

Urban One, Inc.
Radio One of Charlotte, NC
WFNZ(FM), WLNK(FM), WPZS(FM),
WOSF(FM), WBT(AM), and WBT(FM)
EEO PUBLIC FILE REPORT
August 1, 2022 – July 31, 2023 [1]

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Number of Candidates Interviewed (RS)	RS Referring Hiree
Sports Account Executive (9/12/2022)	1-15, 18	2 [RS#15(1), RS#18(1)]	RS#18
Account Executive (Sales) (8/8/2022)	1-15, 18	3 [RS#15(1), RS#18(2)]	RS#18
Account Executive (Sales) (8/8/2022)	1-15, 22	1 [RS#22(1)]	RS#22
Promotions Director (10/18/2022)	1-15, 17, 18	4 [RS#15(1), RS#17(1), RS#18(2)]	RS#15
On Air Talent (12/1/2022)	1-15, 17, 18, 22	8 [RS#15(3), RS#17(1), RS#18(3), RS# 22(1)]	RS#15
On Air Talent (12/12/2022)	1-15, 18, 19	6 [RS#15(3), RS#18(1), RS#19(2)]	RS#15
Traffic Manager (12/2/2022)	1-15, 22	5 [RS#15(4), RS#22(1)]	RS#15
Morning Show Producer (12/19/2022)	1-15, 22	4 [RS#15(3), RS#22(1)]	RS#15
Producer (2/13/2023)	1-15	5 [RS#15(5)]	RS#15
		Total Candidates Interviewed - 38	

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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, Suite 320 San Francisco, CA 94102 National@aaaja.org	N	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Suite 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 cenmainfo@cenma.org	N	0
4	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
5	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 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

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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
8	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	N	0
9	Urban League of Philadelphia Fax: (215) 468-8078 robinbailey@ucsep.org	N	0
10	Indianapolis Urban League, Inc. Fax: (317) 693-7613 ksimmons@indplsul.org	N	0
11	Shares, Inc. – Brandywine Industries Fax: (317) 462-1535 clee@sharesinc.org	N	0
12	Columbus Urban League Fax: (614) 257-6316 dowens@cul.org	N	0
13	Mayor’s Office for People with Disabilities cornelius.booker@wrksolutions.com	N	0
14	Southern Methodist University hegicalendar@smu.edu	N	0
15	Corporate Website – www.urban1.com	N	21
16	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
17	Internal Promotion/ Internal Candidate	N	2
18	Internal Referral/ /Employee Referral	N	9
19	Industry Referral	N	2
20	Market Websites – https://wfnz.com/ , https://praisecharlotte.com/ , https://mix1079.com/ , https://1053rnb.com/ , https://wbt.com/ , and https://theblockcharlotte.com	N	0
21	Trade Publication – Inside Radio 365 Union St. Littleton, NH 03561 (800) 248-4242	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
22	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	4
23	Employment Connection – www.employmentconnection.com	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			38

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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, WFNZ(FM), WLNK(FM), WPZS(FM), WOSF(FM), WBT(AM), and WBT(FM) referred listeners and potential employees to the Corporate website www.urban1.com .
2	<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 (General Manager and Houston EEO Compliance Administrator participated) (March 30, 2023).
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 (February 8, 2023).
4	<u>Job Fair</u>	The market participated in the Charlotte Job & Recruitment Fair, located at the Bojangles Coliseum. 2700 E. Independence Boulevard, Charlotte, NC 28205, where it informed attendees about careers in broadcasting. (May 18, 2023).
5	<u>Participate in Events Sponsored By Educational Institutions</u>	The Charlotte market’s Senior Reporter, Brett Jensen, spoke to several high school students at Stuart W. Cramer High School, located at 101 Lakewood Road, Belmont, NC 28012, about his previous visits to the Ukraine, and specifically addressed how his career as a traveling journalist becomes impacted by situations aboard (May 2, 2023).
6	<u>Participate in Events Sponsored By Educational Institutions</u>	The Charlotte market’s Senior Reporter, Brett Jensen, spoke to students at Stuart W. Cramer High School, located at 101 Lakewood Road, Belmont, NC 28012, about the world of

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		journalism (on or about May 16, 2023).
7	<u>Participate in Events Sponsored By Educational Institutions</u>	The Charlotte market’s Senior Reporter, Brett Jensen, served as a guest speaker at the South Charlotte Rotary’s monthly banquet, which took place at the Southern Pecan-Gulf Coast Kitchen, located at 6706 – C, Phillips Place Court, Charlotte, NC 28210. Presentation topics were focused on journalism/ the radio industry. Specific talking points included how journalists produce their stories and determine which stories to publish (on or about June 16, 2023).
8	<u>Participate in Events Sponsored By Educational Institutions</u>	The Charlotte market’s Production Director, Jerome Ford, participated in Central Piedmont Community College’s Leadership Speakers Series, during which he spoke on the on the “What the Tech?” panel to collegiate students about the technical aspect of the broadcasting industry. Presentation topics included radio/news writing, scripting, commercials, organizing projects, resume reel, and changing the paradigm from personality/air-talent to being a content creator (March 24, 2023).
9	<u>Participate in Events Sponsored By Educational Institutions</u>	The Charlotte market’s General Sales Manager, Jacque Freeman, participated in Central Piedmont Community College’s Leadership Speakers Series, during which she spoke to collegiate students about opportunities in the radio and broadcasting industries, and shared a “Day in the Life” presentation referencing her daily routine as a General Sales Manager for Urban One, Inc. (March 30, 2023).
10	<u>Kellar Radio Talent Institute at Appalachian State University</u>	The Charlotte market’s Regional Vice President, Marsha Landess, spoke at the Kellar Radio Talent Institute, located at Appalachian State University, 287 Rivers Street, Boone, NC 28608, on various topics related to the radio industry and broadcast careers (June 6, 2023).

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