

Urban One, Inc.
Radio One of Raleigh/Durham, NC
WFXC(FM), WFXK(FM),
WNNL(FM), and WQOK(FM)
EEO PUBLIC FILE REPORT
July 1, 2025 – July 31, 2026 [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
Integrated Marketing Specialist (04/17/2026)	1 – 14, 17, 20, 29	5 [RS #17(1), RS #20(3), RS #29(1)]	RS #17
		Total Candidates Interviewed – 5	

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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@aaaja.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
6	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 20742 Fax: (301) 445-7101 sberry@nabj.org	N	0
7	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
8	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	N	0
9	National Lesbian and Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, DC 20005 jobboard@nlgja.org	N	0
10	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	N	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
11	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	N	0
12	Shares, Inc. – Brandywine Industries Fax: (317) 462-1535 clcc@sharesinc.org	N	0
13	All Access Music Group Attn: Joel Denver 28955 Pacific Coast Highway, Suite 210-5 Malibu, CA, 90265 Phone: (310) 457-6616	N	0
14	Corporate Website – www.urban1.com	N	0
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	1
18	Industry Referral	N	0
19	Market Websites – www.foxync.com , www.thelightnc.com , and www.hiphopnc.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	3
21	Trade Publication – Inside Radio 365 Union Street Littleton, NH 03561 (800) 248-4242	N	0
22	Employment Connection – www.employmentconnection.com	N	0
23	Local Newspaper	N	0
24	On-Air Recruitment	N	0
25	Temporary Agency	N	0
26	Rehire of Former Employee	N	0
27	Intern	N	0
28	Job/Career Fair	N	0
29	Other	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			5

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III. Recruitment Initiatives

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<u>On-Air/Website Recruitment</u>	For local job vacancies WFXC(FM), WFXK(FM), WNNL(FM), and WQOK(FM) (collectively, 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.
2	<u>Legal Department Training Session</u>	During the reporting period, the Urban One Legal Department hosted a training session, covering topics such as promotions, events, advertising, sales, and FCC compliance. During the training session, attention was specifically given to EEO regulations, with an emphasis on the measures each market should take to maintain proper EEO compliance (March 4, 2026).
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 Raleigh market’s General Manager, Mitchell Galvin, and its EEO Compliance Administrator, Maria Ewing, completed the training on March 26, 2026.
4	<u>Workplace Harassment Prevention Training</u>	Urban One, with outside counsel, hosted an anti-harassment training session for managers and non-managers to educate all market employees about what harassment is and what to do if they observe or experience it in the workplace. The Raleigh market’s EEO Compliance Administrator, Maria Ewing, completed the training session on or before February 23, 2026.

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5	<u>Perspectives 2025: Strategies for Workplace Success Seminar</u>	Employees of Radio One Raleigh, including the market's EEO Compliance Administrator, Maria Ewing; former General Manager, Gary Weiss; former Promotions Director, Elaine Gomez; Online Editor, Glynnis Wiggins; Marketing Director, Tracy Mosley; Digital Sales Manager, Stuart Todd; Sr. Integrated Marketing Specialist, Zena Merritt; and Integrated Marketing Specialists, Ron Phillips, Steven Walker, and Craig Simon, attended the <i>Perspectives 2025: Strategies for Workplace Success</i> Seminar, hosted by the Greater Raleigh Chamber of Commerce. This day-long diversity program featured keynote speaker, Al Vivian, a cross-cultural leadership expert, and was designed to instruct local workplaces, including Radio One Raleigh, on how to maintain healthy workplace environments through inclusive practices (July 29, 2025).
6	<u>North Carolina Association of Broadcasters/Wake Tech Broadcast Technology Academy</u>	James Davis ("Mr. Davis"), former Chief Engineer for Radio One Raleigh, served as a Subject Matter Expert at the North Carolina Association of Broadcasters/Wake Tech Broadcast Technology Academy (the "Event"), which was held at Wake Technical Community College, located at 9101 Fayetteville Road, Raleigh, NC 27603. For his role as a Subject Matter Expert at the Event, Mr. Davis spoke with attendees about how technology impacted his daily duties at Radio One Raleigh (October 16, 2025).
7	<u>Shaw University Announcing Workshop</u>	The market's On-Air Talent, TeAsia Royster, p/k/a "RoyalTea," served as a presenter during the <i>Announcing Workshop</i> , which was hosted by Shaw University's Mass Communications Department, and intended to provide attendees with insight from professionals who have excelled in the broadcasting industry (November 6, 2025).
8	<u>Shaw University Speaking Engagements</u>	During the reporting period, the market's On-Air Talents/Program Directors, Melissa Wade, and Maurice Mayers, p/k/a "Big Mo," were featured speakers at Shaw University ("Shaw"), located at 118 E. South Street, Raleigh, NC 27601, where they met and spoke with students enrolled in Shaw's School of Mass Communication & Digital Technology about careers in the radio/broadcasting industries (November 12 and November 14, 2025).

