

**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.

<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>
Integrated Marketing Specialist (10/1/2025)	1 – 12, 15	5 [RS #12(4), RS #15(1)]	15
		<b>Total Candidates Interviewed – 5</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 Association 1182 Market Street, Suite 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, Suite 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	National Association of Black Owned Broadcasters 1201 Connecticut Avenue NW, Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 <a href="mailto:nabobinfo@nabob.org">nabobinfo@nabob.org</a>	N	0
5	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: (301) 445-7101 <a href="mailto:sberry@nabj.org">sberry@nabj.org</a>	N	0
6	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
7	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 <a href="mailto:native@unl.edu">native@unl.edu</a>	N	0
8	Andrews Air Force Base Airman & Family Readiness Center <a href="mailto:mfscjobs@gmail.com">mfscjobs@gmail.com</a>	N	0
9	Shares, Inc. – Brandywine Industries Fax: (317) 462-1535 <a href="mailto:cleee@sharesinc.org">cleee@sharesinc.org</a>	N	0

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10	Mayor's Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	N	0
11	Southern Methodist University <a href="mailto:hegicalendar@smu.edu">hegicalendar@smu.edu</a>	N	0
12	Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>	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 – <a href="http://www.hotspotATL.com">www.hotspotATL.com</a> , <a href="http://www.majicatl.com">www.majicatl.com</a> , <a href="http://www.myclassixatl.com">www.myclassixatl.com</a> , and <a href="http://www.mypraiseatl.com">www.mypraiseatl.com</a>	N	0
18	Trade Publication – Inside Radio 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
19	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.allaccess.com">www.allaccess.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
20	Employment Connection – <a href="http://www.employmentconnection.com">www.employmentconnection.com</a>	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>5</b>

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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>Website Recruitment</u></b>	For local job vacancies, WHTA(FM), WUMJ(FM), WPZE(FM) and WAMJ(FM referred listeners and potential employees to the Corporate website, <a href="http://www.urban1.com">www.urban1.com</a> .
<b>2</b>	<b><u>Legal Department Training Session</u></b>	The Urban One Legal Department hosted a training session covering the following topics: promotions, events, advertising, sales, and FCC compliance. During the training session, attention was also specifically given to EEO regulations, with an emphasis on the measures each market should take to maintain proper EEO compliance (February 25, 2025).
<b>3</b>	<b><u>Annual EEO Legal Training Seminar</u></b>	Urban One, in conjunction with outside counsel, hosted its Annual EEO Legal Training Seminar to train market employees and leadership on maintaining proper EEO compliance (the Atlanta market’s EEO Compliance Administrator participated) (March 31, 2025).
<b>4</b>	<b><u>ADP Training</u></b>	Urban One, in coordination with its training partner, The NOLA Group (“NOLA”), provided two ADP training sessions for company managers. The training provided an overview of key features within the ADP Workforce Now platform and included employment and recruitment-related information. (May 1, 2025, and May 6, 2025).
<b>5</b>	<b><u>Lindley Middle School LEAP College and Career Fair</u></b>	The market’s General Sales Manager, Coriya Burns, and its Director of Marketing & Promotions, Gil Jones, 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 their participation at the LEAP College and Career Fair, Ms. Burns and Mr. Jones spoke to students about pursuing a career in the radio and broadcast industries (March 13, 2025).

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6	<b><u>Aerotropolis Community Center Hiring &amp; Resource Job Fair</u></b>	In partnership with the Aerotropolis Community Center, the Atlanta radio market attended the Hiring & Resource Job Fair, which was held at Tri-Cities High School, located at 2575 Harris Street, East Point, GA 30344, where it spoke with attendees about pursuing a career in the radio/broadcast industry, and interviewed qualified candidates for open positions with Radio One Atlanta (March 22, 2025).
7	<b><u>Career Day Event at Redan High School</u></b>	The Atlanta market's Director of Marketing & Promotions, Gil Jones, attended a Career Day event at Redan High School, located at 5247 Redan Road, Stone Mountain, GA 30088, where he spoke to students about pursuing a career in the radio/ broadcast industry (April 3, 2025).
8	<b><u>The Ohio Media School Education Program Director</u></b>	Jeffrey O. Havis, Sr., the Atlanta market's Director of Sales, attended the 10 <sup>th</sup> annual Media Sales Institute (the "Event"), which was hosted by Morehouse College, and held at the ACU. For his participation at the Event, Mr. Havis served as a guest speaker and presented on the topic <i>How to Be Successful Selling Radio in a Local Market</i> (June 6, 2025).
9	<b><u>Swing Into Their Dreams Foundation, Inc. Career Destiny Day</u></b>	The market partnered with Swing Into Their Dreams Foundation, Inc. to hold the 2 <sup>nd</sup> annual Career Destiny Day (the "Career Day"). The market's Board Operator, Georgio Williams, p/k/a DJ Geronimo, and the market's Producer, Samuel Sirmons, attended the Career Day, and spoke with attendees about pursuing a career in the radio/ broadcast industry. Mr. Williams and Mr. Sirmons were also duly praised by Ms. Pamela Parker, CEO & Co-Founder of Swing Into Their Dreams Foundation, Inc., for the energy, professionalism, and presence they brought to the Career Day (November 14, 2025).

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