#### 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 Interview	ved – 10

RSRS Informationto VacancyReferred by RSNumberNotification?over	II. WASTER RECRUITMENT SOURCE LIST (WRSL)			
1182 Market Street, Suite 320 National/Gaaja.org N 0   2 The Association for Women in Communications, Inc. N 0   2 The Association for Women in Communications, Inc. N 0   3 Severma Park, MD 21146 N 0   info/@vome.org N 0   3 Califormia Chicano News Media Association 3   3800 S. Figueroa Street Los Angeles, CA 90037 0   cenneinfo/@comma.org N 0   4 National Association of Black Owned Broadcasters 1201 Connecticut Avenue NW, Suite 200   Washington, DC 20036 Fax: (202) 429-0657 N   rax: (202) 429-0657 N 0   5 National Association of Black Journalists 1100 Knight Hall, Suite 3100   College Park, MD 20742 Fax: (301) 445-7101 Suberry/@cnabi.org   sberry@cnabi.org N 0   6 National Black Media Coalition 1738 Elton Road, Suite 314   Silver Spring, MD 20903 Suite 314   Silver Spring, MD 20903 N 0   7 Native American Public Telecommunications N 0   70 Native American Public Telecommunications N 0   9 Urban League of Philadelphia N 0 </th <th></th> <th><b>RS Information</b></th> <th>to Vacancy Notification?</th> <th>No. of Interviewees Referred by RS over 12-month period</th>		<b>RS Information</b>	to Vacancy Notification?	No. of Interviewees Referred by RS over 12-month period
San Francisco, CA 94102     N     0       National@adia.org     N     0       2     The Association for Women in Communications, Inc. 780 Ritchie Highway, Suite 28-S Severma Park, MD 21146     N     0       3     California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037     N     0       4     National Association of Black Owned Broadcasters 1201 Connecticut Avenue NW, Suite 200     N     0       4     National Association of Black Journalists 1100 Connecticut Avenue NW, Suite 200     N     0       5     National Association of Black Journalists 1100 Knight Hall, Suite 3100     N     0       5     National Association of Black Journalists 1100 Knight Hall, Suite 3100     N     0       6     National Association of Black Journalists     100     10       1100 Knight Hall, Suite 3100     N     0     0       6     National Black Media Coalition 1738 Elton Road, Suite 314     11     0       9     Native American Public Telecommunications P.O. Box 83111     N     0       11     Lincoln, NE 68501     N     0     0       8     Andrews Air Force Base Airman & Family Readiness Center	1	Asian American Journalists Association		
National@aaja.org N 0   2 The Association for Women in Communications, Inc. 780 Ritchie Highway, Suite 28-S Severna Park, MD 21146 N 0   3 California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 N 0   4 National Association of Black Owned Broadcasters 1201 Connecticut Avenue NW, Suite 200 Washington, DC 20036 N 0   5 National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 20742 N 0   6 National Black Media Coalition 1738 Elion Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com N 0   7 National Black Media Coalition 1738 Elion Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com N 0   7 National Black Media Coalition 1738 Elion Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com N 0   7 Native@ault.com N 0   7 Indianapolis Urbace League, Inc. Fax: (317) 693-7613 ksimmons@indplsul.org N 0		1182 Market Street, Suite 320		
2   The Association for Women in Communications, Inc. 780 Ritchie Highway, Suite 28-S Severna Park, MD 21146   N   0     3   California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037   N   0     4   National Association of Black Owned Broadcasters 1201 Connecticut Avenue NW, Suite 200   N   0     5   National Association of Black Journalists 1100 Knight Hall, Suite 3100   N   0     5   National Association of Black Journalists 1100 Knight Hall, Suite 3100   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/American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native/Aueliancem   N   0     8   Andrews Air Force Base Airman & Family Readiness Center mScjobs@gmail.com   N   0     9   Urban League of Philadelphia Fax: (215) 468-8078 robinbailev@usep.org   N   0     10   Indiaapolis Urban League, Inc. Fax: (317) (93-7613 ksimmons@indplsuLorg   N   0		San Francisco, CA 94102		
780 Ritchie Highway, Suite 28-S Severna Park, MD 21146   info@vomecom.org N   3 California Chicano News Media Association   3800 S. Figueroa Street Dotte Consection   Los Angeles, CA 90037 Cermainfo@cemma.org   cermainfo@cemma.org N   4 National Association of Black Owned Broadcasters   1201 Connecticut Avenue NW, Suite 200 Washington, DC 20036   Fax: (202) 429-0657 N   nabobinfo@mabob.org N   5 National Association of Black Journalists   1100 Knight Hall, Suite 3100 College Park, MD 20742   Fax: (301) 445-7101 Sherry@nabj.org   sberry@nabj.org N   6 National Black Media Coalition   1738 Elton Road, Suite 314 Silver Spring, MD 20903   support@mpmmail.com N   7 Native American Public Telecommunications   P.O. Box 83111 Lincoln, NE 68501   1 Lincoln, NE 68501   10 Indianapolis Urban League, Inc.   Fax: (215) 468-8078 N   0 O			Ν	0
3   California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 cennainfo@cenma.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@nabi.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 Lincoh, NE 68501 native@unl.edu   N   0     8   Andrews Air Force Base Airman & Family Readiness Center mfsciobs@gmail.com   N   0     9   Urban League of Philadelphia Fax: (215) 468-8078 robinbailev@usep.org   N   0     10   Indianapolis Urban League, Inc. Fax: (317) 693-7613 ksimmons@indplsul.org   N   0	2	780 Ritchie Highway, Suite 28-S Severna Park, MD 21146	N	
3800 S. Figueroa Street N   Los Angeles, CA 90037 N   cennainfo@cenna.org N   4 National Association of Black Owned Broadcasters   1201 Connecticut Avenue NW, Suite 200 Washington, DC 20036   Fax: (202) 429-0657 N   nabobinfo@nabob.org N   5 National Association of Black Journalists   1100 Knight Hall, Suite 3100 College Park, MD 20742   Fax: (301) 445-7101 Sterry@nabi.org   sberry@nabi.org N   6 National Black Media Coalition   1738 Elton Road, Suite 314 Silver Spring, MD 20903   support@mpnmail.com N   7 Native American Public Telecommunications   P.O. Box 83111 Lincoln, NE 68501   native@unl.cdu N   8 Andrews Air Force Base Airman & Family Readiness   Center mfscjobs@gmail.com   9 Urban League of Philadelphia   Fax: (317) 693-7613 N   robinbailev@ucsep.org N   10 Indianapolis Urban League, Inc.   Fax: (317) 693-7613 N   ksimmons@indplaU.org N   11 Shares, Inc Brandywine Industries			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@nabi.org   N   0     6   National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@npnmail.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 robinbailev@ucsep.org   N   0     10   Indianapolis Urban League, Inc. Fax: (317) 693-7613 ksimmons@indplsul.org   N   0     11   Shares, Inc Brandywine Industries   N   0	3	3800 S. Figueroa Street Los Angeles, CA 90037	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   N   0	4	National Association of Black Owned Broadcasters 1201 Connecticut Avenue NW, Suite 200 Washington, DC 20036 Fax: (202) 429-0657	N	0
6   National Black Media Coalition     1738 Elton Road, Suite 314     Silver Spring, MD 20903     support@mpnmail.com   N     7   Native American Public Telecommunications     P.O. Box 83111   Lincoln, NE 68501     native@unl.edu   N     8   Andrews Air Force Base Airman & Family Readiness     Center   mfscjobs@gmail.com     9   Urban League of Philadelphia     Fax: (215) 468-8078   N     robinbailev@ucsep.org   N     10   Indianapolis Urban League, Inc.     Fax: (317) 693-7613   N     ksimmons@indplsul.org   N     11   Shares, Inc Brandywine Industries	5	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 20742 Fax: (301) 445-7101		
7   Native American Public Telecommunications     P.O. Box 83111   Lincoln, NE 68501     native@unl.edu   N     8   Andrews Air Force Base Airman & Family Readiness     Center   mfscjobs@gmail.com     9   Urban League of Philadelphia     Fax: (215) 468-8078   N     robinbailey@ucsep.org   N     10   Indianapolis Urban League, Inc.     Fax: (317) 693-7613   N     ksimmons@indplsul.org   N     11   Shares, Inc Brandywine Industries	6	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903		
8   Andrews Air Force Base Airman & Family Readiness Center   N   0     9   Urban League of Philadelphia Fax: (215) 468-8078   N   0     10   Indianapolis Urban League, Inc. Fax: (317) 693-7613   N   0     11   Shares, Inc Brandywine Industries   N   0	7	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501		
9   Urban League of Philadelphia     Fax: (215) 468-8078     robinbailey@ucsep.org   N     10   Indianapolis Urban League, Inc.     Fax: (317) 693-7613   0     ksimmons@indplsul.org   N     11   Shares, Inc Brandywine Industries	8	Andrews Air Force Base Airman & Family Readiness Center		
10 Indianapolis Urban League, Inc.   Fax: (317) 693-7613   ksimmons@indplsul.org   N   0   11   Shares, Inc Brandywine Industries	9	Urban League of Philadelphia Fax: (215) 468-8078		
11 Shares, Inc Brandywine Industries	10	Indianapolis Urban League, Inc. Fax: (317) 693-7613		
clee@sharesinc.org N 0	11	Shares, Inc Brandywine Industries Fax: (317) 462-1535		