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9	<u>Station Tour</u>	Shae Foote, Sales Assistant for Radio One Raleigh, provided three (3) collegiate students from Old Dominion University (“ODU”) with a tour of the Station’s offices, located at 8001 Creedmoor Road Suite 101, Raleigh NC 27613. The students, each of whom were enrolled in ODU’s Strategic Communication & Journalism department, were visiting the Raleigh metropolitan area by way of sponsorship from the Public Relations Student Society of America. The students were accompanied on the tour by ODU Lecturer, Dr. Steffan Campbell, and each of them were able to observe how radio works while they were in the market (April 3, 2026).
10	<u>Greater Durham Black Chamber of Commerce Meetings</u>	During the reporting period, the market’s Director of Sales, Wayne Jones, attended meeting(s) sponsored by the Greater Durham Black Chamber of Commerce (June 4, 2026).
11	<u>Raleigh Chamber of Commerce Meetings</u>	During the reporting period, the market’s Director of Sales, Wayne Jones, attended meeting(s) hosted by the Raleigh Chamber of Commerce, which were intended to address how Chamber members can use the media for recruitment (June 15, 2026).
12	<u>Vacancy Notifications</u>	On May 14, 2026, the market’s On-Air Talent/Marketing Director for WFXC(FM) and WFXK(FM), Karen Clark, shared the vacant part-time Promotions Coordinator position at Radio One Raleigh with various organizations throughout the Raleigh, NC metropolitan area including the following: 1. The Sonja Haynes Stone Center for Research in Black Culture & History, located at the University of North Carolina at Chapel Hill 2. The Hospitality & Tourism Management Program based at Meredith College 3. The Hospitality and Tourism Administration Program, located within the School of Business at North Carolina Central University 4. The Culinary Arts, Hospitality, & Restaurant Management Program at Wake Technical Community College

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		5. The Bryan School of Business & Economics, located at the University of North Carolina Greensboro; and 6. The Parks, Recreation, and Tourism Management Department at North Carolina State University
13	<u>SAGE Roses From Concrete Gala</u>	WQOK On-Air Talent, TeAsia Royster, p/k/a “RoyalTea,” served as the host and moderator at the Saving Adolescent Girls Everywhere (SAGE) <i>Roses From Concrete Gala</i> (the “Gala”), which was held at the McKimmon Conference and Training Center, located at North Carolina State University, 1101 Gorman Street, Raleigh, NC. Sponsored by SAGE, Inc., the biennially held Gala is designed to raise funds and awareness to empower young women in underserved communities by supporting them through mentorship programs, leadership workshops, and academic resources (November 22, 2025).
14	<u>Franklin Middle School Pep Rally</u>	WQOK On-Air Talent, TeAsia Royster, p/k/a “RoyalTea,” attended the End-Of-Grade Pep Rally at Franklin Academy, located at 1127 Chalk Road, Wake Forest, NC 27587 , where she served as an Awards Presenter for the Academy’s middle school students (May 22, 2026).

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