

Urban One, Inc.
Radio One – Charlotte, NC
WPZS-FM, WOSF-FM, WFNZ-AM, WFNZ-FM,
WBT-AM, WBT-FM, and WLNK-FM
EEO PUBLIC FILE REPORT
August 1, 2021 – July 31, 2022 [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
Assistant Program Director/Executive Producer Sports Talk (10/4/21)	1-20, 27, 28	5[RS# 20(2); RS# 27(2); RS# 28(1)]	28
Traffic Manager (12/3/21)	1-20, 23, 27	4[RS# 20(1); RS# 23(1); RS# 27(2)]	23
Executive Assistant (6/10/22)	1-20, 27	4[RS# 20(3); RS# 27(1)]	20
General Sales Manager (3/8/22)	1-20, 23, 27	2[RS# 23(1); RS# 27(1)]	23
Regional Digital Sales Manager (6/10/22)	1-20, 22	1[RS# 22(1)]	22
Program Director (5/19/22)	1-20, 24	1[RS# 24(1)]	24
Production Director (5/19/22)	1-20, 23	5[RS# 20(2); RS# 23(3)]	23
Program Director (5/25/22)	1-20	1[RS# 20(1)]	20
		Total Candidates Interviewed - 23	

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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

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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
7	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	Y	0
8	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 info@nlgia.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 cleec@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

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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
20	Corporate Website – www.urban1.com	N	9
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	5
24	Industry Referral	N	1
25	Market Websites - http://praisecharlotte.com/ , https://1053rmb.com/ , https://wfnz.com/ , https://wbt.com/ , and https://mix1079.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	6
28	Employment Connection – www.employmentconnection.com	N	1
29	Ohio Center for Broadcasting	N	0
30	Ohio Media School	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			23

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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, WPZS-FM, WOSF-FM, WFNZ-AM, WFNZ-FM, WBT-AM, WBT-FM and WLNK-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 Charlotte EEO Compliance Administrator participated) (March 23, 2022).
4	<u>Political Compliance Training</u>	Urban One hosted three (3) political compliance training sessions for the Charlotte 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>Visitor Tours</u>	The General Manager and Program Director conducted several COVID-safe tours of the station facilities and discussed the radio industry (various dates in March and April, 2022).

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6	<u>Keller Institute at Appalachian State University</u>	The General Manager, Program Director, and select On-Air Talent spoke at the Keller Institute’s annual event on various topics related to the broadcast industry and broadcast careers (June 6, 2022) (June 17, 2022).
7	<u>Hood Hargett Breakfast Club</u>	The Charlotte radio market is a sponsor of the Hood Hargett Breakfast Club. As a part of this sponsorship, the General Manager and employees in Charlotte attend monthly lunch meetings to further employee leadership education as well as build industry connections with other attendees (Ongoing 2021/2022).
8	<u>Bronko Nagurski Charlotte Touchdown Club</u>	The Charlotte radio market is a sponsor of the Bronko Nagurski Charlotte Touchdown Club. As a part of this sponsorship, the radio market’s sports stations broadcast remarks to increase listener engagement with the intersection of radio and sports in the community (Ongoing 2021/2022).

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