

Blue Chip Broadcasting, L.P. – Cleveland, OH
WENZ-FM, WZAK-FM, WJMO-AM and WERE-AM
EEO PUBLIC FILE REPORT
June 1, 2009 – May 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	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	3
17	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	5
18	Internal Promotion	N	2
19	Internal Referral	N	6
20	Local Newspaper	N	0

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21	Trade Publication - (Broadcast Cable Financial Management Association – B.C.F.M. – www.BCFM.com)	N	0
22	Internet Recruitment	N	0
23	Recruitment Agency	N	0
24	On Air Recruitment	N	0
25			
(etc.)			
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			16

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Management Development Training- 3/24/10-3/25/10	Managers & Staff in the Cleveland Market participated in the Performance Management Web Training to gain a better understanding of the performance management cycle, to discuss the importance of ongoing performance feedback, to learn how to plan, write and deliver specific, fair and concise reviews, and to develop skills for successfully delivering the performance appraisal.
2	Career Fair	WENZ-FM, WZAK-FM, WJMO-AM and WERE-AM participated in a job fair at Cleveland State University on October 7, 2009.
3	Career Fair	WENZ-FM, WZAK-FM, WJMO-AM and WERE-AM participated in a job fair at the Cleveland Cavaliers Career Fair on February 23, 2010.
4	Internship Program	WENZ-FM and WZAK-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.
5	Community Outreach	Two students shadowed on-air talent, Kim Johnson and Robyn Beard, on July 22, 2009 and also discussed career opportunities.
6	Community Outreach	Twelve students took a tour of the station on July 13, 2009 and July 27, 2009 and also discussed career opportunities.
7	Community Outreach	Basheer Jones, WERE-AM on-air talent, gives motivational speeches to local high school students and discusses career and internship opportunities at Radio One and in the

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		broadcasting industry on a weekly basis.
8	Community Outreach	General Manager Jeff Wilson sits on the Advisory Boards for the Ohio and Illinois Center for Broadcasting. Accordingly, he counsels students on broadcasting careers, recruits when appropriate, and helps design curriculum relevant to the broadcasting industry.
9	Website Recruitment	For local job vacancies, WENZ-FM, WZAK-FM, WJMO-AM and WERE-AM refer listeners and potential employees to the Corporate website www.radio-one.com .

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