

Urban One, Inc.
Radio One – Raleigh/Durham, NC
WFXC(FM), WFXK(FM), WNNL(FM), and WQOK(FM)
EEO PUBLIC FILE REPORT
July 1, 2024– July 31, 2025[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 |
|--|--|--|-------------------------------|
| Integrated Marketing Specialist (2/6/2025) | 1 – 12, 13 | 2 [RS#12(1), RS#13(1)] | RS#13 |
| Continuity Director (8/16/2024) | 1 – 12, 14 – 15 | 6 [RS#12(3), RS#14(2), RS#15(1)] | RS#14 |
| | | Total Candidates Interviewed – 8 | |

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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@aaaja.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@ccnma.org | N | 0 |
| 4 | National Association of Black Owned Broadcasters 1201 Connecticut Avenue NW, 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, MD 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 |
| 8 | Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com | N | 0 |
| 9 | Shares, Inc. - Brandywine Industries Fax: (317) 462-1535 cleee@sharesinc.org | N | 0 |
| 10 | Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com | N | 0 |
| 11 | Southern Methodist University hegicalendar@smu.edu | N | 0 |
| 12 | Corporate Website – www.urban1.com | N | 4 |
| 13 | Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances) | N | 1 |
| 14 | Internal Promotion/ Internal Candidate | N | 2 |

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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 |
|--|---|--|--|
| 15 | Internal Referral/ /Employee Referral | N | 1 |
| 16 | Industry Referral | N | 0 |
| 17 | Market Websites - http://foxync.com/ , http://thelightnc.com/ , and http://hiphopnc.com/ . | N | 0 |
| 18 | Trade Publication – Inside Radio 365 Union Street Littleton, NH 03561 (800) 248-4242 | N | 0 |
| 19 | 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 | 0 |
| 20 | Employment Connection – www.employmentconnection.com | N | 0 |
| TOTAL INTERVIEWEES OVER 12-MONTH PERIOD | | | 8 |

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III. RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|----------|--|--|
| 1 | <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 . |
| 2 | <u>Annual EEO Legal Training Seminar</u> | Urban One, in conjunction with outside counsel, hosted an EEO Seminar to train market employees and leadership on maintaining proper EEO compliance (The Raleigh market’s General Manager and EEO Compliance Administrator participated) (March 31, 2025). |
| 3 | <u>Political Compliance Training</u> | Urban One’s Legal Department hosted a Political Compliance training session, which was attended by designated Political Compliance Managers, the Market Sales Team, and all additional employees who work with political advertising (January 22, 2025). |
| 4 | <u>ADP Training</u> | Urban One, in coordination with its training partner, The NOLA Group (“NOLA”), provided two ADP training sessions for company managers. The training provided an overview of key features within the ADP Workforce Now platform and included employment and recruitment-related information. (May 1, 2025, and May 6, 2025). |
| 5 | <u>Legal Department Training Sessions</u> | The Urban One Legal Department hosted two training sessions. Covered topics included promotions, events, advertising, sales, and FCC compliance. During the trainings, attention was also specifically given to EEO regulations, with an emphasis on the measures each market should take to maintain proper EEO compliance (October 28, 2024, and February 25, 2025). |
| 6 | <u>Radio One Hosted Job & Resource Fair</u> | The market hosted the Radio One Job & Resource Fair at the Green Road Community Center, located at 4201 Green Road, Raleigh, NC, 27604. The fair was attended by approximately three hundred (300) attendees. The market’s Operations Manager, Promotions Director and its senior sellers participated (June 12, 2025). |
| 7 | <u>Diversity Equity, and Inclusivity (“DEI”) Conference</u> | The Raleigh market’s Sales Manager, Promotions Director, and its senior sellers attended the 2025 Diversity Equity, and Inclusivity (“DEI”) Conference (the “Conference”) presented by the Triangle DEI Alliance. While at the Conference, market representatives provided conference talking points, participated in a series of action/ breakout sessions aimed at equipping organizations with the tools needed to foster and sustain DEI in the workplace, and attended networking reception events (July 29, 2025). |

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| | | |
|----|---|--|
| 8 | <u>Raleigh Chamber of Commerce Meetings</u> | Throughout the reporting period, the Raleigh market’s General Manager, Gary A. Weiss, attended the Raleigh Chamber of Commerce’s Board of Directors and Board of Advisors Meetings (the “BOD & BOA Meetings”), where he provided Triangle DEI business leaders with information on the broadcast industry, met with local individuals seeking to network, and provided information to individuals pursuing careers in the in radio and/or broadcast sectors (Ongoing). |
| 9 | <u>National Carolina Association of Broadcaster Board Meetings</u> | Throughout the reporting period, the Raleigh market’s General Manager, Gary A. Weiss, attended the North Carolina Association of Broadcaster (“NCAB”) board meetings. Discussion topics included developing strategies and initiatives for increasing broadcast industry recruitment (Quarterly, Ongoing). |
| 10 | <u>Sales Trainings</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). |
| 11 | <u>Department Head Meetings (expanded)</u> | Throughout the reporting period, the Raleigh market held weekly Department Head Meetings, which expanded to include provide opportunities for managers and non-managers to develop senior leadership qualities, as well as provide better representation of women and minorities when discussing market and/or Station issues (Weekly, Ongoing). |

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