



**Urban One, Inc. – Indianapolis, IN**  
**WHHH-FM, WTLC-AM, WTLC-FM, WNOW-FM and WDNI-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 – March 31, 2019 [1]**

**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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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 – <a href="http://www.urban1.com">www.urban1.com</a>	N	13
21	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0

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22	Internal Promotion/ Internal Candidate	N	0
23	Internal Referral/ /Employee Referral	N	2
24	Industry Referral	N	0
25	Market Websites - <a href="http://hot963.com/">http://hot963.com/</a> , <a href="http://tlcnaptown.hellobeautiful.com/">http://tlcnaptown.hellobeautiful.com/</a> , <a href="http://praiseindy.hellobeautiful.com/">http://praiseindy.hellobeautiful.com/</a> , and <a href="http://radionowindy.com/">http://radionowindy.com/</a> .	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 – - <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	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	0
34	Butler University Career Page	Y	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>19</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>Internship Program</b>	Urban One fosters a comprehensive Internship Program with college students. This program incorporates training in all areas of the radio station: Sales, Production, Business, On-Air, Promotions & Marketing. Two (2) interns participated in the program during this reporting period.
<b>2</b>	<b>On-Air/Website Recruitment</b>	For local job vacancies, stations advertise openings on-air and refer listeners and potential employees to the Corporate website. <a href="http://www.urban1.com">www.urban1.com</a> Stations also provide a link to corporate job listings on the station website.
<b>3</b>	<b>Mentorship Program</b>	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.
<b>4</b>	<b>Learn One Online Training (Ongoing)</b>	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.
<b>5</b>	<b>Career Fair</b>	On October 18, 2018, Radio One held a Career Fair at the Central Library of the Indianapolis Public Library.
<b>6</b>	<b>Career Fair</b>	On September 19, 2018, Radio One participated in the Indiana Broadcaster's Association Career Fair at the East Event Centre in Carmel. The event started with a career panel for student and job seekers to learn more about the broadcasting industry. The fair included several TV and radio broadcasters

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		from across the state detailing broadcasting jobs for attendees.
7	<b>Management Team Training</b>	On February 20, 2019, the Indianapolis Learning and Development Team facilitated two classroom training sessions. The first, entitled “Strength Finders,” educated attendees on how to leverage their top five strengths in the workplace. The second, entitled “Tapping into Your Purpose,” focused on helping attendees create action steps for finding and fulfilling their purpose in the workplace.

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