

Urban One, Inc.
Radio One of Cincinnati, OH
WDBZ(FM), WIZF(FM), and WOSL(FM)
EEO PUBLIC FILE REPORT
June 1, 2023 – May 31, 2024 [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
Assistant Chief Engineer (7/10/2023)	1 – 18, 21	4 [RS#18(2), RS#21(2)]	21
Online Editor – Cincinnati (9/18/2023)	1 – 18, 21, 28	6 [RS#18(1), RS#21(4), RS#28(1)]	21
		Total Candidates Interviewed – 10	

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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, Suite 320 San Francisco, CA 94102 National@aaja.org	N	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Suite 28-S Severna Park, MD 21146 info@womcom.org	N	0
3	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 ccnmainfo@ccnma.org	N	0
4	National Association of Black Owned Broadcasters 1201 Connecticut Avenue NW, Suite 200 Washington, DC 20036 Fax: (202) 429-0657 nabobinfo@nabob.org	N	0
5	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 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	N	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	N	0
9	Urban League of Philadelphia Fax: (215) 468-8078 robinbailey@ucsep.org	N	0
10	Indianapolis Urban League, Inc. Fax: (317) 693-7613 ksimmons@indplsul.org	N	0
11	Shares, Inc. - Brandywine Industries Fax: (317) 462-1535 cleee@sharesinc.org	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
12	Charlotte Area Fund Fax: (704) 344-1655 isaacc@charlotteareafund.org	N	0
13	Columbus Urban League Fax: (614) 257-6316 dowens@cul.org	N	0
14	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	N	0
15	Southern Methodist University hegicalendar@smu.edu	N	0
16	Ohio Media School Phone: (216) 503-5900	N	0
17	Texas Department of Assistive & Rehabilitative Services ron.fleming@dars.state.tx.us	N	0
18	Corporate Website – www.urban1.com	N	3
19	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
20	Internal Promotion/ Internal Candidate	N	0
21	Internal Referral/ /Employee Referral	N	6
22	Industry Referral	N	0
23	Market Websites – www.thebuzzcincy.com , www.wiznation.com , and www.oldschoolcincy.com	N	0
24	Trade Publication – Inside Radio 365 Union Street Littleton, NH 03561 (800) 248-4242	N	0
25	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/ , and www.ihirebroadcasting.com .	N	0
26	Employment Connection – www.employmentconnection.com	N	0
27	Ohio Center for Broadcasting janatra@beonair.com	N	0
28	Other	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			10

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III. RECRUITMENT INITIATIVES

#	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<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 .
2	<u>EEO Training Seminar</u>	Urban One, in conjunction with outside counsel, hosted an EEO Seminar to train market employees and leadership on maintaining proper EEO compliance (The Cincinnati radio market’s General Manager and EEO Compliance Administrator participated) (March 21, 2024).
3	<u>Workplace Harassment Prevention Training</u>	Urban One, with outside counsel, hosted an anti-harassment training session for managers and non-managers to educate all market employees on what harassment is and what to do if they observe or experience it in the workplace. A key member of the Cincinnati radio market virtually attended the Supervisor Training Session on or before November 2, 2023.
4	<u>Defamation Training</u>	Urban One’s Legal Department provided training for radio station personnel focusing on the definition of defamation, the importance of fact-checking information which may be potentially defamatory, distinguishing between fact and opinion, and the procedure for anyone who receives a demand pertaining to defamation (May 15 – 16, 2024).
5	<u>Political Compliance Training</u>	Urban One’s Legal Department hosted a Political Compliance training session. The training session was attended by designated Political Compliance Managers, the market sales team, and all additional employees who work with political advertising (January 11, 2024).
6	<u>Central State University Annual Communications Week</u>	The unit’s General Manager, Daniel Abercrombie, participated in Central State University’s (“CSU”) 29 th Annual Communications Week, during which he spoke with CSU communication students about what a potential career in broadcasting entails. While speaking during CSU’s Communications Week, Mr. Abercrombie also gave insight and advice about working in the broadcasting/ radio industry (April 16, 2024).

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7	<u>Ohio Media School Speaking Engagement</u>	The Cincinnati radio market's General Manager, Daniel Abercrombie, attended an event at the Ohio Media School, located at 9885 Rockside Road #160, Valley View, OH 44125, where he spoke with students about pursuing careers in broadcasting (May 1, 2024).
8	<u>Job Shadow Program</u>	Since July 11, 2019, the market's Integrated Marketing Specialist, Ronnie Iquina, has served on the program advisory committee at the Ohio Media School ("OMS"), located at 9885 Rockside Road #160, Valley View, OH 44125. During this reporting period, Mr. Iquina's participation as a program advisory committee member at OMS allowed for him to (i) arrange for OMS students to have monthly visits to the Cincinnati station office, and (ii) create a job shadowing program, which provided OMS students with in-depth educational insight about careers in the radio industry (Ongoing).
9	<u>Mentorship Program for Employees</u>	During this reporting period, Promotions Director, Sonny Mercer, mentored junior managers who demonstrated the potential to grow within the Company. Ms. Mercer'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 (Ongoing).

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