

Urban One, Inc.
Radio One Cincinnati
WDBZ-FM, WIZF-FM, and WOSL-FM
EEO PUBLIC FILE REPORT
June 1, 2019 – May 31, 2020 [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
Account Executive (Sales) (7/1/19)	1-28, 31, 36	3[1 RS #(28), 1 RS #(31), 1 RS #(36)]	31
Integrated Marketing Sales Coordinator (11/11/19)	1-28, 36	6[2 RS #(28), 4 RS #(36)]	36
		Total Candidates Interviewed–	9

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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@nljja.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	3
29	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
30	Internal Promotion/ Internal Candidate	N	0
31	Internal Referral/ /Employee Referral	N	1
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	5
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	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			9

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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. During this reporting period, students from the Ohio Media School were allowed to create sample audio packets and receive constructive feedback and assistance in areas where they can improve their skills
4	<u>Management/Personnel Training</u>	Station promotional staff enacted "Help Me Grow" meetings to assist with meeting individual long term goals in broadcast/media.
5	<u>Training One Online Training</u>	Training One is an in-house online learning resource designed to target growth and enhance learning for Company employees. The training provides courses including time management, effective interviewing, and various other topics (Ongoing)

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6	<u>Leadership Program</u>	The Urban One Leadership Development Program is dedicated to helping leaders and managers develop the leadership skills necessary to grow into new levels of responsibility (10 month program)
7	<u>Active Shooter Training</u>	Managers and non-managers participated in an active shooter training webinar to promote office safety and prevent discrimination (July 11, 2019)
8	<u>Anti-Harassment Training</u>	Managers and non-managers participated in an anti-harassment training session to educate on what is harassment and what to do if they observe or experience it in the workplace (October 15, 2019)
9	<u>Promotions Cross-Training</u>	Employees in the promotions department participated in a cross-training initiative to allow employees continued opportunities to grow and (Ongoing)
10	<u>Radisson Inn Job Fair</u>	Station personnel participated in the job fair held at The Radisson Inn in Covington, KY (June 26, 2019)
11	<u>Cincinnati Works Spring Job Fair</u>	Station personal participated in the job fair held at Xavier University (March 12, 2020)
12	<u>Radio One Cincinnati Virtual Career Week</u>	The Cincinnati market hosted a virtual “career week” during the COVID-19 pandemic for individuals interested in jobs in the broadcast field (May 13-18, 2020)
13	<u>Ohio Media School - Students</u>	On various dates during the relevant reporting period the station conducted station tours, gave presentations on broadcast media careers, and conducted mock interviews for current student enrollees at the Ohio Media School (August 26, 2019) (August 27, 2019)
14	<u>Ohio Media School – Faculty</u>	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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