

Urban One, Inc. – Philadelphia, PA

WRNB(FM) and WPPZ(FM)

EEO PUBLIC FILE REPORT

February 1, 2025 – January 31, 2026 [1]

VACANCY LIST

I.

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
Senior Integrated Marketing Specialist (09/05/2025)	1 – 14, 17, 20, 26, 29	9 [RS #14(3), RS #17(3), RS #20(1), RS #26(1), RS #29(1)]	14, 17, 26
Assistant Chief Engineer (08/13/2025)	1 – 14, 17, 20 – 21	3 [RS #17(1), RS #20(1), RS #21(1)]	17
		Total Candidates Interviewed – 12	

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MASTER RECRUITMENT SOURCE LIST (MRSL)**

II.

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@aja.org	N	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 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@ccnma.org	N	0
4	Veterans Workforce Investment Program Way Station, Inc. vfuchs@waystationinc.org	N	0
5	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

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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	N	0
7	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	N	0
8	National Lesbian and Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, DC 20005 jobboard@nlgja.org	N	0
9	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	N	0
RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	N	0
11	Urban League of Philadelphia Fax: (215) 468-8078 robinbailey@ucsep.org	N	0

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12	Shares, Inc. – Brandywine Industries Fax: (317) 462-1535 clee@sharesinc.org	N	0
13	Mayor’s Office for People with Disabilities cornelius.booker@wrksolutions.com	N	0
14	Corporate Website – www.urban1.com	N	3
15	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
16	Internal Promotion/ Internal Candidate	N	0
17	Internal Referral/ /Employee Referral	N	4
18	Industry Referral	N	0
19	Market Websites – www.classixphilly.com and www.rnbphilly.com	N	0
20	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
21	Employment Connection – www.employmentconnection.com	N	1
22	Local Newspaper	N	0
23	Trade Publication – Inside Radio 365 Union Street Littleton, NH 03561 (800) 248-4242	N	0
24	On-Air Recruitment	N	0

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25	Temporary Agency	N	0
26	Rehire of Former Employee	N	1
27	Intern	N	0
28	Career Fair	N	0
29	Other	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			12

III.

RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<u>On-Air/Website Recruitment</u>	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, www.urban1.com . The Stations also provided a link to Corporate job listings on their websites (Ongoing).

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2	<u>Legal Department Training Session</u>	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).
3	<u>Annual EEO Training Seminar</u>	Urban One, in conjunction with outside counsel, hosted its Annual EEO Training Seminar to train market employees and leadership on maintaining proper EEO compliance. The market’s General Manager and Philadelphia EEO Compliance Administrator participated (March 31, 2025).
4	<u>ADP Training</u>	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).
5	<u>Organizational & Leadership Development Training & Coaching</u>	Throughout the reporting period, the market’s Promotions Director, Anthony Sellers, participated in the <i>Organizational & Leadership Development Training & Coaching</i> led by Mosaic Coaching. Covered topics included: (1) The 7 Levels of Leadership, (2) Leadership Strengths & Gaps, (3) Removing Barriers to Success, and (4) Emotional Intelligence (August 2025 – February 2026).

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6	<u>Music Industry Career & Networking Fair</u>	The Philadelphia radio market participated in Rowan University’s 6 th Annual Music Industry Career and Networking Fair (the “Fair”), which was held at Rowan University, located at 201 Mullica Hill Road, Glassboro, NJ 08028. This marked the second year that the market participated in the Fair. Station staff set up a table onsite at the Fair and encouraged qualified students and attendees, interested in working in radio, to apply for open positions at Radio One Philadelphia (April 1, 2025).
7	<u>Temple Neighborhood Career Fair</u>	The market participated in Temple University’s 18 th Annual Neighborhood Career Fair (the “Fair”), which was held at Temple University’s Aramark Student Training and Recreation (STAR) Complex, located at 1816 N. 15 th Street, Philadelphia, PA 19121. The market served as the exclusive media partner for the Fair. Station staff set up a table onsite at the Fair, collected resumes, and encouraged qualified students and attendees to apply for open positions at Radio One Philadelphia (June 6, 2025).
8	<u>Internship Program</u>	During the reporting period, the Philadelphia radio market hosted one (1) part-time college intern, H.B., from Temple University (“Temple”). Enrolled in Temple’s Midterm Internship Program, H.B. completed his internship with Radio One Philadelphia, where he received firsthand experience in the radio business by assisting Station staff in the areas of programming, sales, production, and promotions. The market’s Promotions Director, Anthony Sellars, served as H.B.’s supervisor and was responsible for submitting progress reports to Temple throughout the duration of H.B.’s internship with Radio One Philadelphia (Summer 2025).

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9	<u>Mandatory All-Staff Workshop</u>	Throughout the reporting period, members of the Radio One Philadelphia radio market attended a mandatory all-staff workshop (the “Workshop”), hosted and led by Mosaic Coaching. The Workshop was designed to (1) strengthen team chemistry and collaboration across all departments within Philadelphia market, and (2) foster team-building and cross-department collaboration (January 20, 2026).
10	<u>Black Children’s Book Week</u>	During the reporting period, the market’s on-air personalities and disc jockeys visited a total of three (3) elementary schools and/or childcare facilities located within the Philadelphia, PA metropolitan area. During each of the visits, Station representatives read books to the school-aged children, gauged their interests about the radio industry, and discussed the steps they should take to one day, pursue a career in the radio/ broadcast industry (February 23 – March 1, 2025).

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