

**Urban One, Inc.**  
**Radio One – Philadelphia, PA**  
**WRNB-FM, WPPZ-FM, and WPHI-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 – March 31, 2020 [1]**

**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>
Assistant Program Director (6/16/19)	1-35	4 [RS #(35)]	35
Promotions Director (9/4/19)	1-35, 37, 38, 43	13 [1 RS #(18), 3 RS #(35), 1 RS #(37), 6 RS #(38), 2 RS #(43)]	43
Program Director (4/4/19)	1-35, 38	4 [1 RS #(35), 3 RS #(38)]	38
Account Executive (Sales) (6/3/19)	1-35, 38	4 [2 RS #(35), 2 RS #(38)]	38
Account Executive (Sales) (6/17/19)	1-35, 38	4 [1 RS #(35), 3 RS #(38)]	38
Account Executive (Sales) (10/16/19)	1-35	3 [3 RS #(35)]	35
Local Sales Manager (8/19/19)	1-35	2 [2 RS #(35)]	35
Account Executive (Sales) (10/16/19)	1-35	3 [3 RS #(35)]	35
		<b>Total Candidates Interviewed - 37</b>	

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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	American Women in Radio and Television 8405 Greensboro Drive, Ste. 800 McLean, VA 22102 (703) 506-3266 Fax <a href="mailto:info@allwomeninmedia.org">info@allwomeninmedia.org</a>	Y	0
2	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 <a href="mailto:National@aaja.org">National@aaja.org</a>	Y	0
3	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>	Y	0
4	Black Broadcasters Alliance 3474 William Penn Hwy. Pittsburgh, PA 15235 <a href="mailto:webmaster@thebba.org">webmaster@thebba.org</a>	Y	0
5	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a>	Y	0
6	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 <a href="mailto:nahj@nahj.org">nahj@nahj.org</a>	Y	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 Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Fax: (404) 523-5467 <a href="mailto:bcrmail@aol.com">bcrmail@aol.com</a>	Y	0
8	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 <a href="mailto:nabobinfo@nabob.org">nabobinfo@nabob.org</a>	Y	0
9	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: 301-445-7101 <a href="mailto:sberry@nabj.org">sberry@nabj.org</a>	Y	0
10	National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, VA 22182 Fax: (703) 893- 2414 <a href="mailto:info@namme.org">info@namme.org</a>	Y	0
11	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 <a href="mailto:support@mpnmail.com">support@mpnmail.com</a>	Y	0
12	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 <a href="mailto:info@nlgja.org">info@nlgja.org</a>	Y	0
13	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 <a href="mailto:native@unl.edu">native@unl.edu</a>	Y	0
14	South Asian Journalists Association	Y	0

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15	Ohio Center for Broadcasting 9885 Rockside Road Cleveland, OH 44125 <a href="mailto:gary@beonair.com">gary@beonair.com</a>	Y	0
16	Andrews Air Force Base Airman & Family Readiness Center <a href="mailto:mfscjobs@gmail.com">mfscjobs@gmail.com</a>	Y	0
17	Detroit Regional Workforce Fund Fax: 313.226.9227 <a href="mailto:gabriela.dorantes@liveunitedsem.org">gabriela.dorantes@liveunitedsem.org</a>	Y	0
18	Employment Connection Fax: 314.333.3674 <a href="mailto:pmckinney@employmentstl.org">pmckinney@employmentstl.org</a>	Y	1
19	Falls Church Skill Source Center Fax: 705.752.1609 <a href="mailto:sarah.scott@myskillssource.org">sarah.scott@myskillssource.org</a>	Y	0
20	Jubilee Jobs, Inc. Fax: 202.667.8833 <a href="mailto:jconerly@jubileejobs.org">jconerly@jubileejobs.org</a>	N	0
21	Michigan Veterans Foundation Fax: 313.831.7120 <a href="mailto:mvf002@earthlink.net">mvf002@earthlink.net</a>	Y	0
22	Texas Veterans Commission Fax: 214.819.2880 <a href="mailto:yolanda.williams@dallascounty.org">yolanda.williams@dallascounty.org</a>	Y	0
23	Urban League of Philadelphia Fax: 215.468.8078 <a href="mailto:robinbailey@ucsep.org">robinbailey@ucsep.org</a>	Y	0
24	Veterans Workforce Investment Program Way Station, Inc. Fax: 301.620.2925 <a href="mailto:yfuchs@waystationinc.org">yfuchs@waystationinc.org</a>	Y	0

