

**Urban One, Inc.**  
**Radio One Cincinnati**  
**WDBZ-FM, WIZF-FM, and WOSL-FM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2020 – May 31, 2021 [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>
There were no fulltime hires during this reporting period			
		<b>Total Candidates Interviewed–</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 Hispanic Journalists 1000 National Press Building Washington, DC 20045 <a href="mailto:nahj@nahj.org">nahj@nahj.org</a>	Y	0
5	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
6	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
7	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

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8	National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, VA 22182 Fax: (703) 893- 2414 <a href="mailto:info@namme.org">info@namme.org</a>	N	0
9	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
10	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
11	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 <a href="mailto:native@unl.edu">native@unl.edu</a>	N	0
12	South Asian Journalists Association	N	0
13	Andrews Air Force Base Airman & Family Readiness Center <a href="mailto:mfscjobs@gmail.com">mfscjobs@gmail.com</a>	Y	0
14	Employment Connection Fax: 314.333.3674 <a href="mailto:pmckinney@employmentstl.org">pmckinney@employmentstl.org</a>	Y	0
15	Falls Church Skill Source Center Fax: 705.752.1609 <a href="mailto:sarah.scott@myskillsource.org">sarah.scott@myskillsource.org</a>	Y	0
16	Jubilee Jobs, Inc. Fax: 202.667.8833 <a href="mailto:jconerly@jubileejobs.org">jconerly@jubileejobs.org</a>	Y	0
17	Michigan Veterans Foundation Fax: 313.831.7120 <a href="mailto:mvf002@earthlink.net">mvf002@earthlink.net</a>	Y	0
18	Urban League of Philadelphia Fax: 215.468.8078 <a href="mailto:robinbailey@ucsep.org">robinbailey@ucsep.org</a>	Y	0
19	Indianapolis Urban League, Inc. Fax: 317.693.7613 <a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>	Y	0

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20	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 <a href="mailto:clee@sharesinc.org">clee@sharesinc.org</a>	Y	0
21	Charlotte Area Fund Fax: 704.344.1655 <a href="mailto:isaacc@charlotteareafund.org">isaacc@charlotteareafund.org</a>	Y	0
22	The American Legion Department Of NC Fax: 919.832.6428 <a href="mailto:nclegion@nc.rr.com">nclegion@nc.rr.com</a>	Y	0
23	Columbus Urban League Fax: 614.257.6316 <a href="mailto:dowens@cul.org">dowens@cul.org</a>	Y	0
24	Mayor's Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	Y	0
25	Southern Methodist University <a href="mailto:hegicalendar@smu.edu">hegicalendar@smu.edu</a>	Y	0
26	Texas Department of Assistive & Rehabilitative Services <a href="mailto:ron.fleming@dars.state.tx.us">ron.fleming@dars.state.tx.us</a>	Y	0
27	Women's Center of Tarrant County Inc. Fax: 817.927.0694 <a href="mailto:cfannin@womenscentertc.org">cfannin@womenscentertc.org</a>	Y	0
28	Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>	N	0
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	0
32	Industry Referral	N	0
33	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
34	Local Newspaper	N	0
35	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
36	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
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
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<b><u>Internship Program</u></b>	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	<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>Mentorship Program</u></b>	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	<b><u>Management/Personnel Training</u></b>	Station promotional staff enacted "Help Me Grow" meetings to assist with meeting individual long term goals in broadcast/media.
5	<b><u>Training One Online Training</u></b>	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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<b>6</b>	<b><u>Leadership Program</u></b>	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)
<b>7</b>	<b><u>Promotions Cross-Training</u></b>	Employees in the promotions department participated in a cross-training initiative to allow employees continued opportunities to grow and (Ongoing)
<b>8</b>	<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)
<b>9</b>	<b><u>Help Us Grow Meetings</u></b>	The market established ongoing meetings under their “Help Us Grow” training program to promote unity within the team towards growth, learning and setting goals in the broadcasting industry. The training also provides tools and resources towards career advancement.

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