

**Urban One, Inc.**  
**Radio One – Columbus, OH**  
**WCKX-FM, WXMG-FM, WJYD-FM, WWLG-FM, and WQMC-LD**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2021 – May 31, 2022 [1]**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Candidates Interviewed (RS)</b>	<b>RS Referring Hiree</b>
Promotions Director (8/1/21)	1-20, 22, 27	3[RS# 22(1), RS# 27(2)]	22
On-Air Talent (10/28/21)	1-20, 28	1[RS #28(1)]	28
Continuity Director (1/31/22)	1-20, 23, 27, 29, 30	5[RS# 20(1), RS# 23(1), RS #27(1), RS# 29(1), RS# 30(1)]	23
		<b>Total Candidates Interviewed–</b>	<b>9</b>

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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 <a href="mailto:National@aaja.org">National@aaja.org</a>	Y	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 <a href="mailto:info@womcom.org">info@womcom.org</a>	Y	0
3	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 <a href="mailto:ccnmainfo@cnma.org">ccnmainfo@cnma.org</a>	Y	0
4	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Fax: (404) 523-5467 <a href="mailto:bcrmail@aol.com">bcrmail@aol.com</a>	Y	0
5	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 <a href="mailto:nabobinfo@nabob.org">nabobinfo@nabob.org</a>	Y	0
6	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: 301-445-7101 <a href="mailto:sberry@nabj.org">sberry@nabj.org</a>	N	0
7	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 <a href="mailto:support@mpnmail.com">support@mpnmail.com</a>	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
8	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 <a href="mailto:info@nljja.org">info@nljja.org</a>	Y	0
9	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 <a href="mailto:native@unl.edu">native@unl.edu</a>	N	0
10	Andrews Air Force Base Airman & Family Readiness Center <a href="mailto:mfscjobs@gmail.com">mfscjobs@gmail.com</a>	Y	0
11	Jubilee Jobs, Inc. Fax: 202.667.8833 <a href="mailto:jconerly@jubileejobs.org">jconerly@jubileejobs.org</a>	Y	0
12	Urban League of Philadelphia Fax: 215.468.8078 <a href="mailto:robinbailey@ucsep.org">robinbailey@ucsep.org</a>	Y	0
13	Indianapolis Urban League, Inc. Fax: 317.693.7613 <a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>	Y	0
14	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 <a href="mailto:clee@sharesinc.org">clee@sharesinc.org</a>	Y	0
15	The American Legion Department Of NC Fax: 919.832.6428 <a href="mailto:nclegion@nc.rr.com">nclegion@nc.rr.com</a>	Y	0
16	Columbus Urban League Fax: 614.257.6316 <a href="mailto:dowens@cul.org">dowens@cul.org</a>	Y	0
17	Mayor's Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	Y	0
18	Southern Methodist University <a href="mailto:hegicalendar@smu.edu">hegicalendar@smu.edu</a>	Y	0
19	Women's Center of Tarrant County Inc. Fax: 817.927.0694 <a href="mailto:cfannin@womenscentertc.org">cfannin@womenscentertc.org</a>	Y	0
20	Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>	N	1
21	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	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
22	Internal Promotion/ Internal Candidate	N	1
23	Internal Referral/ /Employee Referral	N	1
24	Industry Referral	N	0
25	Market Websites - <a href="https://mycolumbuspower.com/">https://mycolumbuspower.com/</a> , <a href="https://mycolumbusmagic.com/">https://mycolumbusmagic.com/</a> , and <a href="https://joycolumbus.com/">https://joycolumbus.com/</a>	N	0
26	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
27	Internet Recruitment – - <a href="http://www.monster.com">www.monster.com</a> , <a href="http://www.bcfm.com">www.bcfm.com</a> <a href="http://www.allaccess.com">www.allaccess.com</a> , <a href="http://www.indeed.com">www.indeed.com</a> , <a href="http://www.hotjobs.com">www.hotjobs.com</a> , <a href="http://www.linkedin.com">www.linkedin.com</a> , <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> , <a href="http://www.entertainmentcareers.net/">www.entertainmentcareers.net/</a> , <a href="http://www.ihirebroadcasting.com">www.ihirebroadcasting.com</a> .	N	3
28	Employment Connection – <a href="http://www.employmentconnection.com">www.employmentconnection.com</a>	N	1
29	Ohio Center for Broadcasting	N	1
30	Ohio Media School	N	1
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>9</b>

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<b><u>Workplace Harassment Training</u></b>	Urban One hosted anti-harassment training session for managers and non-managers, in conjunction with outside counsel, to educate all market employees on what is harassment and what to do if they observe or experience it in the workplace (General Manager and Marketing & Promotions Director participated) (November 15, 2021).
2	<b><u>Website Recruitment</u></b>	For local job vacancies, WCKX-FM, WXMG-FM, WJYD-FM, WWLG-FM, and WQMC-LD referred listeners and potential employees to the Corporate website <a href="http://www.urban1.com">www.urban1.com</a>
3	<b><u>EEO Training Seminar</u></b>	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 Houston EEO Compliance Administrator participated) (March 23, 2022).
4	<b><u>Sales Training</u></b>	The Columbus radio market hosted a weekly call for sales staff, including sellers, sales managers, and the General Manager in conjunction with Brandis Hall. Topics ranged from prospecting to research to handling objections (2021 and 2022 calendar years).
5	<b><u>P1 Plus Entry Level Sales Program</u></b>	An Account Executive participated in a 7-week training program with the Ohio Association of Broadcasters (September and October 2021).
6	<b><u>Bilingual Recruitment</u></b>	WWLG-FM ran advertisements on-air and online seeking applicants for bilingual board operator positions. The radio station serves the Hispanic community (March through June 2022).
7	<b><u>Ohio Media School - Teaching</u></b>	During the reporting period, an On-Air Talent/Board Operator taught at the Ohio Media School (OMS). The course centers around radio and audio production, and

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		additionally acts as the Program Director for the OMS’ radio station (ongoing).
8	<b><u>Ohio Media School - Student</u></b>	An Account Executive graduated from the Ohio Media School and received a degree as a Radio & Television Broadcast Media Specialist to further her career development (January 7, 2022).
9	<b><u>Job and Recruitment Fair</u></b>	The Columbus radio market held a Job and Recruitment Fair in conjunction with the Columbus Urban League. One (1) On-Air Talent and one (1) General Sales Manager manned the radio station fair booth (March 24, 2022).
10	<b><u>Political Compliance Training</u></b>	Urban One hosted three (3) political compliance training sessions for the Columbus radio market. One (1) session was attended by designated Political Compliance Managers, one (1) session was attended by the sales team, and one (1) session was attended by all employees who work with political advertising (June 28, 2021; July 28, 2021; and January 18, 2022).
11	<b><u>Juneteenth Block Party and Job Fair</u></b>	The Columbus radio market held the Juneteenth Block Party and Job Fair at the New Birth Christian Ministries building (June 19, 2021).
12	<b><u>Workplace Diversity, Inclusion &amp; Sensitivity Training</u></b>	During the reporting period, the Chief Engineer completed the Workplace Diversity, Inclusion & Sensitivity Training. The Columbus radio market submitted the employee’s certificate of completion (August 3, 2021).

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