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25	Indianapolis Urban League, Inc. Fax: 317.693.7613 <a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>	Y	0
26	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 <a href="mailto:clee@sharesinc.org">clee@sharesinc.org</a>	Y	0
27	Charlotte Area Fund Fax: 704.344.1655 <a href="mailto:isaacc@charlotteareafund.org">isaacc@charlotteareafund.org</a>	Y	0
28	The American Legion Department Of NC Fax: 919.832.6428 <a href="mailto:nclegion@nc.rr.com">nclegion@nc.rr.com</a>	Y	0
29	Columbus Urban League Fax: 614.257.6316 <a href="mailto:dowens@cul.org">dowens@cul.org</a>	Y	0
30	Mayor's Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	Y	0
31	Southern Methodist University <a href="mailto:hegicalendar@smu.edu">hegicalendar@smu.edu</a>	Y	0
32	Texas Department of Assistive & Rehabilitative Services <a href="mailto:ron.fleming@dars.state.tx.us">ron.fleming@dars.state.tx.us</a>	Y	0
33	Women's Center of Tarrant County Inc. Fax: 817.927.0694 <a href="mailto:cfannin@womenscentertc.org">cfannin@womenscentertc.org</a>	Y	0
34	Texas Association of Broadcasters <a href="mailto:Teresa@tab.org">Teresa@tab.org</a>	Y	0
35	Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>	N	<b>19</b>
36	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
37	Internal Promotion/ Internal Candidate	N	<b>1</b>
38	Internal Referral/ Employee Referral	N	<b>14</b>
39	Industry Referral	N	0
40	Market Websites – <a href="http://www.1003thebeatphilly.com">www.1003thebeatphilly.com</a> , <a href="http://www.1079wrnb.com">www.1079wrnb.com</a> , and <a href="http://www.praise1039.com">www.praise1039.com</a>	N	0

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41	Local Newspaper	N	0
42	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
43	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> .	N	2
44	On-Air Recruitment	N	0
45	Temporary Agency	N	0
46	Rehire of Former Employee	N	0
47	Job/Career Fair	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>37</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	<b><u>Internship Program</u></b>	The market fosters a comprehensive Internship program for college students. Students have the opportunity to get hands on experience while earning college credit. This program incorporates training in various areas of the radio stations operation: Sales, Production, Business, On-air, and Marketing/Promotions
<b>2</b>	<b><u>Website Recruitment</u></b>	For local job vacancies, WRNB-FM, WPPZ-FM, and WPHI-FM referred listeners and potential employees to the Corporate website <a href="http://www.urban1.com">www.urban1.com</a>
<b>3</b>	<b><u>Mentorship Program</u></b>	The Urban One Mentorship Program is dedicated to developing employees who have demonstrated the potential to grow into a General Manager role within Urban One in the short term (1-3 years). Urban One has developed a company-sponsored mentorship program to meet the company’s goals of developing talent pool and increasing diversity within the leadership structure
<b>4</b>	<b><u>Leadership Program</u></b>	The Urban One Leadership Development Program is dedicated to helping leaders and managers develop the leadership skills necessary to grow into new levels of responsibility (10 month program)
<b>5</b>	<b><u>Scholarship Program</u></b>	The E. Steven Collin Scholarship Fund identifies, educates, and prepares the next generation of journalists and media executives (Awarded annually)
<b>6</b>	<b><u>Active Shooter Training</u></b>	Managers and non-managers participated in an active shooter training webinar to promote office safety and prevent discrimination (July 11, 2019)

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<b>7</b>	<b><u>Anti-Harassment Training</u></b>	Managers and non-managers participated in an anti-harassment training session to educate on what is harassment and what to do if they observe or experience it in the workplace (November 18, 2019)
<b>8</b>	<b><u>Learn One Online Training</u></b>	Learn One is an in-house online learning resource designed to target growth and enhance learning for company employees. The training provides courses including time management, effective interviewing, and various other topics (Ongoing)
<b>9</b>	<b><u>Temple University Job Fair</u></b>	Station personnel participated and was the official media partner for Temple University’s job fair. The Marketing Director was on-site to answer any interview/hiring questions (May 16, 2019)
<b>10</b>	<b><u>Career Day – Sayer High School</u></b>	Station personnel participated in the Sayer High School Career Day (February 7, 2020)
<b>11</b>	<b><u>Career Day – Academy Park High School</u></b>	Station personnel participated in the Academy Park High School Career Day (February 29, 2020)

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