

Urban One, Inc.
Radio One – Charlotte, NC
WPZS-FM, WQNC-FM, and WOSF-FM
EEO PUBLIC FILE REPORT
August 1, 2018 – July 31, 2019 [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
On-Air Talent (9/6/18)	1-35, 38, 43	6[RS #35 (3), RS #38 (1), RS #43 (2)]	35
Receptionist (9/10/18)	1-35, 38, 43	7[RS #38 (2), RS #43 (5)]	43
Account Executive (Sales) (4/10/19)	1-35, 43	8[RS #35 (5), RS #43 (3)]	35
Receptionist (1/7/19)	1-35, 43	3[RS #43 (3)]	43
Operations Manager (12/7/18)	1-35, 38	1[RS #38 (1)]	38
Sales & Marketing Coordinator (2/25/19)	1-35, 38, 43	4[RS #35 (2), RS #38 (1), RS #43 (1)]	38
Account Executive (Sales) (6/11/19)	1-35, 43	3[RS #35 (1), RS #43 (2)]	43
		Total Candidates Interviewed - 32	

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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 info@allwomeninmedia.org	Y	0
2	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 National@aaja.org	Y	0
3	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 info@womcom.org	Y	0
4	Black Broadcasters Alliance 3474 William Penn Hwy. Pittsburgh, PA 15235 webmaster@thebba.org	Y	0
5	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 ccnmainfo@ccnma.org	Y	0
6	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 nahj@nahj.org	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 bcrmail@aol.com	Y	0
8	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
9	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: 301-445-7101 sberry@nabj.org	Y	0
10	National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, VA 22182 Fax: (703) 893- 2414 info@namme.org	Y	0
11	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	Y	0
12	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 info@nljja.org	Y	0
13	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	Y	0
14	South Asian Journalists Association	Y	0

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15	Ohio Center for Broadcasting 9885 Rockside Road Cleveland, OH 44125 gary@beonair.com	Y	0
16	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	Y	0
17	Detroit Regional Workforce Fund Fax: 313.226.9227 gabriela.dorantes@liveunitedsem.org	Y	0
18	Employment Connection Fax: 314.333.3674 pmckinney@employmentstl.org	Y	0
19	Falls Church Skill Source Center Fax: 705.752.1609 sarah.scott@myskillssource.org	Y	0
20	Jubilee Jobs, Inc. Fax: 202.667.8833 jconerly@jubileejobs.org	N	0
21	Michigan Veterans Foundation Fax: 313.831.7120 mvf002@earthlink.net	Y	0
22	Texas Veterans Commission Fax: 214.819.2880 yolanda.williams@dallascounty.org	Y	0
23	Urban League of Philadelphia Fax: 215.468.8078 robinbailey@ucsep.org	Y	0
24	Veterans Workforce Investment Program Way Station, Inc. Fax: 301.620.2925 yfuchs@waystationinc.org	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
25	Indianapolis Urban League, Inc. Fax: 317.693.7613 ksimmons@indplsul.org	Y	0
26	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 clee@sharesinc.org	Y	0
27	Charlotte Area Fund Fax: 704.344.1655 isaacc@charlotteareafund.org	Y	0
28	The American Legion Department Of NC Fax: 919.832.6428 nclegion@nc.rr.com	Y	0
29	Columbus Urban League Fax: 614.257.6316 dowens@cul.org	Y	0
30	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	Y	0
31	Southern Methodist University hegicalendar@smu.edu	Y	0
32	Texas Department of Assistive & Rehabilitative Services ron.fleming@dars.state.tx.us	Y	0
33	Women's Center of Tarrant County Inc. Fax: 817.927.0694 cfannin@womenscentertc.org	Y	0
34	Texas Association of Broadcasters Teresa@tab.org	Y	0
35	Corporate Website – www.urban1.com	N	11
36	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
37	Internal Promotion/ Internal Candidate	N	0
38	Internal Referral/ Employee Referral	N	5
39	Industry Referral	N	0
40	Market Websites - http://praisecharlotte.com/ and http://oldschool1053.com/ .	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 – www.monster.com , www.bcfm.com , www.allaccess.com , www.indeed.com , www.hotjobs.com , www.linkedin.com , www.careerbuilder.com .	N	16
44	On-Air Recruitment	N	0
45	Temporary Agency	N	0
46	Rehire of Former Employee	N	0
47	Job/Career Fair	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			32

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<u>Internship Program</u>	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.
2	<u>Website Recruitment</u>	For local job vacancies, WPZS-FM, WQNC-FM, and WOSF-FM referred listeners and potential employees to the Corporate website www.urban1.com .
3	<u>Mentorship Program</u>	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.
4	<u>Leadership Program</u>	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).
5	<u>Convergys “Just Do It” NC Job Fair</u>	Market encouraged listeners to either apply online or go in person to the job fair (July 17, 2019).
6	<u>Radio One Charlotte Diversity Career Fair</u>	Station personnel hosted a career fair at the Crown Plaza Charlotte Executive Park (September 2018, March 2019).

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7	<u>Mega Charlotte Career Fair</u>	Station personnel collaborated with the Career Center of the Carolinas for this job fair (June 2019).
8	<u>Northeastern University Career Days – Recruitment</u>	Station personnel participated in the Northeastern University Recruitment to generate interest in their graduate programs (July 28, 2018).
9	<u>CIAA Education Day</u>	Station personnel participated in the CIAA Education Day, held at the Charlotte Convention Center. High school students had the opportunity to meet with station representatives (February 2019)
10	<u>KIPP Charlotte Charter School Career Day</u>	On-air personality “Chewy”, DJ T.O., and Jervay “JKnow” Vanderhorst participated in the Career Day (May 2019).
11	<u>Black Enterprise FWD Summit</u>	Stations supported the Black Enterprise FWD Summit, held at the Charlotte Convention Center, both on-air and on-site at the event. The Summit encouraged career growth and entrepreneurship (June 2019).
12	<u>Performance Management Review</u>	Personnel participated in market-wide training for both managers and non-managers (February 2019).
13	<u>Sales & Leadership Training</u>	The Charlotte Sales & Leadership Team participated in a training session (April 2019).
14	<u>Active Shooter Training</u>	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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