

**Urban One, Inc. –Indianapolis, IN  
 WTLC(AM), WTLC(FM), WHHH(FM),  
 WYXB(FM), WLHK(FM), WIBC(FM), and WDNI-TV  
 EEO PUBLIC FILE REPORT  
 March 31, 2023 – March 22, 2024 [1]**

**I. VACANCY**

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 (Indy TV) (10/28/23)	1 – 15, 22	1[RS #22(1)]	22
Integrated Marketing Specialist (10/28/23)	1 – 15, 18, 27	2 [RS #18(1), RS #27(1)]	18, 27
Account Executive (Sales) (10/28/23)	1 – 15, 17 – 18, 27	4 [RS #15(1), RS #17(1), RS #18(1), RS#27(1)]	17, 18, 27
News Anchor (2/1/24)	1 – 15	4 [RS # 15 (4)]	15
		<b>Total Candidates Interviewed –</b>	<b>11</b>

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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 <a href="mailto:National@aja.org">National@aja.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	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
6	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
7	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
8	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
9	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 <a href="mailto:native@unl.edu">native@unl.edu</a>	N	0
10	Andrews Air Force Base Airman & Family Readiness Center <a href="mailto:mfscjobs@gmail.com">mfscjobs@gmail.com</a>	N	0
11	Indianapolis Urban League, Inc. Fax: (317) 693-7613 <a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>	N	0

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12	Shares, Inc. – Brandywine Industries Fax: (317) 462-1535 <a href="mailto:clec@sharesinc.org">clec@sharesinc.org</a>	N	0
13	Mayor’s Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	N	0
14	Southern Methodist University <a href="mailto:hegicalendar@smu.edu">hegicalendar@smu.edu</a>	N	0
15	Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>	N	5
16	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
17	Internal Promotion/ Internal Candidate	N	1
18	Internal Referral/ /Employee Referral	N	2
19	Industry Referral	N	0
20	Market Websites – <a href="http://www.praiseindy.com">www.praiseindy.com</a> , <a href="http://www.wtlcfm.com">www.wtlcfm.com</a> , <a href="http://www.hot1009.com">www.hot1009.com</a> , <a href="http://www.b1057.com">www.b1057.com</a> , <a href="http://www.hankfm.com">www.hankfm.com</a> , <a href="http://www.wibc.com">www.wibc.com</a> , and <a href="http://www.telemundoindy.com">www.telemundoindy.com</a>	N	0
21	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	0
22	Employment Connection – <a href="http://www.employmentconnection.com">www.employmentconnection.com</a>	N	1
23	Local Newspaper	N	0
24	Trade Publication – Inside Radio 365 Union Street Littleton, NH 03561 (800) 248-4242	N	0
25	On-Air Recruitment	N	0
26	Temporary Agency	N	0
27	Rehire of Former Employee	N	2
28	Intern	N	0
29	Job/Career Fair	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			11

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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>On-Air/Website Recruitment</u></b>	For local job vacancies WTLC(AM), WTLC(FM), WHHH(FM), WYXB(FM), WLHK(FM), WIBC(FM), and WDNI-TV (collectively, 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.
<b>2</b>	<b><u>EEO Training</u></b>	Urban One hosted its annual EEO Training in conjunction with outside counsel to train market employees and leadership on maintaining proper EEO compliance (the market’s General Manager and EEO Compliance Administrator participated) (March 21, 2024).
<b>3</b>	<b><u>Career Fair</u></b>	The market participated in the University of Indianapolis Career Fair, located at the University of Indianapolis Student Union, 1400 E. Hanna Avenue, Indianapolis, IN 46227. The market’s Promotions Director, David Gray, hosted on-site interviews and spoke to communication students who were looking to pursue careers in the broadcast journalism and/or radio industries (April 13, 2023).
<b>4</b>	<b><u>Career Fair</u></b>	The market participated in the Coates, Inc. and Indy Juneteenth, Inc. “Indy Juneteenth College and Career Fair” (the “Career Fair”), located at The AMP At 16 Tech, 1220 Waterway Boulevard, Indianapolis, IN 46202, where it interviewed qualified attendees for open positions with Radio One Indiana. The market’s Promotions Director, David Gray, also served as a moderator and speaker at the Career Fair, specifically participating on the HBCU and Greek Life Panel, where he spoke to collegiate students about careers in the radio and media industries (June 12, 2023).

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<b>5</b>	<b><u>Career Fair</u></b>	The market partnered with Martin University to host the Radio One Career Fair, located at Martin University, 2186 N. Sherman Drive, Indianapolis, IN 46218. Market personnel, including but not limited to sales and marketing representatives, spoke to attendees about careers in the broadcast/radio industries, highlighted employment opportunities within Radio One Indiana, and conducted on-site interviews for qualified candidates (September 20, 2023).
<b>6</b>	<b><u>Career Fair</u></b>	The market participated in the Indiana Broadcasters Association Fall Career Fair, located at Gainbridge Fieldhouse, 25 S. Pennsylvania Street, Indianapolis, IN 46204, where it spoke to collegiate students from various schools, including but not limited to, Indiana University, Perdue University, Indiana State University, and the University of Indianapolis, about careers in the radio industry (October 2, 2023).

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