

Urban One, Inc. – Philadelphia, PA
WPHI-FM, WPPZ-FM and WRNB-FM
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019 [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
Account Executive (8/16/2018)	1-20, 23, 28	3[RS#20(1), RS#23(1), RS#28(1)]	28
Account Executive (8/16/2018)	1-20, 23, 28	3[RS#23(2), RS#28(1)]	23
Integrated Marketing Manager (8/21/2018)	1-20, 28, 33	3[RS#20(1), RS#28(1), RS#33(1)]	28
Promotions Coordinator (4/9/2018)	1-20, 22, 28	5[RS#20(3), RS#22(1), RS#28(1)]	28
		Total # of Candidates Interviewed - 14	

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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, Ste. 320 San Francisco, CA 94102 National@aaja.org	Y	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 info@womcom.org	Y	0
3	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 ccnmainfo@ccnma.org	Y	0
4	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 nahj@nahj.org	Y	0
5	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Fax: (404) 523-5467 bcrmail@aol.com	Y	0
6	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 nabobinfo@nabob.org	Y	0
7	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	Y	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 Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 info@nljja.org	Y	0
9	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	Y	0
10	Jubilee Jobs, Inc. Fax: 202.667.8833 jconerly@jubileejobs.org	Y	0
11	Urban League of Philadelphia Fax: 215.468.8078 robinbailey@ucsep.org	Y	0
12	Indianapolis Urban League, Inc. Fax: 317.693.7613 ksimmons@indplsul.org	Y	0
13	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 clee@sharesinc.org	Y	0
14	The American Legion Department Of NC Fax: 919.832.6428 nclegion@nc.rr.com	Y	0
15	Urban League Fax: 614.257.6316 dowens@cul.org	Y	0
16	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	Y	0
17	Southern Methodist University hegicalendar@smu.edu	Y	0
18	Ohio Media School Janatra@beonair.com	Y	0
19	Women's Center of Tarrant County Inc. Fax: 817.927.0694 cfannin@womenscentertc.org	Y	0
20	Corporate Website – www.urban1-one.com	N	5

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21	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
22	Internal Promotion/ Internal Candidate	N	1
23	Internal Referral/ /Employee Referral	N	3
24	Industry Referral	N	0
25	Market Websites - http://1003thebeatphilly.com/home.asp , http://1079wrnb.com/home.asp , http://praise1039.com/home.asp	N	0
26	Local Newspaper	N	0
27	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
28	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	4
29	On-Air Recruitment	N	0
30	Temporary Agency	N	0
31	Rehire of Former Employee	N	0
32	Intern	N	0
33	Career Fair	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			14

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	<u>Internship Program</u>	Urban One fosters a comprehensive Internship Program for college students. This program incorporates training in all areas of the radio station: Sales, Production, Business, On-air, and Promotions and Marketing.
2	<u>The E. Steven Collins Scholarship Fund</u>	Founder and Chairperson of Urban One Cathy Hughes established the fund at Temple University to honor E. Steven Collins, a beloved member of the Radio One family who passed away in September of 2013. E. Steven Collins was a proud student of Temple. The scholarship will be awarded annually to deserving Philadelphia student. Its purpose is to identify, educate and prepare the next generation of journalists and media executives.
3	<u>Mentorship Program</u>	Urban One Mentorship Program - dedicated to developing employees who have demonstrated the potential to grow into a General Manager role within Urban One in the short term (1-3 years). Urban One has developed a company-sponsored mentorship program to meet the company's goals of developing talent pool and increasing diversity within the leadership structure.
4	<u>Learn One Online Training (Ongoing)</u>	Learn One is an in-house online learning resource designed to target growth and enhance learning for Company employees. The training provides courses including time management, effective interviewing, and various other topics.
5	<u>Promotions Training Program</u>	Urban One Philadelphia created a training program for the Promotions Department that teaches employees within the program the full scope of the Marketing & Promotions Director positions while introducing the employees to the roles and needs of the Programming and Sales Departments. The program was

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		established February 2018 and is ongoing.
6	<u>Promotions Mentorship Program</u>	Urban One Philadelphia created a mentorship programs that encourages the Promotions Department employees to spend time with Radio One Philadelphia employees.
7	<u>Temple University Job Fair</u>	Radio One acted as the official media partner for and participated in Temple University’s Job Fair on May 17, 2018. This job fair is the biggest in the region.
8	<u>Discovery Charter School Job Fair</u>	Philadelphia On-Air Personality, DJ Caesar, and Online Editor, Justin Engelhardt, and Eric Lynch participated in a local junior high school fair on November 13, 2018 where they spoke about careers in broadcasting.

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