

Urban One, Inc.
Radio One – Philadelphia, PA
WRNB-FM and WPPZ-FM
EEO PUBLIC FILE REPORT
April 1, 2022 – January 31, 2023 [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
Production Director (4/20/22)	1-20, 23, 27	4[RS #20 (1), RS #23 (2), RS #27 (1)]	20
Promotions Coordinator (9/14/22)	1-20, 23, 26	3[RS #23 (2), RS #26 (1)]	23
		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@aaja.org	Y	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 info@womcom.org	Y	0
3	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 ccnmainfo@ccnma.org	Y	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	Y	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	Y	0
6	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: 301-445-7101 sberry@nabj.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 Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	Y	0
8	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 info@nljja.org	Y	0
9	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	Y	0
10	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	Y	0
11	Jubilee Jobs, Inc. Fax: 202.667.8833 jconerly@jubileejobs.org	Y	0
12	Urban League of Philadelphia Fax: 215.468.8078 robinbailey@ucsep.org	Y	0
13	Indianapolis Urban League, Inc. Fax: 317.693.7613 ksimmons@indplsul.org	Y	0
14	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 cleee@sharesinc.org	Y	0
15	The American Legion Department Of NC Fax: 919.832.6428 nclegion@nc.rr.com	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
16	Columbus Urban League Fax: 614.257.6316 dowens@cul.org	Y	0
17	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	Y	0
18	Southern Methodist University hegicalendar@smu.edu	Y	0
19	Women's Center of Tarrant County Inc. Fax: 817.927.0694 cfannin@womenscentertc.org	Y	0
20	Corporate Website – www.urban1.com	N	1
21	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	Y	0
22	Internal Promotion/ Internal Candidate	Y	0
23	Internal Referral/ /Employee Referral	Y	4
24	Industry Referral	Y	0
25	Market Websites – https://rnbphilly.com/ , https://classixphilly.com/ , and https://praisephilly.com/	Y	0
26	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 .	Y	1
27	Employment Connection – www.employmentconnection.com	Y	1
28	Ohio Center for Broadcasting	Y	0
29	Ohio Media School	Y	0
30	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 .	Y	0
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, WRNB-FM and WPPZ-FM referred listeners and potential employees to the Corporate website www.urban1.com
2	<u>Political Compliance Training</u>	Urban One hosted a political compliance training session for the Philadelphia radio market. The training session was attended by designated Political Compliance Managers, the market sales team, and all additional employees who work with political advertising (July 14, 2022).
3	<u>Bancroft Career Fair</u>	The market partnered to host a career fair in Mt. Laurel, NJ providing resumes to participants interested in broadcast positions with Urban One. Station talent Deion (DNA) was on site engaging with attendees. (May 6, 2022).
4	<u>Rivers Casino Career Fair</u>	The market hosted the Rivers career fair in Philadelphia, PA providing resumes to participants interested in broadcast positions with Urban One. Station personnel were on site engaging with attendees. (September 20, 2022).
5	<u>Interns</u>	The market fosters a comprehensive Internship program for college students. Student interns have the opportunity to get hands on experience on careers in broadcasting while earning college credit. During the reporting period four interns supported the promotions department of the station. The interns worked on various station events including concert set up, remote appearances for clients, as well as assisted with

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		station front desk duties. The program also provides training in other areas of the radio business such as sales, production, business, on-air, and marketing/promotions. During the reporting period 6 interns participated in the program.
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