

Urban Radio Broadcasting LLC, Shoals Radio Division
Official licensee of the following radio stations.
WLAY, WLAY-FM, WVNA, WVNA-FM, WMXV
WMSR FM brokered by URBan Radio Licenses, LLC

EEO PUBLIC FILE REPORT
December 1, 2007 – November 30, 2008

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	On Air announcements	1
Account Executive	On Air announcements	1
Account Executive	On Air announcements	1
Account Executive	On Air announcements	1
Account Executive	Industry referral	11
Account Executive	Industry referral	11
Account Executive	Industry referral	11
Account Executive	Industry referral	11
Account Executive	Industry referral	11
Account Executive	Industry referral	11
Account Executive	Employment Agency	15
Program Director	Print/On-line recruitment	1

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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	<p>Radio Announcements All Stations 509 N. Main St., Tuscumbia, AL 35674 (256) 383-2525 (P) ext 222 Brian Rickman</p>	N	10
2	<p>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>	N	0
3	<p>AllAccess.Com 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265 (310) 457-6616 Joel Denver www.allaccess.com</p>	N	0
4	<p>University Of North Alabama Florence, AL 35632 (256)765-4608 Edward Foote aefoote@una.edu</p>	N	0
5	<p>Inside Radio Gene McKay General Manager 800-640-8852 genemckay@insideradio.com</p>	N	0
6	<p>Raleigh Media Group Bob Raleigh Owner/CEO 770-757-0646 (P) Bob@raleighmedia.net</p>	N	0
7	<p>FMQB.Com www.fmqb.com Brad Maybe 856-424-9114</p>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	Radio And Records www.radioandrecords.com Cyndee Maxwell	N	0
9	Radio Online www.radioonline.com	N	0
10	National Hispanic Media Coalition 2514 S. Grand Avenue, Los Angeles, CA 90007 213-746-6988	N	0
11	Referrals	N	9
12	Walk-Ins	N	0
13	Manpower 210 E College St Florence, AL 35630	N	3
14	Dynamic Staffing 1100-B Woodward Ave. Muscle Shoals, AL. 35660	N	8
15	Kelly Services 167 Cox Creek Pkwy Florence, AL 35661	N	5
16	Chamber of Commerce Job Fair Regency Square Mall Florence, AL 35660		2
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			37

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship	<p>URBan Radio Internship Program URBan Radio has a long-standing internship program open to college students with a sincere interest in broadcasting. URBan Radio hires 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>List of College Intern Participants and Schools</p> <p>Spring 2008: Approximately 3 months</p> <p>Summer 2008: Approximately 3 months</p> <p>1 African American Female Student Virginia Commonwealth University</p> <p>Fall 2008: Approximately 3 months</p> <p>August 25, 2008-December 03,2008 1 White Female Student Northwest Shoals Community College - Administration Department</p>

2	Career Fair	<p>On Friday, 5/4/08 and Saturday, 5/4/08 URBan Radio attended the “Regency Square Mall Shoals Job Fair”. This is a community-wide Job Fair, well publicized by URBan Radio and the local Chamber of Commerce.</p> <p>Approximately 300 minorities attended the event. The staff from URBan Radio collected resumes and interviewed potential candidates for future openings.</p>
3	Career Fair	<p>Posted Sales Position openings in the Tupelo Job Fair with the CDF in May 2008</p>