

Urban One, Inc.
Radio One Cincinnati
WDBZ-FM, WIZF-FM, and WOSL-FM
EEO PUBLIC FILE REPORT
June 1, 2017 – May 31, 2018 [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
Digital Sales Manager (10/16/17)	1-28, 36	4[RS# 28(2), RS# 36(2)]	28
Assistant Accounting Manager (05/23/17)	1-28, 36	6[RS# 36(6)]	36
Account Executive (Sales) (06/12/17)	1-28, 31	4[RS# 28(3), RS# 31(1)]	31
Promotions Director (07/31/17)	1-28, 30, 31, 36	4[RS# 30(1), RS# 31(1), RS# 36(2)]	31
Account Executive (Sales) (08/09/17)	1-28	3[RS# 28(3)]	28
Account Executive (Sales) (10/23/17)	1-28	4[RS# 28(4)]	28
Integrated Marketing Sales Coordinator (11/13/17)	1-28, 36	3[RS# 28(1), RS# 36(2)]	28
Promotions Coordinator (10/09/17)	1-28, 36, 42	3[RS# 36(2), RS# 42(1)]	42
		Total Candidates Interviewed–31	

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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 Hispanic Journalists 1000 National Press Building Washington, DC 20045 nahj@nahj.org	Y	0
5	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Fax: (404) 523-5467 bcrmail@aol.com	Y	0
6	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
7	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: 301-445-7101 sberry@nabj.org	N	0

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8	National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, VA 22182 Fax: (703) 893- 2414 info@namme.org	N	0
9	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	Y	0
10	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 info@nlgja.org	Y	0
11	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	N	0
12	South Asian Journalists Association	N	0
13	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	Y	0
14	Employment Connection Fax: 314.333.3674 pmckinney@employmentstl.org	Y	0
15	Falls Church Skill Source Center Fax: 705.752.1609 sarah.scott@myskillssource.org	Y	0
16	Jubilee Jobs, Inc. Fax: 202.667.8833 jconerly@jubileejobs.org	Y	0
17	Michigan Veterans Foundation Fax: 313.831.7120 mvf002@earthlink.net	Y	0
18	Urban League of Philadelphia Fax: 215.468.8078 robinbailey@ucsep.org	Y	0
19	Indianapolis Urban League, Inc. Fax: 317.693.7613 ksimmons@indplsul.org	Y	0

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20	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 clee@sharesinc.org	Y	0
21	Charlotte Area Fund Fax: 704.344.1655 isaacc@charlotteareafund.org	Y	0
22	The American Legion Department Of NC Fax: 919.832.6428 nclegion@nc.rr.com	Y	0
23	Columbus Urban League Fax: 614.257.6316 dowens@cul.org	Y	0
24	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	Y	0
25	Southern Methodist University hegicalendar@smu.edu	Y	0
26	Texas Department of Assistive & Rehabilitative Services ron.fleming@dars.state.tx.us	Y	0
27	Women's Center of Tarrant County Inc. Fax: 817.927.0694 cfannin@womenscentertc.org	Y	0
28	Corporate Website – www.urban1.com	N	13
29	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
30	Internal Promotion/ Internal Candidate	N	1
31	Internal Referral/ /Employee Referral	N	2
32	Industry Referral	N	0
33	Market Websites - http://thebuzzcincy.com/ , http://wiznation.com/ , and http://oldschoolcincy.com/	N	0
34	Local Newspaper	N	0
35	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
36	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 .	N	14
37	On-Air Recruitment	N	0

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38	Temporary Agency	N	0
39	Rehire of Former Employee	N	0
40	Intern	N	0
41	Career Fair	N	0
42	Ohio Center for Broadcasting	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			31

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<u>Internship Program</u>	WDBZ-FM, WIZF-FM, and WOSL-FM foster a comprehensive Internship program for college students. Students have the opportunity to get hands on experience while earning college credit. This program incorporates training in all areas of the radio station: Sales, Production, Business, On-air, and Marketing/Promotions.
2	<u>Website Recruitment</u>	For local job vacancies, WDBZ-FM, WIZF-FM, and WOSL-FM referred listeners and potential employees to the Corporate website www.urban1.com .
3	<u>Mentorship Program</u>	On-going Urban One Mentorship Program - dedicated to developing employees who have demonstrated the potential to grow into a General Manager role within Urban One in the short term (1-3 years). Urban One has developed a company-sponsored mentorship program to meet the company's goals of developing talent pool and increasing diversity within the leadership structure.
4	<u>Management/Personnel Training</u>	Think Zoom courses and trainings: Nakia Fowler (Promotions director); Angel Wright (Promotions Coordinator); Montel Adkins (Promotions Assistant); Sterling King (Promotions Assistant); and Raven Fulton (Promotions Assistant) participated in online training to become more knowledgeable about broadcasting practices, teachings, and much more (01/16/2018-02/21/2018).
5	<u>Career Fairs</u>	Angel Wright (Promotions Coordinator) and Raven Fulton (Promotions Assistant) participated in career fair at Northern Kentucky University (02/21/2018) Angel Wright (Promotions Coordinator) participated in career fair at Ohio Media School (02/22/2018)

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		<p>Montel Adkins (Promotions Assistant) attended career fair at Northern Kentucky University (09/27/2017)</p>
<p>6</p>	<p><u>Community Events- Workshops and School Career Days</u></p>	<p>Don Juan Fasho (On-air Talent/Assistant Program Director) hosted career days and spoke to all students at Ohio Media School (05/25/2017 and 01/04/2018)</p> <p>King Sharif (On-air Talent) spoke to the students from Ohio Media School (02/28/2018)</p> <p>Nakia Fowler (Promotions Director) allowed ten eligible students from Ohio Media School to assist with many aspects of volunteering, shadowing, and video/photography production with our community event Rhythm on the River (09/06/2017-09/08/2017).</p> <p>Nakia Fowler (Promotions Director) hosted/speaker for “Women on the Move 2018” event at Shroeder High School (04/13/2018)</p> <p>Nakia Fowler (Promotions Director) 2017 speaker for “Cincinnati Issues on Channel 64”</p> <p>Nakia Fowler (Promotions Director) and Don Juan Fasho (On-air Talent/Assistant Program Director) participated in “Impact of Music on Our Society” on Fox 19 (every Friday July 2017- December 2017)</p>

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