

**Urban One, Inc.**  
**Radio One Cincinnati**  
**WDBZ(AM), WIZF(FM), and WOSL(FM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2021 – May 31, 2022 [1]**  
 (Amended May 2023)

**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>
Integrated Marketing Specialist (4/20/22)	1-20, 23, 27	6[RS# 20(3), RS# 23(2), RS# 27(1)]	20
Traffic Director (11/18/21)	1-20, 23, 27	4[RS# 20(2), RS# 23(1), RS# 27(1)]	20
		<b>Total Candidates Interviewed–</b>	<b>10</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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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
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:cleee@sharesinc.org">cleee@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	5
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	0
23	Internal Referral/ /Employee Referral	N	3
24	Industry Referral	N	0
25	Market Websites - <a href="http://thebuzzcincy.com/">http://thebuzzcincy.com/</a> , <a href="http://wiznation.com/">http://wiznation.com/</a> , and <a href="http://oldschoolcincy.com/">http://oldschoolcincy.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	2
28	Employment Connection – <a href="http://www.employmentconnection.com">www.employmentconnection.com</a>	N	0
29	Ohio Center for Broadcasting	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>10</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, WDBZ-FM, WIZF-FM, and WOSL-FM 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>Ohio Media School – Faculty</u></b>	Station Promotions Coordinator joined the Ohio Media School’s Program Advisory Committee to help provide students with a good education and better prepare them for careers in the broadcast and media industries (Ongoing).

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