

RADIO ONE COMMUNICATIONS

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080©(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: (WLJE-FM, WAKE-AM, Valparaiso, Indiana WXRD-FM, Crown Point, Indiana, and WZVN-FM, Lowell Indiana) and is required to be placed in the public inspection files of these stations and on their websites if they have websites.

The information contained in this Report covers the time period beginning, March 17, 200; to and including March 17, 2032 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

- 1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period:**
- 2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73-2080©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;**
- 3. The recruitment source that referred the hired for each full-time vacancy during the Applicable Period;**
- 4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and**
- 5. A list and brief description of the initiatives undertaken pursuant to Section 73-2080©(2) of the FCC Rules.**

Appendices 1, 2 and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the number listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended, but when the hired accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone, or by e-mail.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from March 17, 200; to March 17, 2032

Station(s) Comprising Station Employment Unit: (WLJE-FM, WAKE-AM, WXRD-FM, and WZVN-FM,)

Section 1: Vacancy Information

Full Time Positions Filled By Job Title	Recruitment Source Of Hiree	Total Number of Interviewees From all Sources For Position
1. Receptionist	On Air Ad	64
2. Marketing Consultant	On Air Ad	34

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from March 18, 200; to March 17, 2032

Station(s) Comprising Station Employment Unit: (WLJE-FM, WAKE-AM, WXRDFM, and WZVN-FM)

Section 2: Recruitment Source Information

Recruitment Source	Total Number of Interviewees This Source Has Provided During This Period	Full-Time Positions for Which This Source Was Used
In House On Air	50	2
BCS (agency)	1	1
Promotion from Within	0	0
All Access	5	0
Diversity Job Fair	15	1
IBA	0	1
Radio Ink	3	0

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from March 17, 200; to March 18,'2032

**Station(s) Comprising Station Employment Unit: (WLJE-FM, WAKE-AM,
WXRD-FM, and WZVN-FM)**

**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities
Undertaken by WLJE-FM, WAKE-AM, WXRD-FM, and WZVN-FM**

- 1. ""Lqd'Uj cf qy 'Program –**
- 2. NWI Times Diversity Job Fair**
- 3. Calumet College of St. Joseph – Job Fair**