

Urban One, Inc.
Radio One of Washington, DC
WKYS(FM), WMMJ(FM), WPRS(FM), WOL(AM), and WYCB(AM)
EEO PUBLIC FILE REPORT
June 1, 2022 – May 31, 2023 [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 Campaign Manager (08/12/22)	1-20	5 [RS# 15(3), 18(1), 22 (1)]	15
Traffic Manager (10/07/22)	1-20, 22	2 [RS# 22(2)]	22
		Total Candidates Interviewed – 7	

[1] This report provides recruitment data collected from May 21, 2022 through May 19, 2023.

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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@aaja.org	Y	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 info@womcom.org	Y	0
3	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 ccnmainfo@ccnma.org	Y	0
4	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 nabobinfo@nabob.org	Y	0
5	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: 301-445-7101 sberry@nabj.org	N	0
6	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	Y	0
7	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	N	0
8	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	Y	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
9	Urban League of Philadelphia Fax: 215.468.8078 robinbailey@ucsep.org	Y	0
10	Indianapolis Urban League, Inc. Fax: 317.693.7613 ksimmons@indplsul.org	Y	0
11	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 clec@sharesinc.org	Y	0
12	Columbus Urban League Fax: 614.257.6316 dowens@cul.org	Y	0
13	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	Y	0
14	Southern Methodist University hegicalendar@smu.edu	Y	0
15	Corporate Website – www.urban1.com	N	3
16	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
17	Internal Promotion/ Internal Candidate	N	0
18	Internal Referral/ /Employee Referral	N	1
19	Industry Referral	N	0
20	Market Websites - http://kysdc.com/ , http://mymajicdc.com/ , http://woldcnews.com/ , http://praisedc.com , and http://myspiritdc.com	N	0
21	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
22	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 . www.glassdoor.com	N	3
23	Employment Connection – www.employmentconnection.com	N	0
24	Ohio Center for Broadcasting	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			7

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<u>EEO Training Seminar</u>	Urban One hosted an EEO Seminar in conjunction with outside counsel to train market employees and leadership on maintaining proper EEO compliance (General Manager and EEO Compliance Administrator participated) (March 23, 2023).
2	<u>Website Recruitment</u>	For local job vacancies, WKYS(FM), WMMJ(FM), WPRS(FM), WYCB(AM), and WOL(AM) referred listeners and potential employees to the Corporate website www.urban1.com
3	<u>Job Fair</u>	WKYS(FM) and WOL(AM) participated in the Career Communications Group Job Fair, which was broadcast live, and provided attendees with various career opportunities and information about careers in the radio industry (February 10, 2023).
4	<u>School Visit</u>	The market, alongside on-air personalities, DJ Quick Silva, and Dominique Da Diva, visited Oxon Hill Elementary School, located at 7701 Livingston Road, Oxon Hill, MD 20745, where it spoke to students about careers in the radio industry (April 14, 2023).
5	<u>Career Expo</u>	The market, alongside on-air personalities, Aladdin Da Prince, and DJ Reece, co-hosted the Broccoli City Career Expo held at the Entertainment and Sports Arena, located at 1100 Oak Drive SE, WDC 20032, where it provided attendees with insight and information about careers in the broadcasting industry (April 21, 2023).
6	<u>Career Fair</u>	The market, alongside on-air personality, DJ Flava, attended a Career Fair at Andrew Jackson Academy, located at 3500 Regency Parkway, District Heights, MD 20747, where it spoke to students about careers in the radio industry (April 28, 2023).

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7	<u>Mentorship Program For Station Personnel</u>	During this report period, Senior Regional Vice-President and General Manager, Jeffrey Wilson, has, on an ongoing basis, mentored five (5) Urban One employees: three (3) junior managers and one (2) sales managers, who have demonstrated the potential to grow into managerial roles within the Company. Mr. Wilson's willingness to serve as mentor, helps to meet the Company's goals of developing the talent pool and increasing diversity within the leadership structure.
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