

Urban One, Inc.
Radio One – Raleigh/Durham, NC
WFXC(FM), WFXK(FM), WNNL(FM), and WQOK(FM)
EEO PUBLIC FILE REPORT
August 1, 2022 – July 31, 2023 [1]

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
Traffic Manager (9/16/22)	1-15, 18, 22	3[RS#15(1), RS#18(1), RS#22(1)]	RS#18
Account Executive (3/16/23)	1-15, 18	2[RS#15(1), RS#18(1)]	RS#18
Sales Assistant (6/12/23)	1-15, 18	2[RS#18(2)]	RS#18
		Total Candidates Interviewed – 7	

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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@aaja.org	N	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 info@womcom.org	N	0
3	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 ccnmainfo@cnma.org	N	0
4	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 nabobinfo@nabob.org	N	0
5	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: 301-445-7101 sberry@nabj.org	N	0
6	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	N	0
7	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	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
8	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	N	0
9	Urban League of Philadelphia Fax: 215.468.8078 robinbailey@ucsep.org	N	0
10	Indianapolis Urban League, Inc. Fax: 317.693.7613 ksimmons@indplsul.org	N	0
11	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 clee@sharesinc.org	N	0
12	Columbus Urban League Fax: 614.257.6316 dowens@cul.org	N	0
13	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	N	0
14	Southern Methodist University hegicalendar@smu.edu	N	0
15	Corporate Website – www.urban1.com	N	2
16	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
17	Internal Promotion/ Internal Candidate	N	0
18	Internal Referral/ /Employee Referral	N	4
19	Industry Referral	N	0
20	Market Websites - http://foxync.com/ , http://thelightnc.com/ , and http://hiphopnc.com/ .	N	0
21	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
22	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	1
23	Employment Connection – www.employmentconnection.com	N	0

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TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			7

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<u>North Carolina Association of Broadcasters EEO Training</u>	The Raleigh radio market personnel participated in a seminar entitled “FCC EEO Rules: Updates, Refresher, and Practical Considerations” hosted by the NC Association of Broadcasters and presented by attorneys from Brooks Pierce. Attendees were hiring managers including the General Manager, General Sales Manager, Operations Director, and Promotions Director (July 12, 2023).
2	<u>Diversity, Equity and Inclusivity Conference</u>	The Raleigh radio market personnel including the General Manager and General Sales Manager attended the conference presented by the Triangle DEI Alliance. The program focused on learning actionable strategies to incorporate equity and accountability in the workplace (July 25, 2023).
2	<u>North Carolina Black Summit</u>	The Radio Raleigh market stations sponsored the 17 th annual NC Black Summit, The summit offered networking opportunities attended by station personnel including the General Sales Manager (April 27-28, 2023).
4	<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 .
5	<u>EEO Training Seminar</u>	Urban One’s Legal Department 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 30, 2023).
6	<u>Political Compliance Training</u>	Urban One’s Legal Department continues to host political compliance training sessions for the Raleigh radio market. These training sessions are attended by designated Political

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		Compliance Managers, the market sales team, and all additional employees who work with political advertising. The training session relevant to this reporting period was conducted on (February 8, 2023).
7	<u>Sales Training</u>	The Raleigh market 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).
8	<u>Raleigh Chamber Membership</u>	The Raleigh market 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).
9	<u>Department Head Meetings (expanded)</u>	The Raleigh market 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).

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