

Radio One of Texas II, LLC – Dallas, Texas
KBFB-FM and KSOC-FM
EEO PUBLIC FILE REPORT
April 1, 2009 – March 31, 2010

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	Y	0
17	Corporate Website – www.radio-one.com	N	8
18	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	7
19	Internal Promotion	N	0

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20	Internal Referral/Internal Candidate	N	11
21	Local Newspaper	N	0
22	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
23	Internet Recruitment – www.allaccess.com	N	0
24	On-Air Recruitment	N	0
25	Temporary Agency	N	0
26	Rehire of Former Employee	N	0
27	Intern	N	0
28	Broadcast Cable Financial Management (Association) 550 W. Frontage Road, Suite 3600 Northfield, IL 60093 847-716-7000 (voice) 847-716-7004 (fax) www.bcfm.com	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			26

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	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.
2	Intern Program	Radio One of Texas L.P. 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.
3	Management Training	Basic Management Workshop with Phillipe Denachaud-This is a comprehensive training program on basic management skills. Each manager was required to attend this 3 day seminar.
4	Management Training	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.
5	CSS-3 R Selling Training	Basic Management Workshop with Phillipe Denachaud-This is a comprehensive training program on basic management skills. Each manager was required to attend this 3 day seminar.
6	Bachman Lake Career Fair 1/26/10 9480 Webb Chapel Road, Dallas, TX	Street team went to event with station vehicle and gave away t-shirts, CDs, and mingled with

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	El Centro College Job Fair 1/28/10 3330 N. Hampton Rd, Dallas, TX Firside Recreation Job Fair 2/18/10 8601 Fireside Drive, Dalllas, TX	attendees.
7	Misc PSA Announcements to support local Job Fairs-	On Air support given to local Job Fair and business to draw attendees.
8	National Broadcasting Society Job Placement Seminar Hotel Intercontinental 15201 Dallas Parkway, Dallas, TX	GM/VP spoke and interviewed attendees of seminar from colleges around the country

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