

Urban One, Inc.
Radio One – Atlanta, GA
WHTA(FM), WUMJ(FM), WPZE(FM), and WAMJ(FM)
EEO PUBLIC FILE REPORT
December 1, 2023 – November 30, 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
Integrated Marketing Specialist (2/9/2024)	1 – 16, 19, 23, 24	13 [RS#16(10), RS#19(1), RS#23(1), RS#24(1)]	16
Sponsorship Sales Specialist (2/14/2024)	1 – 16, 22	8 [RS#16(7), RS#22(1)]	16
Client Success Manager (2/7/2024)	1 – 16, 18, 22	4 [RS#16(2), RS#18(1), RS#22(1)]	22
Executive Producer (9/9/2024)	1 – 16, 23, 24	3 [RS#16(1), RS#23(1), RS#24(1)]	24
	Total Candidates Interviewed – 28		

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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	The Association for Women in Communications, Inc. 780 Ritchie Highway, Suite 28-S Severna Park, MD 21146 info@womcom.org	N	0
2	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 ccnmainfo@ccnma.org	N	0
3	Ohio Media School janatra@beonair.com	N	0
4	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone: (404) 523-6136 Fax: (404) 523-5467 bermail@aol.com	N	0
5	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
6	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	N	0
7	National Lesbian and Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, DC 20005 jobboard@nlgja.org	N	0
8	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	N	0
9	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	N	0
10	Urban League of Philadelphia Fax: (215) 468-8078 robinbailey@ucsep.org	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
11	Indianapolis Urban League, Inc. Fax: (317) 693-7613 ksimmons@indplsul.org	N	0
12	Shares, Inc. - Brandywine Industries Fax: (317) 462.1535 cleee@sharesinc.org	N	0
13	Columbus Urban League Fax: (614) 257.6316 dowens@cul.org	N	0
14	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	N	0
15	Southern Methodist University hegicalendar@smu.edu	N	0
16	Corporate Website – www.urban1.com	N	20
17	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
18	Internal Promotion/ Internal Candidate	N	1
19	Internal Referral/ /Employee Referral	N	1
20	Industry Referral	N	0
21	Market Websites – https://majicatl.com/ , https://mypraiseatl.com/ , https://myclassixatl.com/ , and https://hotspotatl.com/ .	N	0
22	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	2
23	Employment Connection – www.employmentconnection.com	N	2
24	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	2
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			28

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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, WHTA(FM), WUMJ(FM), WPZE(FM) and WAMJ(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 (March 21, 2024).
3	<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).
4	<u>Political Compliance Training</u>	Urban One’s Legal Department hosted a Political Compliance training session. The training session was attended by designated Political Compliance Managers, the Market Sales Team, and all additional employees who work with political advertising (January 11, 2024).
5	<u>NABOB Conference</u>	The Atlanta Radio Market attended the 7 th annual Media Sales Institute, hosted by The National Association of Black Owned Broadcasters Telecommunications Education and Management Foundation (NABOB), during which the market’s Director of Sales, Jeffrey O. Havis, Sr., spoke to attendees about careers in the radio/broadcasting industry (June 3 – 13, 2024).

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6	<u>Job-Shadowing & Station Tour for Students from the Rico Wade Music Executive Training Program</u>	The Atlanta Market hosted twenty (20) students, all of whom were between the ages of fourteen (14) and twenty-four (24), from the Rico Wade Music Executive Training Program. During their visit to the Station, the students were given a Station tour and provided with hands-on job shadowing experience (July 3 and July 12, 2024).
7	<u>Speaking Engagement at the RICE for Saint Philip AME Church Interns</u>	The Atlanta Market, alongside the market's Executive Assistant, Veda Howard, visited the Russell Innovation Center for Entrepreneurs (RICE), located at 504 Fair Street SW, Atlanta, GA 30313, where she spoke to approximately eight (8) collegiate interns from the Saint Philip AME Church Internship Program about her experiences in the radio industry (June 26, 2024).
8	<u>Lindley Middle School LEAP College and Career Fair</u>	On or about March 18, 2024, the market's General Sales Manager, Coriya Burns, attended the Learning About Employment and Academic Possibilities (LEAP) College and Career Fair, which was held at Lindley Middle School, located at 50 Veterans Memorial Highway SE, Mableton, GA 30126. For her participation at the LEAP College and Career Fair, Ms. Burns spoke to eighth grade students about pursuing a career in sales within the radio/broadcast industries.

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