

Urban One, Inc.
Radio One of Charlotte, NC
WOSF(FM) WFNZ(AM), WFNZ(FM)
WLNK(FM), WPZS(FM),
WBT(AM), and WBT(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
National Sales Assistant (5/6/2024)	1 – 12, 15	2 [RS#12(1), RS#15(1)]	RS#12
Morning Show Co-Host (4/22/2024)	1 – 12	3 [RS#12(3)]	RS#12
		Total Candidates Interviewed – 5	

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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@aaja.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 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, 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
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

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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
12	Corporate Website – www.urban1.com	N	4
13	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
14	Internal Promotion/ Internal Candidate	N	0
15	Internal Referral/ /Employee Referral	N	1
16	Industry Referral	N	0
17	Market Websites – https://wfnz.com/ , https://praisecharlotte.com/ , https://mix1079.com/ , https://1053rnb.com/ , https://wbt.com/ , and https://theblockcharlotte.com	N	0
18	Trade Publication – Inside Radio 365 Union St. 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	0
20	Employment Connection – www.employmentconnection.com	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			5

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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, WOSF(FM) WFNZ(AM), WFNZ(FM), WLNK(FM), WPZS(FM), WBT(AM), and WBT(FM) referred listeners and potential employees to the Corporate website www.urban1.com .
2	<u>EEO Training</u>	Urban One, in conjunction with outside counsel, hosted an EEO Seminar to train market employees and leadership on maintaining proper EEO compliance (The Charlotte 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 Charlotte 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>Career Fair</u>	The market sponsored the Radio One Charlotte Job & Recruitment Fair at the Bojangles Coliseum, located at 2700 E. Independence Boulevard, Charlotte, NC 28205, where it hosted approximately thirty-two (32) clients and over four hundred (400) job seekers. For its role at the Job Fair, the market conducted on-site interviews for qualified candidates and informed attendees about careers in the broadcasting industry (September 21, 2023).

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7	<u>Job Shadow Program</u>	WFNZ(FM) On-Air Talents, Chris McClain, p/k/a Mac, and Travis Hancock, p/k/a T-Bone, hosted a Job Shadow Program, during which they allowed a communication/broadcast student from The University of South Carolina to shadow them. During the Job Shadow Program, the aforementioned collegiate student was provided with in-depth insight about pursuing a career in the radio broadcasting industry (May 20, 2024).
8	<u>Station Tours / Job Shadow Programs</u>	Throughout the reporting period, the market's Production Director, Jerome Ford, participated in two (2) Station Tours/ Job Shadow Programs, during which he hosted students from Central Piedmont Community College, located at 1201 Elizabeth Avenue, Charlotte, NC 28204. During the Station Tour/ Job Shadow Programs, the students were given the opportunity to shadow Mr. Ford while he performed his daily work duties at the Station, and they were provided with insight about obtaining a career in the radio/broadcasting industry (March 2024 and May 2024).
9	<u>Broadcasting Camp</u>	The market participated in a Broadcasting Camp, during which it hosted several students from Stuart W. Cramer High School, located at 101 Lakewood Road, Belmont, NC 28012. During the Broadcasting Camp, the students, many of whom were enrolled in their high school's Leadership in Media class, were given the opportunity to tour the Station's offices and members of the market's Promotions, Programming, and Sales teams provided the students with information about the radio broadcasting industry, specifically detailing how they started their individual careers in broadcasting and what it's currently like for them in the industry. After the Camp, the students made a broadcast/thank you video for the Station (June 12, 2024).

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