

Urban One, Inc.
Radio One – Raleigh/Durham, NC
WFXC(FM), WFXK(FM), WNNL(FM), and WQOK(FM)
EEO PUBLIC FILE REPORT
July 21, 2023– July 23, 2024[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
Traffic Manager (8/15/2024)	1 – 12, 14, 19, 20	4 [RS#12(1), RS#14(1), RS#19(1), RS#20(1)]	RS#14
Chief Engineer (1/22/2024)	1 – 12, 15	3 [RS#12(2), RS#15(1)]	RS#12
		Total Candidates Interviewed – 7	

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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@aaaja.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 Owned Broadcasters 1201 Connecticut Avenue NW, 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, MD 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
8	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	N	0
9	Shares, Inc. - Brandywine Industries Fax: (317) 462-1535 cleee@sharesinc.org	N	0
10	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	N	0
11	Southern Methodist University hegicalendar@smu.edu	N	0
12	Corporate Website – www.urban1.com	N	3
13	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
14	Internal Promotion/ Internal Candidate	N	1

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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
15	Internal Referral/ /Employee Referral	N	1
16	Industry Referral	N	0
17	Market Websites - http://foxync.com/ , http://thelightnc.com/ , and http://hiphopnc.com/ .	N	0
18	Trade Publication – Inside Radio 365 Union Street Littleton, NH 03561 (800) 248-4242	N	0
19	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
20	Employment Connection – www.employmentconnection.com	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			7

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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>EEO Training Seminar</u>	Urban One, in conjunction with outside counsel, hosted an EEO Seminar to train market employees and leadership on maintaining proper EEO compliance (The Raleigh market's General Manager and EEO Compliance Administrator participated) (March 21, 2024).
3	<u>Workplace Harassment Prevention Training</u>	Urban One, with outside counsel, hosted an anti-harassment training session for managers and non-managers to educate all market employees on what harassment is and what to do if they observe or experience it in the workplace. A key member of the Raleigh market virtually attended the Supervisor Training Session on or before November 2, 2023.
4	<u>Defamation Training</u>	Urban One's Legal Department provided training for radio station personnel focusing on the definition of defamation, the importance of fact-checking information which may be potentially defamatory, distinguishing between fact and opinion, and the procedure for anyone who receives a demand pertaining to defamation (May 15 – 16, 2024).
5	<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 (January 11, 2024).
6	<u>Women's Leadership Conference 2024</u>	Three (3) of the Raleigh radio market's Senior Account Executives, alongside the market's General Sales Manager and Promotions Manager, participated in the 2024 Women's Leadership Conference (the "Conference") presented by the Raleigh Chamber of Commerce and PNC Bank. The Conference was held at the Raleigh Convention Center, located at 500 S. Salisbury Street, Raleigh, NC 27601. The Conference, which featured substantial participation by women and boasted over one thousand (1,000) attendees, is one of the market's most impactful events and is designed to assist women in advancing their careers (May 21, 2024).

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7	<u>Diversity Equity, and Inclusivity (“DEI”) Conference</u>	The Raleigh radio market’s General Manager, Gary A. Weiss, attended the 2024 Diversity Equity, and Inclusivity (“DEI”) Conference (the “Conference”) presented by the Triangle DEI Alliance. While at the Conference, Mr. Weiss participated in a series of action/ breakout sessions aimed at equipping organizations with the tools needed to foster and sustain DEI in the workplace, and he attended a networking reception at the Conference (July 23, 2024).
8	<u>Raleigh Chamber of Commerce Meetings</u>	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 (Ongoing).
9	<u>National Carolina Association of Broadcaster Board Meetings</u>	Throughout the reporting period, the Raleigh market’s General Manager, Gary A. Weiss, attended the North Carolina Association of Broadcaster (“NCAB”) board meetings. Discussion topics included developing strategies and initiatives for increasing broadcast industry recruitment (Quarterly, Ongoing).
10	<u>Sales Trainings</u>	The Raleigh market conducts training sessions facilitated by the corporate Vice President of Revenue Development. The training develops skills that prepare employees for senior sales and management positions. Station’s latest Digital Sales Manager opening was filled internally by a participant in this training program (Weekly, Ongoing).
11	<u>Department Head Meetings (expanded)</u>	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).

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