

**Urban One, Inc.**  
**Radio One of Columbus, OH**  
**WCKX(FM), WXMG(FM), WJYD(FM), WWLG(FM), and WQMC-LD**  
**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

<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>
No Full Time Positions Were Filled During This Reporting Period.			
		<b>Total Candidates Interviewed– 0</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@ccnma.org">ccnmainfo@ccnma.org</a>	Y	0
4	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
5	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
6	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
7	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 <a href="mailto:native@unl.edu">native@unl.edu</a>	N	0
8	Andrews Air Force Base Airman & Family Readiness Center <a href="mailto:mfscjobs@gmail.com">mfscjobs@gmail.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
9	Urban League of Philadelphia Fax: 215.468.8078 <a href="mailto:robinbailey@ucsep.org">robinbailey@ucsep.org</a>	Y	0
10	Indianapolis Urban League, Inc. Fax: 317.693.7613 <a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>	Y	0
11	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 <a href="mailto:clec@sharesinc.org">clec@sharesinc.org</a>	Y	0
12	Charlotte Area Fund Fax: 704.344.1655 <a href="mailto:isaacc@charlotteareafund.org">isaacc@charlotteareafund.org</a>	Y	0
13	Columbus Urban League Fax: 614.257.6316 <a href="mailto:dowens@cul.org">dowens@cul.org</a>	Y	0
14	Mayor's Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	Y	0
15	Southern Methodist University <a href="mailto:hegicalendar@smu.edu">hegicalendar@smu.edu</a>	Y	0
16	Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>	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	0
20	Industry Referral	N	0
21	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
22	Local Newspaper	N	0
23	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
24	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	0
25	On-Air Recruitment	N	0
26	Temporary Agency	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
27	Rehire of Former Employee	N	0
28	Intern	N	0
29	Career Fair	N	0
30	Employment Connection Fax: 314.333.3674 <a href="mailto:pmckinney@employmentstl.org">pmckinney@employmentstl.org</a>	N	0
31	Ohio Center for Broadcasting	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>0</b>

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<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 EEO Compliance Administrator participated) (March 30, 2023).
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>Job Fair</u></b>	The market, in association with Nationwide Children’s Hospital, co-hosted the “Urban One Columbus and Columbus Urban League Job and Recruitment Fair,” located at the Jerry Hammond Building, 1111 E. Broad Street, Columbus, OH 43205, where it provided attendees with information regarding careers in broadcasting, resume building, and interview techniques. (March 23, 2023).
4	<b><u>Job Fair</u></b>	The market, in association with the Columbus Urban League, participated in the “Urban League Job and Recruitment Fair,” located at the Columbus Metropolitan Library, 96 S. Grant Ave, Columbus, OH 43215, where it informed attendees about careers in broadcasting (May 21, 2022).
5	<b><u>Job Fair</u></b>	The market, in association with the Columbus Urban League, participated in the “Urban League Job and Recruitment Fair,” located at Venture Suite, 780 Mt. Vernon Avenue, Columbus, OH 43203. Urban One had a booth staffed by promotions, programming, and sales employees, where it allowed attendees to participate in one-on-one interviews with Urban One staff and informed attendees about careers in broadcasting. As part of the job fair, the market also participated in a lunch-and-

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		learn series, during which it provided listeners with useful information regarding job-seeking and careers in radio (August 19, 2022).
6	<b><u>Job Fair</u></b>	The market, in association with the Columbus Urban League, participated in the “Urban League Job and Recruitment Fair,” located at King Arts Complex, 835 Mt. Vernon Avenue, Columbus, OH 43203. Urban One had a booth staffed by promotions, programming, and sales employees, where it informed attendees about careers in broadcasting. As part of the job fair, the market also participated in a lunch-and-learn session, during which it provided listeners with useful information regarding job-seeking and careers in broadcasting (October 12, 2022).
7	<b><u>Training Session With The Ohio Association of Broadcasters</u></b>	The market’s General Manager and Sales Manager attended the Ohio Association of Broadcasters’ training webinar entitled “Cultivating More Inclusive Work Environments – Embracing Diversity To Increase Your Station’s Successes.” (June 15, 2022).
8	<b><u>Community Sponsored Event</u></b>	The market, in conjunction with Girls Empowerment, Inc., participated in a Q&A session. Topics centered on helping young ladies find their career path as it pertains to a career in radio (September 24, 2022).
9	<b><u>Lunch and Learn Series</u></b>	The market, in conjunction with the Columbus Urban League, held a lunch-and-learner series in August 2022 for listeners. Topics including Insurance for the Self Employed, On-boarding your first employee, Career Exploration and Know your rights.
10	<b><u>DJ For A Day Community Event</u></b>	The market hosted the “DJ for A Day” remote at Ohio Media School, April 6, 2023, where listeners learned about the media industry (April 6, 2023).
11	<b><u>Community Sponsored Event</u></b>	The market participated in the “I Know I Can Achieve More and Prosper” series, where it recorded station personnel explaining how they prepared for their careers (Summer 2022).

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<b>12</b>	<b><u>Community Sponsored Event</u></b>	The market, in conjunction with the I Know You Can Organization, participated in Career Day at was at Whitehall-Yearling High School, located at 675 S. Yearling Road, Whitehall, OH 43213. The market’s Promotions Director discussed his career path and potential pathways to get into media industry (March 1, 2023).
<b>13</b>	<b><u>Community Sponsored Event</u></b>	During this reporting period, the market, in conjunction with the Child Development Council of Franklin County and the Columbus Urban League, participated in the “Job Ready” lunch-and-learn training sessions to advise attendees on how to build resumes, apply for jobs with a record, and explain gaps in one’s employment history.
<b>14</b>	<b><u>Program Sponsored By A Media Educational Institution</u></b>	During this reporting period, the market had two (2) on-air personalities teach classes at the Ohio Media School. One on-air personality was responsible for leading instruction for several classes relating to radio and media, teaching techniques to be efficient with Board Operations and radio production. The second on-air personality was the Program Director and oversaw the education program, instructors, and students.

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