

Urban One, Inc. – Atlanta, GA
WHTA(FM), WPZE(FM), WUMJ(FM), and WAMJ(FM)
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 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
No fulltime positions were filled during the reporting period.			
		Total Candidates Interviewed - 0	

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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@aaaja.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@cnma.org	N	0
4	Veterans Workforce Investment Program Way Station, Inc. vfuchs@waystationinc.org	N	0
5	Ohio Media School janatra@beonair.com	N	0
6	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302 Phone: (404) 523-6136 Fax: (404) 523-5467 bermail@aol.com	N	0
7	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 nabobinfo@nabob.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
8	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	N	0
9	National Lesbian and Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, DC 20005 jobboard@nljja.org	N	0
10	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	N	0
11	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	N	0
12	Urban League of Philadelphia Fax: (215) 468-8078 robinbailey@ucsep.org	N	0
13	Indianapolis Urban League, Inc. Fax: (317) 693-7613 ksimmons@indplsul.org	N	0
14	Shares, Inc. - Brandywine Industries Fax: (317) 462-1535 clec@sharesinc.org	N	0
15	Columbus Urban League Fax: (614) 257-6316 dowens@cul.org	N	0
16	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	N	0
17	Southern Methodist University hegicalendar@smu.edu	N	0
18	Corporate Website – www.urban1.com	N	0
19	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	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
20	Internal Promotion/ Internal Candidate	N	0
21	Internal Referral/ /Employee Referral	N	0
22	Industry Referral	N	0
23	Market Websites – https://mypraiseatl.com/ , http://hotspotatl.com/ , and https://majicatl.com/	N	0
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	0
25	Employment Connection – www.employmentconnection.com	N	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 .	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			0

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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), WPZE(FM), WUMJ(FM), and WAMJ(FM) referred listeners and potential employees to the Corporate website www.urban1.com .
2	<u>EEO Training Seminar</u>	Urban One hosted an EEO Seminar in conjunction with outside counsel to train market employees and leadership on maintaining proper EEO compliance (General Manager and Atlanta EEO Compliance Administrator participated) (March 30, 2023).
3	<u>Political Compliance Training</u>	Urban One hosted one (1) Political Compliance training session for the Atlanta radio market on February 8, 2023, which was attended by designated Political Compliance Managers, the market sales team, and all additional employees who work with political advertising. Additional political compliance training sessions, which included the market’s Senior Integrated Marketing Specialist, Dwan Johnson, were also provided on May 8, 2023, and May 16, 2023.
4	<u>Workplace Harassment Prevention Training</u>	Urban One hosted a Workplace Harassment Prevention Training in conjunction with outside counsel to train market employees, managers, and leadership on supporting a workplace culture of diversity, equity, inclusion, and respect for all employees. The market’s General Manager, Timothy P. Davies, completed his Workplace Harassment Prevention Training on October 17, 2023.
5	<u>National Association of Black Owned Broadcasters (“NABOB”) Media Sales Institute (“MSI”) Training Program</u>	The market alongside its Director of Sales, Jeffrey O. Havis, Sr., and General Sales Manager, Coriya Burns Falker, participated in NABOB’s annual 10-day MSI training program at the Atlanta University Center, hosted by Morehouse College, located at 830 Westview Drive SW, Atlanta, GA 30314, where it spoke to college graduates, career-changers, and military veterans (post 9/11), who were specifically interested in a media department sales careers (June 13 – 14, 2023).

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6	<u>Learning About Employment and Academic Possibilities (“LEAP”) College and Career Fair</u>	The market, alongside its General Sales Manager, Coriya Burns Falker, participated in the LEAP College and Career Fair, located at Lindley Middle, 50 Veterans Memorial Highway SE, Mableton, GA 30126, where it assisted more than seven hundred (700) eighth grade students in seeing how many careers are available in the radio industry (March 9, 2023).
7	<u>Success Sessions w/ Grammy U: Art In Our Schools</u>	The market, alongside its Director of Marketing & Promotions, Gil A. Jones, Jr., and on-air personality, Incognito, participated in the Success Sessions: Art In Our Schools panel at the Clayton County Performing Arts Center, located at 2530 Mt. Zion Parkway, Jonesboro, GA 30236, where it provided career advice to approximately five hundred (500) high school students interested in pursuing careers in the music and radio business (March 29, 2023).

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