

Blue Chip Broadcasting Licenses, Ltd. – Columbus, OH
WCKX-FM, WXMG-FM and WJYD-FM
EEO PUBLIC FILE REPORT
June 1, 2008 – May 31, 2009 [1]

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSLS") for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Number of Candidates Interviewed (RS)	RS Referring Hiree(s)
Account Executive	17, 19	4 [RS#19(2), RS#17(2)]	17
Account Executive	17-19	4 [RS# 17(1), RS#18 (2), RS#19 (1)]	19
Remote Tech	18, 19	2 [RS# 18(1), RS#19 (1)]	18
Traffic Assistant	16, 17, 19	6 [RS# 16 (2), RS#17 (1), RS#19 (3)]	17
		Total Candidates Interviewed – 16	

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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	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	2
17	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	4
18	Internal Promotion	N	3
19	Internal Referral	N	7
20	Local Newspaper	N	0
21	Trade Publication	N	0
22	Internet Recruitment	N	0
23	Recruiter Agency	N	0
24	Walk-in	N	0

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No. of Interviewees Referred by RS over 12-month period	Source Entitled to Vacancy Notification? (Yes/No)	RS Information	RS Number (etc.)
16	TOTAL INTERVIEWEES OVER 12-MONTH PERIOD		

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III. RECRUITMENT INITIATIVES

BRIEF DESCRIPTION OF ACTIVITY	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)
WCKX-FM, WXMG-FM and WJYD-FM participated in the Marion-Franklin High School career fair on May 7, 2009	1 Career Fair
WCKX-FM, WXMG-FM and WJYD-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.	2 Internship Program
WCKX-FM, WXMG-FM and WJYD-FM participated in the 2009 Columbus Diversity/Latino Job Fair on April 28, 2009	3 Career Fair
For local job vacancies, WCKX-FM, WXMG-FM and WJYD-FM refer listeners and potential employees to the Corporate website www.radio-one.com .	4 Website Recruitment
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	5 Management Training: Workplace Diversity
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 complaint, and	6 Management Training: Preventing Discrimination and Harassment

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maintaining a respectful work environment.