

**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][2]**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Candidates Interviewed (RS)</b>	<b>RS Referring Hiree</b>
Traffic Manager (9/16/22)	1 – 14, 17, 21	3 [RS#14(1), RS#17(1), RS#21(1)]	RS#17
Account Executive (3/16/23)	1 – 14, 17	2 [RS#14(1), RS#17(1)]	RS#17
Sales Assistant (6/12/23)	1 – 14, 17	2 [RS#17(2)]	RS#17
		<b>Total Candidates Interviewed – 7</b>	

[1] This report provides recruitment data collected from July 23, 2022 through July 25, 2023.

[2] This report was amended on May 6, 2024.

**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][2]**

**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 <a href="mailto:National@aaja.org">National@aaja.org</a>	N	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 <a href="mailto:info@womcom.org">info@womcom.org</a>	N	0
3	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 <a href="mailto:cenmainfo@cenma.org">cenmainfo@cenma.org</a>	N	0
4	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Ste. 200 Washington, D.C. 20036 Fax: (202) 429-0657 <a href="mailto:nabobinfo@nabob.org">nabobinfo@nabob.org</a>	N	0
5	National Association of Black Journalists 1100 Knight Hall, Ste. 3100 College Park, MD 20742 Fax: (301) 445-7101 <a href="mailto:sberry@nabj.org">sberry@nabj.org</a>	N	0
6	National Black Media Coalition 1738 Elton Road, Ste. 314 Silver Spring, MD 20903 <a href="mailto:support@mpnmail.com">support@mpnmail.com</a>	N	0
7	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 <a href="mailto:native@unl.edu">native@unl.edu</a>	N	0
8	Andrews Air Force Base Airman & Family Readiness Center <a href="mailto:mfscjobs@gmail.com">mfscjobs@gmail.com</a>	N	0
9	Shares, Inc. - Brandywine Industries Fax: (317) 462-1535 <a href="mailto:clec@sharesinc.org">clec@sharesinc.org</a>	N	0
10	Mayor's Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	N	0

[1] This report provides recruitment data collected from July 23, 2022 through July 25, 2023.

[2] This report was amended on May 6, 2024.

**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][2]**

11	Shares, Inc. - Brandywine Industries Fax: (317) 462-1535 <a href="mailto:clec@sharesinc.org">clec@sharesinc.org</a>	N	0
12	Mayor’s Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	N	0
13	Southern Methodist University <a href="mailto:hegicalendar@smu.edu">hegicalendar@smu.edu</a>	N	0
14	Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>	N	2
15	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
16	Internal Promotion/ Internal Candidate	N	0
17	Internal Referral/ /Employee Referral	N	4
18	Industry Referral	N	0
19	Market Websites - <a href="http://foxync.com/">http://foxync.com/</a> , <a href="http://thelightnc.com/">http://thelightnc.com/</a> , and <a href="http://hiphopnc.com/">http://hiphopnc.com/</a> .	N	0
20	Trade Publication – Inside Radio 365 Union Street Littleton, NH 03561 (800) 248-4242	N	0
21	Internet Recruitment – - <a href="http://www.monster.com">www.monster.com</a> , <a href="http://www.bcfm.com">www.bcfm.com</a> <a href="http://www.allaccess.com">www.allaccess.com</a> , <a href="http://www.indeed.com">www.indeed.com</a> , <a href="http://www.hotjobs.com">www.hotjobs.com</a> , <a href="http://www.linkedin.com">www.linkedin.com</a> , <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> , <a href="http://www.entertainmentcareers.net/">www.entertainmentcareers.net/</a> , <a href="http://www.ihirebroadcasting.com">www.ihirebroadcasting.com</a> .	N	1
22	Employment Connection – <a href="http://www.employmentconnection.com">www.employmentconnection.com</a>	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>7</b>

[1] This report provides recruitment data collected from July 23, 2022 through July 25, 2023.

[2] This report was amended on May 6, 2024.

**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][2]**

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	<b><u>Website Recruitment</u></b>	For local job vacancies, WFXC(FM), WFXK(FM), WNNL(FM), and WQOK(FM) referred listeners and potential employees to the Corporate website, <a href="http://www.urban1.com">www.urban1.com</a> .
2	<b><u>Workplace Harassment Training</u></b>	Urban One hosted an 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. The Raleigh market’s General Manger and Market’s Promotions Director participated.
3	<b><u>EEO Training Seminar</u></b>	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. The Raleigh market’s General Manager and EEO Compliance Administrator participated (March 30, 2023).
4	<b><u>Political Compliance Training</u></b>	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 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).
5	<b><u>Diversity, Equity, and Inclusivity Conference</u></b>	The Raleigh radio market, including its General Manager, Gary A. Weiss, and General Sales Manager, attended the 2022 Diversity Equity, and Inclusivity (“DEI”) Conference presented by the Triangle DEI Alliance. The program focused on learning actionable strategies to create an inclusive workplace through awareness and action (July 26, 2022).

[1] This report provides recruitment data collected from July 23, 2022 through July 25, 2023.

[2] This report was amended on May 6, 2024.

**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][2]**

<b>6</b>	<b><u>North Carolina Black Summit</u></b>	The Radio Raleigh market sponsored the 17 <sup>th</sup> annual North Carolina Black Summit (the “Summit”). The Summit offered networking opportunities and was attended by Raleigh market and/or Station personnel, including the General Sales Manager (April 27 – 28, 2023).
<b>7</b>	<b><u>Raleigh Chamber of Commerce Membership</u></b>	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 (the first BOD & BOA Meeting was held on November 30, 2022, ongoing thereafter).
<b>8</b>	<b><u>Sales Training</u></b>	Throughout the reporting period, the Raleigh market conducted training sessions facilitated by the Corporate Vice President of Revenue Development. The training sessions were intended to develop skills that prepare employees for senior sales and management positions (Weekly, Ongoing).
<b>9</b>	<b><u>Department Head Meetings (expanded)</u></b>	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).

[1] This report provides recruitment data collected from July 23, 2022 through July 25, 2023.

[2] This report was amended on May 6, 2024.