

**Urban One, Inc. – Philadelphia, PA**  
**WRNB(FM) and WPPZ(FM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 – January 31, 2024 [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>
Operations Manager (11/15/23)	1 – 18	3 [RS #18(3)]	18
		<b>Total Candidates Interviewed –</b>	<b>3</b>

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**II. Master Recruitment Source List (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	Asian American Journalists Association1182 Market Street, Ste., 320 San Francisco, CA 94102 <a href="mailto:National@aaaja.org">National@aaaja.org</a>	N	0
2	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>	N	0
3	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a>	N	0
4	Veterans Workforce Investment Program Way Station, Inc. <a href="mailto:vfuchs@waystationinc.org">vfuchs@waystationinc.org</a>	N	0
5	Ohio Media School <a href="mailto:janatra@beonair.com">janatra@beonair.com</a>	N	0
6	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302 Phone: (404) 523-6136 Fax: (404) 523-5467 <a href="mailto:bermail@aol.com">bermail@aol.com</a>	N	0
7	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>	N	0
8	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 <a href="mailto:support@mpnmail.com">support@mpnmail.com</a>	N	0
9	National Lesbian and Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, DC 20005 <a href="mailto:jobboard@nlgja.org">jobboard@nlgja.org</a>	N	0
10	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 <a href="mailto:native@unl.edu">native@unl.edu</a>	N	0
11	Andrews Air Force Base Airman & Family Readiness Center <a href="mailto:mfscjobs@gmail.com">mfscjobs@gmail.com</a>	N	0
12	Urban League of Philadelphia Fax: (215) 468-8078 <a href="mailto:robinbailey@ucsep.org">robinbailey@ucsep.org</a>	N	0

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13	Indianapolis Urban League, Inc. Fax: (317) 693-7613 <a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>	N	0
14	Shares, Inc. – Brandywine Industries Fax: (317) 462-1535 <a href="mailto:cleee@sharesinc.org">cleee@sharesinc.org</a>	N	0
15	Columbus Urban League Fax: (614) 257-6316 <a href="mailto:dowens@cul.org">dowens@cul.org</a>	N	0
16	Mayor's Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	N	0
17	Southern Methodist University <a href="mailto:hegicalendar@smu.edu">hegicalendar@smu.edu</a>	N	0
18	Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>	N	3
19	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
20	Internal Promotion/ Internal Candidate	N	0
21	Internal Referral/ Employee Referral	N	0
22	Industry Referral	N	0
23	Market Websites – <a href="http://www.classixphilly.com">www.classixphilly.com</a> and <a href="http://www.rnbphilly.com">www.rnbphilly.com</a>	N	0
24	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.alllaccess.com">www.alllaccess.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> , <a href="http://www.entertainmentcareers.net">www.entertainmentcareers.net</a> , <a href="http://www.ihirebroadcasting.com">www.ihirebroadcasting.com</a>	N	0
25	Employment Connection – <a href="http://www.employmentconnection.com">www.employmentconnection.com</a>	N	0
26	Local Newspaper	N	0
27	Trade Publication – Inside Radio 365 Union Street Littleton, NH 03561 (800) 248-4242	N	0
28	On-Air Recruitment	N	0
29	Temporary Agency	N	0
30	Rehire of Former Employee	N	0
31	Intern	N	0
32	Career Fair	N	0
33	Butler University Career Page	N	0

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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>On-Air/Website Recruitment</u></b>	For local job vacancies, WPPZ(FM) and WRNB(FM) (the “Stations”) advertised openings on-air and referred listeners and potential employees to the Corporate website, www.urban1.com. The Stations also provided a link to Corporate job listings on the Stations’ websites.
<b>2</b>	<b><u>EEO Training Seminar</u></b>	Urban One hosted an EEO Training Seminar in conjunction with outside counsel to train market employees and leadership on maintaining proper EEO compliance. The market’s General Manager and Philadelphia EEO Compliance Administrator participated (March 30, 2023).
<b>3</b>	<b><u>Political Compliance Training</u></b>	Urban One hosted two (2) Political Compliance training sessions for the Philadelphia radio market, on February 8, 2023, and January 11, 2024, which was attended by designated Political Compliance Managers, the market sales team, and all additional employees who work with political advertising.
<b>4</b>	<b><u>Pennsylvania Association of Broadcaster’s (“PAB”) Certified Leadership Masterclass through the Radio Advertising Bureau (“RAB”)</u></b>	Beginning on October 19, 2023, the market’s Promotions Director, Anthony Sellers, and its Director of Ad Sales, Sean Sams, enrolled in the PAB’s Certified Leadership Masterclass through the RAB. As part of this professional development course, Mr. Sellers and Mr. Sams studied RAB’s formal curriculum, including taking the Certified Radio Sales Manager course. This course teaches employees skills needed for a promotion to a higher-level position, and empowers, equips, and inspires managers of sales teams to help grow the Company (Ongoing).
<b>5</b>	<b><u>School Visit</u></b>	Various Station personnel members visited John F. McCloskey School, located at 8500 Pickering Avenue, Philadelphia, PA 19150, where they spoke to K – 8 <sup>th</sup> grade students about their careers at Radio One Philadelphia, and promoted interested in the radio/broadcast industry (June 1, 2023).

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<b>6</b>	<b><u>Career Fair</u></b>	The market participated in Temple University's Neighborhood Career Fair, located at the Temple University Aramark Student Training and Recreation Complex, 1816 N. 15 <sup>th</sup> Street, Philadelphia, PA 19121, where it spoke to attendees about careers in the radio/broadcast industry, collected resumes, and interviewed qualified candidates for any open Company positions (June 16, 2023).
<b>7</b>	<b><u>Internship Program</u></b>	Commencing on January 1, 2023, the market launched an Internship Program, during which two (2) college interns received firsthand experience by assisting in all aspects of the radio station departments including programming, sales, production, and promotions. Student intern, E.L., participated in the market's Internship Program from January 1, 2023, and student intern, T.R. has participated in the market's Internship Program from May 16, 2023 – Present.

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