

Urban One, Inc.
Radio One – Raleigh/Durham, NC
WFXC-FM, WFXK-FM, WNNL-FM, and WQOK-FM
EEO PUBLIC FILE REPORT
August 1, 2021 – July 31, 2022 [1]

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRS�”) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Number of Candidates Interviewed (RS)	RS Referring Hiree
Sales Assistant (4/20/22)	1-20, 23	1[RS# 23(1)]	23
Online Editor (5/25/22)	1-20, 23	3[RS# 20(2); RS# 23(1)]	20
Account Executive (5/25/22)	1-20, 27	2[RS# 20(1); RS# 27(1)]	27
General Sales Manager (6/6/22)	1-20, 22, 27	3[RS# 22(1); RS# 27(2)]	22
		Total Candidates Interviewed – 9	

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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	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 National@aja.org	Y	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 info@womcom.org	Y	0
3	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 ccnmainfo@ccnma.org	Y	0
4	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
5	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
6	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: 301-445-7101 sberry@nabj.org	N	0
7	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.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 Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 info@nljja.org	Y	0
9	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	N	0
10	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	Y	0
11	Jubilee Jobs, Inc. Fax: 202.667.8833 jconerly@jubileejobs.org	Y	0
12	Urban League of Philadelphia Fax: 215.468.8078 robinbailey@ucsep.org	Y	0
13	Indianapolis Urban League, Inc. Fax: 317.693.7613 ksimmons@indplsul.org	Y	0
14	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 clec@sharesinc.org	Y	0
15	The American Legion Department Of NC Fax: 919.832.6428 nclegion@nc.rr.com	Y	0
16	Columbus Urban League Fax: 614.257.6316 dowens@cul.org	Y	0
17	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	Y	0
18	Southern Methodist University hegicalendar@smu.edu	Y	0
19	Women's Center of Tarrant County Inc. Fax: 817.927.0694 cfannin@womenscentertc.org	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
20	Corporate Website – www.urban1.com	N	3
21	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
22	Internal Promotion/ Internal Candidate	N	1
23	Internal Referral/ /Employee Referral	N	2
24	Industry Referral	N	0
25	Market Websites - http://foxync.com/ , http://thelightnc.com/ , and http://hiphopnc.com/ .	N	0
26	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
27	Internet Recruitment – - www.monster.com , www.bcfm.com www.allaccess.com , www.indeed.com , www.hotjobs.com , www.linkedin.com , www.careerbuilder.com , www.entertainmentcareers.net/ , www.ihirebroadcasting.com .	N	3
28	Employment Connection – www.employmentconnection.com	N	0
29	Ohio Center for Broadcasting	N	0
30	Ohio Media School	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			9

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<u>Workplace Harassment Training</u>	Urban One hosted anti-harassment training session for managers and non-managers, in conjunction with outside counsel, to educate all market employees on what is harassment and what to do if they observe or experience it in the workplace (General Manager and Marketing & Promotions Director participated) (November 15, 2021).
2	<u>Website Recruitment</u>	For local job vacancies, WFXC-FM, WFXK-FM, WNNL-FM, and WQOK-FM referred listeners and potential employees to the Corporate website www.urban1.com .
3	<u>EEO Training Seminar</u>	Urban One hosted an EEO Seminar in conjunction with outside counsel to train market employees and leadership on maintaining proper EEO compliance (General Manager and Raleigh EEO Compliance Administrator participated) (March 23, 2022).
4	<u>Political Compliance Training</u>	Urban One hosted three (3) political compliance training sessions for the Raleigh radio market. These training sessions were attended by designated Political Compliance Managers, the market sales team, and all additional employees who work with political advertising (July 28, 2021; January 18, 2022; and July 14, 2022).
5	<u>Sales Training</u>	Station conducts training sessions facilitated by the corporate Vice President of Revenue Development. The training develops skills that prepare employees for senior sales and management positions. Station’s latest Digital Sales Manager opening was filled internally by a participant in this training program (Weekly, Ongoing).

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6	<u>Raleigh Chamber Membership</u>	Station General Manager attends meetings to provide information on the broadcast industry, to meet with local individuals seeking to network, and to provide career and other information to those who may be seeking opportunities in radio or other broadcast sectors (Ongoing)
7	<u>Department Head Meetings (expanded)</u>	Station holds weekly Department Head Meetings, which have expanded to include opportunities for managers and non-managers to develop senior leadership qualities as well as provide better representation of women and minorities when discussing Station issues (Weekly, Ongoing)
8	<u>NC Association of Broadcasters EEO Training</u>	Raleigh market personnel attended an EEO Seminar hosted by the NC Association of Broadcasters to train market employees and leadership on maintaining proper EEO compliance, including the General Manager, General Sales Manager, and Operations Manager (July 12, 2022).
9	<u>MDCD FCC EEO Rules Webinar</u>	The following Raleigh market personnel attended an EEO webinar hosted by the Maryland DC Delaware Broadcasters Association on the current rules and regulations surrounding EEOs and their compliance: General Manager, General Sales Manager, Marketing Director, Operations Manager, Traffic Director, Chief Engineer (July 12, 2022).

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