#### II. MASTER RECRUITMENT SOURCE LIST (MRSL)

[1] This report provides recruitment data collected from May 21, 2023 through May 24, 2024.

RS Number	<b>RS Information</b>	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		0
	Phone: (216) 503-5900	N	0
17	Texas Department of Assistive & Rehabilitative Services		
	ron.fleming@dars.state.tx.us	N	0
18	Corporate Website – <u>www.urban1.com</u>	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	Ν	0
21	Internal Referral//Employee Referral	N	6
22	Industry Referral	N	0
23	Market Websites – <u>www.thebuzzcincy.com</u> ,		
	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 – <u>www.monster.com</u> ,		
	www.bcfm.com, www.alllaccess.com, www.indeed.com,		
	www.hotjobs.com, www.linkedin.com,	27	0
	www.careerbuilder.com, www.entertainmentcareers.net/,	Ν	0
• -	and www.ihirebroadcasting.com.		
26	Employment Connection –	λī	0
27	www.employmentconnection.com	N	0
27	Ohio Center for Broadcasting	ЪT	0
28	janatra@beonair.com	N N	0
28	Other	N	1

TOTAL INTERVIEWEES OVER 12-MONTH PERIOD10

#### **III. RECRUITMENT INITIATIVES**

#	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Website Recruitment	For local job vacancies, WDBZ(FM), WIZF(FM), and WOSL(FM) referred listeners and potential employees to the Corporate website, <u>www.urban1.com.</u>
2	EEO Training Seminar	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	Workplace Harassment Prevention Training	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	Defamation Training	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	Political Compliance Training	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</u> <u>Communications Week</u>	The unit's General Manager, Daniel Abercrombie, participated in Central State University's ("CSU") 29 <sup>th</sup> 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).

	June 1, 2023 – Way 51, 2024 [1]		
7	Ohio Media School Speaking Engagement	The Cincinnato 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	Job Shadow Program	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).	