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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
Producer (2/12/2015)	1-35, 37, 43	5[RS#37(4), RS#43(1)]	37
Sales Assistant (8/25/2014)	1-35, 37-39, 43, 48	39[RS#35(13), RS#37(2), RS#38(9), RS#39(1), RS#43(13), RS#48(1)]	37
Integrated Marketing Manager (11/1/2014)	1-35, 37	2[RS#37(2)]	37
Credit Manager (4/1/2015)	1-35, 38, 43	11[RS#38(1), RS#43(10)]	43
		Total Candidates Interviewed—	57

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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	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	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 nahj@nahj.org	Y	0
7	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Fax: (404) 523-5467 bcrmail@aol.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 Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 nabobinfo@nabob.org	Y	0
9	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: 301-445-7101 sberry@nabj.org	Y	0
10	National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, VA 22182 Fax: (703) 893- 2414 info@namme.org	Y	0
11	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	Y	0
12	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 info@nlgja.org	Y	0
13	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	Y	0
14	South Asian Journalists Association	Y	0
15	Ohio Center for Broadcasting 9885 Rockside Road Cleveland, OH 44125 gary@beonair.com	Y	0
16	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.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
17	Detroit Regional Workforce Fund Fax: 313.226.9227 gabriela.dorantes@liveunitedsem.org	Y	0
18	Employment Connection Fax: 314.333.3674 pmckinney@employmentstl.org	Y	0
19	Falls Church Skill Source Center Fax: 705.752.1609 sarah.scott@myskillsource.org	Y	0
20	Jubilee Jobs, Inc. Fax: 202.667.8833 jconerly@jubileejobs.org	Y	0
21	Michigan Veterans Foundation Fax: 313.831.7120 mvf002@earthlink.net	Y	0
22	Texas Veterans Commission Fax: 214.819.2880 yolanda.williams@dallascounty.org	Y	0
23	Urban League of Philadelphia Fax: 215.468.8078 robinbailey@ucsep.org	Y	0
24	Veterans Workforce Investment Program Way Station, Inc. Fax: 301.620.2925 vfuchs@waystationinc.org	Y	0
25	Indianapolis Urban League, Inc. Fax: 317.693.7613 ksimmons@indplsul.org	Y	0
26	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 clee@sharesinc.org	Y	0
27	Charlotte Area Fund Fax: 704.344.1655 isaacc@charlotteareafund.org	Y	0

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28	The American Legion Department Of NC Fax: 919.832.6428 nclegion@nc.rr.com	Y	0
29	Columbus Urban League Fax: 614.257.6316 dowens@cul.org	Y	0
30	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	Y	0
31	Southern Methodist University hegicalendar@smu.edu	Y	0
32	Texas Department of Assistive & Rehabilitative Services ron.fleming@dars.state.tx.us	Y	0
33	Women's Center of Tarrant County Inc. Fax: 817.927.0694 cfannin@womenscentertc.org	Y	0
34	Texas Association of Broadcasters Teresa@tab.org	Y	0
35	Corporate Website – www.radio-one.com	N	17
36	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
37	Internal Promotion/ Internal Candidate	N	4
38	Internal Referral/ /Employee Referral	N	10
39	Industry Referral	N	1
40	Market Websites - http://92Q.com/, http://wolbbaltimore.com/, http://mybaltimorespirit.com/, http://magicbaltimore.com, and http://praisebaltimore.com.	N	0
41	Local Newspaper	N	0
42	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
43	Internet Recruitment – www.monster.com, www.bcfm.com, www.alllaccess.com, www.indeed.com, www.hotjobs.com, www.linkedin.com, www.careerbuilder.com, www.mwejobs.maryland.gov.	N	24
44	On-Air Recruitment	N	0
45	Temporary Agency	N	0
46	Rehire of Former Employee	N	0
47	Intern	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
48	Career Fair	N	1
		TOTAL INTERVIEWEES OVER 12-MONTH PERIOD	57

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	**Internship Program**	WERQ-FM, WOLB-FM, WWIN-FM, and WWIN-AM foster a comprehensive Internship program for 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, and Marketing/Promotions.
2	**Website Recruitment**	For local job vacancies, WERQ-FM, WOLB-FM, WWIN-FM, and WWIN-AM referred listeners and potential employees to the Corporate website www.radio-one.com.
3	**Mentorship Program**	On-going Radio One Mentorship Program - dedicated to developing employees who have demonstrated the potential to grow into a General Manager role within Radio One in the short term (1-3 years). Radio One has developed a company-sponsored mentorship program to meet the company's goals of developing talent pool and increasing diversity within the leadership structure.
4	**Account Executive Training Program**	The market conducted on-the-job training program that hires an employee as a sales associate. The individual hired is able to train for a year to learn the basics of radio and radio sales. After the training period, the individual is promoted to the account executive position.
5	**Management Training: Taleo Career Website Refresher**	All hiring managers were provided with a refresher in February 2015 on how to use the Company's automated recruiting tool, Taleo, which enables them to manage the submission and approval process for all job candidates, manage the background check process, produce offer letters, requisitions, post open positions, receive online job applications, source and

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		screen candidates and efficiently provide new hire paperwork to new employees.
6	**Job Fair**	All Stations participated in and co-sponsored the Morgan State University Spring Job Fair located at the University Student Center in the Calvin & Tina Tyler Ballroom on Wednesday, April 8, 2015 by working booths and collecting resumes and interviewing qualified candidates.
7	**Career Day**	Station representative offered Career Day presentation and opportunities in the broadcast industry on May 15, 2015.
8	**Job Fair**	Stations participated in the Afro American Newspaper Diversity in Careers and Education Expo on June 24, 2014 at the Reginald F. Lewis Museum.

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