

Urban One, Inc.
Radio One of Cincinnati, OH
WDBZ(FM), WIZF(FM), and WOSL(FM)
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
Program Director (07/11/22)	1-16, 19	5 [RS#19 (5)]	19
Continuity Director (08/02/22)	1-16, 19, 24, 31	3 [RS# 19 (1), 24 (1), 31(1)]	19
Digital Sales Manager (01/18/23)	1-16, 19, 24	3 [RS#19 (1), 24 (2)]	24
		Total Candidates Interviewed– 11	

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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	Texas Department of Assistive & Rehabilitative Services ron.fleming@dars.state.tx.us	Y	0
16	Corporate Website – www.urban1.com	N	0
17	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
18	Internal Promotion/ Internal Candidate	N	0
19	Internal Referral/ /Employee Referral	N	7
20	Industry Referral	N	0
21	Market Websites - http://thebuzzcincy.com/ , http://wiznation.com/ , and http://oldschoolcincy.com/	N	0
22	Local Newspaper	N	0
23	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
24	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	3
25	On-Air Recruitment	N	0
26	Temporary Agency	N	0
27	Rehire of Former Employee	N	0

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28	Intern	N	0
29	Career Fair	N	0
30	Employment Connection Fax: 314.333.3674 pmckinney@employmentstl.org	N	0
31	Ohio Center for Broadcasting	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			11

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III. RECRUITMENT INITIATIVES

#	Type of Initiative	Date	Brief Description	Participants
1	EEO Training Seminar	March 30, 2023	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 Administration
2	Website Recruitment	Ongoing	For local job vacancies, WDBZ(FM), WIZF(FM), and WOSL(FM) referred listeners and potential employees to the Corporate website www.urban1.com	
3	Job/Career Fair	May 18, 2022	Throughout this reporting period, the employment unit participated in the following job/career fairs at the Ohio Media School (“OMS”)	Angel Wright, Promotions Director
4	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	July 27, 2022	During this reporting period, the employment unit participated in mock interviews at OMS with students as a means of preparing students to assume careers in the broadcasting/radio industry.	Angel Wright, Promotions Director
5	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	Ongoing	Throughout this reporting period, station personnel served as members of OMS’s Advisory Committee, and assisted OMS in developing a curriculum that provides students with best education practices and tips for beginning a career in the media industry	Angel Wright, Promotions Director, and Ronnie Iquina Senior Integrated Media Executive

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5	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	Ongoing	Station personnel spoke monthly to new and prospective OMS students about current job opportunities and careers in the broadcasting industry. As a result of these efforts, Radio One of Cincinnati hired three (3) students from OMS.	Angel Wright, Promotions Director
6	Job Shadow Program	2022-2023	During this reporting period, the OMS, in partnership with the market, co-created a job-shadow program, which allowed for OMS students to gain in-depth educational insight about careers in the radio industry by participating in monthly tours/visits to the Radio One of Cincinnati Office, serving as “DJ For A Day” with Radio One of Cincinnati DJs and Jocks, and shadowing the Radio One of Cincinnati Promotions Team during company-sponsored events.	Various station personnel
7	Mentorship Program for Employees	Ongoing	During this reporting period, Promotions Director Angel Wright, mentored junior managers, who have demonstrated the potential to grow into managerial roles within the Company. Ms. Wright’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.	Angel Wright, Promotions Director
8	Training Session With The Ohio Association of Broadcasters	June 15, 2022	Vice President/ General Manager, Daniel Abercrombie, participated in the Ohio Association of Broadcasters’ “Cultivating More Inclusive Work Environments – Embracing Diversity to increase your Stations Successes” Webinar.	VP/GM

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