

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

**EEO PUBLIC FILE REPORT
December 1, 2014 – November 30, 2015**

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	<p style="text-align: center;">Radio Announcements All Stations 509 N. Main St., Tuscumbia, AL 35674 (256) 383-2525 (P) ext 207 Market President</p>	No	9
2	<p style="text-align: center;">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</p>	No	
3	<p style="text-align: center;">Shoals Career Center Sheffield Alabama 500 South Montgomery Ave. Suite 102 Sheffield, AL 35660-3858 Alabama's Career Center System shoals@alabamacareerlinks.org</p>	No	
4	<p style="text-align: center;">Shoals Chamber of Commerce 20 Hightower Place Florence, AL 35630 Stephaniande Newl 256-246-2900 steps@shoalschamber.com</p>	No	
5	<p style="text-align: center;">State of Alabama Employment 1481 Military Street S Hamilton, AL 35570 205-921-7657 www.hamiltonchamberofcommerce.org</p>	No	
6	<p style="text-align: center;">Craigs List Florence, Huntsville, Tuscaloosa, Birmingham, Gadsden, AL www.craigslist.org</p>	No	
7	<p style="text-align: center;">Radio Online www.radioonline.com</p>	No	
8	<p style="text-align: center;">Inside Radio www.insideradio.com</p>	No	
9	<p style="text-align: center;">National Hispanic Media Coalition info@nhmc.org</p>	No	
10	<p style="text-align: center;">Haleyville Career Center P O Box 634 Haleyville, AL 35565 www.haleyville.com/careers</p>	No	

RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS over 12-month period
11	URBan Radio Broadcasting, LLC 720 Water Street, 4 th Floor Toledo, OH 43604	No	
12	URBan Radio Broadcasting, LLC 608 Yellowjacket Starkville, MS 39759	No	
13	URBan Radio Broadcasting, LLC 5026 Cliff Gookin Blvd Tupelo, MS 38801	No	
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	1
17	Walk-Ins	No	
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.nwscc.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 19th St. N, Centennial Place 2nd Floor Birmingham, AL 35203 www.fafsa.edu.gov	No	
22	All Access www.allaccess.com	No	
23	Former Employees	No	1
	TOTAL INTERVIEWEES OVER 12-MONTH PERIOD		11

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship	<p><u><i>URBan Radio Internship Program</i></u> Date: Ongoing 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>The employment unit had an intern from the University of North Alabama for Fall Semester 2015.</p>
2	Job Fair	<p><u><i>Shoals Chamber's High School Career Fair</i></u> Date: April 21, 2015 High School Career Fair – 8a-2:30p at CrossPoint Church of Christ ROC, Florence, AL Station Personnel: Business Manager, Traffic Manager, Program Directors, and Production Director. URBan Radio Broadcasting, LLC employees informed students in attendance of various jobs and careers in the Radio Industry and provided job descriptions and handouts.</p>
3	Training of Management Level Personnel as to Methods of Ensuring EEO and Preventing Discrimination	<p><u><i>EEO Best Practices Seminar/Webinar</i></u> Date: Week of November 16, 2015 Station Personnel: Business Manager, Market President, and Operations Manager. Management level personnel were required to watch the FCC's "EEO Best Practices in the Broadcast Industry"</p>

		Seminar,” available on the FCC website. The seminar provided training on ways to ensure equal employment opportunities and prevent discrimination.
4	Station Tours	<p><u>Station Tours</u> Stations: WLAY-FM,WMSR-FM,WMXV-FM, WVNA-FM Date: Ongoing Throughout the year, the station hosts field trips for schools, day care programs, and the Boys and Girls Clubs in the community. The groups come to the stations and meet with each Department Head and are able to talk on the air about their schools, etc. and actually see how a radio station works. Station personnel discuss careers in broadcasting and answer questions.</p>
5	Programs Sponsored by Educational Institutions	<p><u>University of Northern Alabama Radio Class Site Visit</u> Date: November 1, 2015 Station Personnel: Market President, Operations Manager, and Production Director Dr. Sanders, a professor at UNA, brought students from her “Intro to Radio” class for a station site visit. Students were given a tour of the station and shown the automation system. Station personnel talked with the students about careers in broadcasting, how a radio station works and different aspects of working in the broadcasting business.</p>