

***Urban Radio Licenses, LLC, Florence/Muscle Shoals Radio Division:
 WLAY(AM), WLAY-FM, WVNA-FM, WVNA(AM), WMXV-FM, and
 WMSR-FM.***

**EEO PUBLIC FILE REPORT
 December 1, 2013– November 30, 2014**

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-23	16
Account Executive	1-5, 10-23	16

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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	Radio Announcements All Stations 509 N. Main St., Tuscumbia, AL 35674 (256) 383-2525 (P) ext 207 Director of Sales	Yes	
2	AL-BA (available to all trade members & national Job Bank browsers) 2180 Parkway Lake Dr., Hoover, AL 35244 (205) 982-5001 Cindi McGee www.al-ba.com	No	
3	Shoals Career Center Sheffield Alabama 500 South Montgomery Ave. Suite 102 Sheffield, AL 35660-3858 Alabama's Career Center System shoals@alabamacareerlinks.org	No	
4	Shoals Chamber of Commerce 20 Hightower Place Florence, AL 35630 Stephanie Newland 256-246-2900 stephs@shoalschamber.com	No	
5	State of Alabama Employment 1481 Military Street S Hamilton, AL 35570 205-921-7657 www.hamiltonchamberofcommerce.org	No	
6	Craigs List Florence, Huntsville, Tuscaloosa, Birmingham, Gadsden, AL www.craigslist.org	No	
7	Radio Online www.radioonline.com	No	
8	Inside Radio www.insideradio.com	No	
9	National Hispanic Media Coalition info@nhmc.org	No	

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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
10	Haleyville Career Center P O Box 634 Haleyville, AL 35565 www.haleyville.com/careers	No	
11	URBan Radio Broadcasting, LLC 720 Water Street, 4 th Floor Toledo, OH 43604	Yes	
12	URBan Radio Broadcasting, LLC 608 Yellowjacket Starkville, MS 39759	Yes	
13	URBan Radio Broadcasting, LLC 5026 Cliff Gookin Blvd Tupelo, MS 38801	Yes	
14	Community Action Agency 745 Thompson Street Florence, AL 35630 256-766-4330 www.caanw.org/area	No	
15	University of North Alabama Florence 459 N. Court Street Florence, AL 35630 256-765-4608 Edward Foote aefoote@una.edu	No	
16	Referrals/Networking	No	4
17	Walk-Ins	No	2
18	Community Action Agency 505 N. Columbia Ave Sheffield, AL 35660 256-383-3832 www.caanw.org/area	No	
19	Northwest-Shoals Community College 800 George Wallace Blvd Muscle Shoals, AL 35661 256-331-5283 www.nwsc.edu/contactus	No	
20	Community Action Agency 1001 S. Washington Ave Russellville, AL 35653 256-332-7534 www.caanw.org/area	No	
21	United Negro College Fund Ms Jan Ross 601 19 th St. N, Centennial Place 2 nd Floor Birmingham, AL 35203 www.fafsa.edu.gov	No	
22	All Access www.allaccess.com	No	
23	Former Employees	No	1

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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
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			7
Both Account Executives were hired via referrals/networking			16

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship	<p><u>URBan Radio Internship Program</u> URBan Radio has a long-standing internship program open to college students with a sincere interest in broadcasting. URBan Radio uses Interns from a diverse background and a wide variety of educational institutions within the Tennessee Valley area. These internships are for college credit ONLY.</p> <p><u>Work Experience Program of the Shoals</u> Participants included Counselor for the Shoals Work Experience Program, and Employed Intern. 05/26/14-08/01/14 This program provides jobs and pays for those enrolled in the program to gain work experience.</p>
2	Community Outreach	<p>Our Director of Sales (DOS) is a presenter for “Choices” (interactive decision-making workshop that empowers teens to achieve academic success in pursuit of their career and life aspirations).</p> <p>During the reporting period, the DOS served on Board of Directors for:</p> <ol style="list-style-type: none"> 1. North Alabama Attention Homes (Boys and girls homes that provide multifaceted, shorter residential care for disadvantaged, at-risk youths ages 10-18 from Colbert,

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		<p>Lauderdale and Franklin Counties. He has been on the board 30 years</p> <ol style="list-style-type: none"> 2. Big Brothers/Big Sisters he has been on the board for 2 years 3. Hospice of the Shoals He has been on the board for 3 years
3	Job Fairs	<p><u>Shoals Chamber's High School Career Fair</u> April 8, 2011 High School Career Fair – 8a-2:30p at CrossPoint Church of Christ ROC, Florence, AL. The Career fair was attended by the stations' Business Manager, Director of Sales, Production Director, and Account Executives. URBan Radio Broadcasting, LLC employees informed students in attendance of various jobs in the Radio Industry and provided job description and handouts.</p>
4	Programs Sponsored by Educational Institutions	<p><u>Brooks H S Student Interviews</u> Students from Brooks H S were put through an interview process and schooled in various customer service skills for Future Business Leaders of America. Students were sent to the URBan Radio Broadcasting, LLC business offices where they were walked through mock job interviews with the Business Manager and Director of Sales 04/24/14</p>

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