employment and internship opportunities with the station and participated

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		in a panel discussion.
6	Job Fair	Radio One of Indiana participated in the Indiana Black Expo Career Day at the Convention Center on July 18, 2008. Four station managers were in attendance.
7	Job Fair	Radio One of Indiana participated in the Indiana Business Opportunity Fair at the Downtown Indianapolis Westin Hotel on April 15-16, 2008. Radio One was present as a booth sponsor and registered attendee.
8	Website Recruitment/Online Job Site	Radio One of Indiana has created the <i>Diversity One website</i> to post all full time job openings and other advertising clients' job postings in addition to serving the dual purpose of reaching out to diverse applicants. For local job vacancies, stations advertise openings on-air and refer listeners and potential employees to our Diversity One website www.diversity-one.com .

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