

**Urban One, Inc. – Philadelphia, PA**  
**WRNB(FM) and WPPZ(FM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2024 – January 31, 2025 [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>
Account Executive (Sales) (1/31/24)	1 – 18, 21, 24	9 [RS #18(3), RS #21(3), RS #24(3)]	21
Continuity Director (11/14/24)	1 – 18, 21, 24, 25	3 [RS #21(1), RS #24(1), RS #25(1)]	21
		<b>Total Candidates Interviewed – 12</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, Ste. 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, Ste. 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	Veterans Workforce Investment Program Way Station, Inc. <a href="mailto:vfuchs@waystationinc.org">vfuchs@waystationinc.org</a>	N	0
5	Ohio Media School <a href="mailto:janatra@beonair.com">janatra@beonair.com</a>	N	0
6	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302 Phone: (404) 523-6136 Fax: (404) 523-5467 <a href="mailto:bermail@aol.com">bermail@aol.com</a>	N	0
7	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 <a href="mailto:nabobinfo@nabob.org">nabobinfo@nabob.org</a>	N	0
8	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
9	National Lesbian and Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, DC 20005 <a href="mailto:jobboard@nlgja.org">jobboard@nlgja.org</a>	N	0

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10	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 <a href="mailto:native@unl.edu">native@unl.edu</a>	N	0
11	Andrews Air Force Base Airman & Family Readiness Center <a href="mailto:mfscjobs@gmail.com">mfscjobs@gmail.com</a>	N	0
12	Urban League of Philadelphia Fax: (215) 468-8078 <a href="mailto:robinbailey@ucsep.org">robinbailey@ucsep.org</a>	N	0
13	Indianapolis Urban League, Inc. Fax: (317) 693-7613 <a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>	N	0
14	Shares, Inc. – Brandywine Industries Fax: (317) 462-1535 <a href="mailto:cleee@sharesinc.org">cleee@sharesinc.org</a>	N	0
15	Columbus Urban League Fax: (614) 257-6316 <a href="mailto:dowens@cul.org">dowens@cul.org</a>	N	0
16	Mayor's Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	N	0
17	Southern Methodist University <a href="mailto:hegicalendar@smu.edu">hegicalendar@smu.edu</a>	N	0
18	Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>	N	3
19	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
20	Internal Promotion/ Internal Candidate	N	0
21	Internal Referral/ /Employee Referral	N	4
22	Industry Referral	N	0
23	Market Websites – <a href="http://www.classixphilly.com">www.classixphilly.com</a> and <a href="http://www.rnbphilly.com">www.rnbphilly.com</a>	N	0
24	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.alllaccess.com">www.alllaccess.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	4
25	Employment Connection – <a href="http://www.employmentconnection.com">www.employmentconnection.com</a>	N	1

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26	Local Newspaper	N	0
27	Trade Publication – Inside Radio 365 Union Street Littleton, NH 03561 (800) 248-4242	N	0
28	On-Air Recruitment	N	0
29	Temporary Agency	N	0
30	Rehire of Former Employee	N	0
31	Intern	N	0
32	Career Fair	N	0
33	Butler University Career Page	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>12</b>

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**III. Recruitment Initiatives**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	<b><u>On-Air/Website Recruitment</u></b>	For local job vacancies, WPPZ(FM) and WRNB(FM) (the “Stations”) advertised openings on-air and referred listeners and potential employees to the Corporate website, <a href="http://www.urban1.com">www.urban1.com</a> . The Stations also provided a link to Corporate job listings on their websites.
2	<b><u>EEO Training Seminar</u></b>	Urban One, in conjunction with outside counsel, hosted an EEO Seminar to train market employees and leadership on maintaining proper EEO compliance. The market’s General Manager and Philadelphia EEO Compliance Administrator participated (March 21, 2024).
3	<b><u>Defamation Training</u></b>	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	<b><u>Lincoln University Student Application Day</u></b>	The Philadelphia radio market participated in Student Application Day at Lincoln University, located at 1570 Baltimore Pike, Lincoln University, PA 19352. Station staff/personnel were onsite speaking with collegiate students about open positions at Radio One Philadelphia. To ensure qualified applicants could easily apply to said open positions, Station staff provided interested candidates with a quick-response (“QR”) code that linked directly to Urban One’s career website (February 10, 2024).
5	<b><u>Rowan University Career Day</u></b>	The Philadelphia market participated in a Career Day event at Rowan University, located at 201 Mullica Hill Road, Glassboro, NJ 08028, during which they were onsite speaking with collegiate students about open positions at Radio One Philadelphia. To ensure qualified applicants could easily apply to said positions, Station staff/personnel provided interested candidates with a QR code that linked directly to Urban One’s career website (March 26, 2024).

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6	<b><u>Temple University Neighborhood Career Fair</u></b>	The Philadelphia radio market participated in Temple University’s 17 <sup>th</sup> Annual Neighborhood Career Fair (the “Career Fair”), which was held at Temple University’s Aramark Student Training and Recreation Complex, located at 1816 N. 15 <sup>th</sup> Street, Philadelphia, PA 19121. The Career Fair was presented by Radio One Philadelphia, and Station staff/personnel were onsite to speak to attendees about careers in the radio/broadcast industry, collect resumes, and interview qualified candidates for any open positions at Radio One Philadelphia (June 7, 2024).
7	<b><u>Internship Program</u></b>	During the reporting period, the Philadelphia radio market launched an Internship Program, during which two (2) college interns, A.O. and T.R., received firsthand experience in the radio business by assisting Station staff in the areas of programming, sales, production, and promotions. Intern, A.O., interned with the market from February 1, 2023 – September 16, 2024, and intern, T.R., interned with the market from May 16, 2023 – September 16, 2024. After successfully completing their respective internships and gaining the skills needed to obtain a permanent position within the market, both interns were promoted to part-time employees on September 16, 2024.

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