

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][2]

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
Sales Assistant (4/20/22)	1 – 17, 20	1 [RS# 20(1)]	20
Online Editor (5/25/22)	1 – 17, 20	3 [RS# 17(2); RS# 20(1)]	17
Account Executive (5/25/22)	1 – 17, 24	2 [RS# 17(1); RS# 24(1)]	24
		Total Candidates Interviewed – 6	

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

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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	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 College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone: (404) 523-6136 Fax: (404) 523-5467 bcrmail@aol.com	N	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	N	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	N	0
8	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 info@nljja.org	N	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	N	0
11	Jubilee Jobs, Inc. Fax: 202.667.8833 jconerly@jubileecjobs.org	N	0
12	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 clee@sharesinc.org	N	0
13	The American Legion Department of NC Fax: (919) 832.6428 nclegion@nc.rr.com	N	0
14	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	N	0
15	Southern Methodist University hegicalendar@smu.edu	N	0
16	Women's Center of Tarrant County Inc. Fax: 817.927.0694 cfannin@womenscentertc.org	N	0
17	Corporate Website – www.urban1.com	N	3
18	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	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
19	Internal Promotion/ Internal Candidate	N	0
20	Internal Referral/ /Employee Referral	N	2
21	Industry Referral	N	0
22	Market Websites - http://foxync.com/ , http://thelightnc.com/ , and http://hiphopnc.com/ .	N	0
23	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
24	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
25	Employment Connection – www.employmentconnection.com	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			6

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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>Workplace Harassment Training</u>	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 Manager and Marketing & Promotions Director participated (November 15, 2021).
3	<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. The Raleigh market’s General Manager and 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).

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5	<u>North Carolina Association of Broadcasters (NCAB) EEO Training</u>	The Raleigh radio market, including its General Manager, General Sales Manager, Operations Director, and Promotions Director, participated in a seminar entitled “FCC EEO Rules: Updates, Refresher, and Practical Considerations” hosted by the North Carolina Association of Broadcasters and presented by attorneys from Brooks Pierce Law (July 12, 2022).
6	<u>Sales Training</u>	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).
7	<u>Raleigh Chamber of Commerce Membership</u>	Throughout the reporting period, the Raleigh market’s General Manager attended Raleigh Chamber 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 to pursue careers in the radio and/or broadcast sectors (Ongoing).
8	<u>Department Head Meetings (expanded)</u>	Throughout the reporting period, the Raleigh market held weekly Department Head Meetings, which expanded to 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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