

**Urban One, Inc.**  
**Radio One of Cincinnati, OH**  
**WDBZ(AM), WIZF(FM), and WOSL(FM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2025 – May 31, 2026 [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>
Traffic Manager (5/1/2026)	1 – 14, 16 – 17, 21	7 [RS# 14(1), RS #16(1), RS# 17(2), RS# 21(3)]	21
		<b>Total Candidates Interviewed – 7</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, Suite 320 San Francisco, CA 94102 <a href="mailto:National@aaaja.org">National@aaaja.org</a>	N	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Suite 28-S Severna Park, MD 21146 <a href="mailto:info@womcom.org">info@womcom.org</a>	N	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>	N	0
4	National Association of Black Owned Broadcasters 1201 Connecticut Avenue NW, Suite 200 Washington, DC 20036 Fax: (202) 429-0657 <a href="mailto:nabobinfo@nabob.org">nabobinfo@nabob.org</a>	N	0
5	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 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>	N	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>	N	0
9	Shares, Inc. - Brandywine Industries Fax: (317) 462-1535 <a href="mailto:clec@sharesinc.org">clec@sharesinc.org</a>	N	0

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10	Columbus Urban League Fax: (614) 257-6316 <a href="mailto:dowens@cul.org">dowens@cul.org</a>	N	0
11	Mayor's Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	N	0
12	Ohio Media School Phone: (216) 503-5900	N	0
13	Ohio Center for Broadcasting <a href="mailto:janatra@beonair.com">janatra@beonair.com</a>	N	0
14	Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>	N	1
15	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
16	Internal Promotion/ Internal Candidate	N	1
17	Internal Referral/ /Employee Referral	N	2
18	Industry Referral	N	0
19	Market Websites – <a href="http://www.thebuzzcincy.com">www.thebuzzcincy.com</a> , <a href="http://www.wiznation.com">www.wiznation.com</a> , <a href="http://www.rnbcincy.com">www.rnbcincy.com</a> , and <a href="http://www.lamegacincy.com">www.lamegacincy.com</a>	N	0
20	Trade Publication – Inside Radio 365 Union Street Littleton, NH 03561 (800) 248-4242	N	0
21	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> , and <a href="http://www.ihirebroadcasting.com">www.ihirebroadcasting.com</a> .	N	3
22	Employment Connection – <a href="http://www.employmentconnection.com">www.employmentconnection.com</a>	N	0
23	Rehire of former employee	N	0
24	Other	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>7</b>

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**III. RECRUITMENT INITIATIVES**

#	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<b><u>On-Air/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> .
2	<b><u>Annual EEO Legal Training Seminar</u></b>	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 Vice President/General Manager, Daniel Abercrombie, as well as its EEO Compliance Administrator, Janelle Sowder, and its Program Director, Rodrick Davis, p/k/a “Don Juan Fasho,” participated. (March 26, 2026).
3	<b><u>Legal Department Training Session</u></b>	During the reporting period, the Urban One Legal Department hosted a training session, covering topics such as promotions, events, advertising, sales, and FCC compliance. During the training session, attention was specifically given to EEO regulations, with an emphasis on the measures each market should take to maintain proper EEO compliance (March 4, 2026).
4	<b><u>Workplace Harassment Prevention Training</u></b>	Urban One, with outside counsel, hosted an anti-harassment training session for managers and non-managers to educate all market employees about what harassment is and what to do if they observe or experience it in the workplace. A key member of the Cincinnati radio market completed the training session on or before February 23, 2026.
5	<b><u>Central State University Annual Communications Week</u></b>	The unit’s Vice President/General Manager, Daniel Abercrombie, attended Central State University’s 31 <sup>st</sup> Annual Communications Week (the “Event”), which was held at Central State University, located at 1400 Brush Row Road, Wilberforce, OH 45384. For his participation at the Event, Mr. Abercrombie was a panel speaker, providing CSU students and other attendees with insight and advice about working in the broadcasting/ radio industry (April 13, 2026).

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<b>6</b>	<b><u>Cincinnati Public Relations Society of America (PRSA) Media Day</u></b>	The market’s Vice President/General Manager, Daniel Abercrombie, attended Media Day, as hosted by the Cincinnati Chapter of the Public Relations Society of America (PRSA), where he spoke on the <i>Community Media &amp; Cultural Trust</i> panel; specifically discussing the importance of local media, cultural representation, and trust in building community (April 21, 2026).
<b>7</b>	<b><u>Internship/Mentorship Program with the Ohio Media School</u></b>	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 member of the OMS Program Advisory Committee allowed him to create a job shadowing program, which provided OMS students with in-depth educational insight into careers in the radio industry by permitting them to shadow the Station’s Promotions Team and disc jockeys at sponsored events (Ongoing).
<b>8</b>	<b><u>Ohio Media School Station Tours</u></b>	Throughout the reporting period, students from the Ohio Media School (“OMS”) visited the offices of the Station, located at 705 Central Avenue, Suite 200, Cincinnati, OH 45202, where they received exclusive station tours and were given the opportunity to learn more about the radio industry by meeting and networking with the Station’s promotions team. The Station held OMS Tours on the following dates: June 11, 2025; July 9, 2025; August 6, 2025; September 3, 2025; October 8, 2025; November 12, 2025; January 27, 2026; February 24, 2026; and March 17, 2026.
<b>9</b>	<b><u>Community Events and Give-Back Initiatives</u></b>	Throughout the reporting period, the Station participated in several community initiatives, including the following: <ul style="list-style-type: none"> <li>• Back to School Bash, which was held on August 9, 2025</li> <li>• Halloween Jamboree, which was held on October 25, 2025</li> <li>• Radio One Cincinnati Stuff the Bus Program, which was held from November 25 – December 14, 2025</li> </ul>

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		<ul style="list-style-type: none"> <li>• Cincinnati Reds Opening Day Parade, which was held on March 26, 2026 ; and</li> <li>• Easter Spring Fling, which was held on April 29, 2026</li> </ul> <p>Each of the aforementioned initiatives were intended to address community needs by uniting the Cincinnati community and creating a supportive network for all individuals residing within the Cincinnati metropolitan area.</p>
10	<b><u>Job Fair</u></b>	During the reporting period, the market’s Program Director, Rodney Maybin, attended a job fair at Hayes-Porter Lake Erie International High School, located at 11650 Detroit Avenue, Cleveland, OH 44102, where he spoke with students interested in pursuing a career in the broadcasting/programming fields.
11	<b><u>Ohio Media School Interview/Job Readiness Experience Program</u></b>	During the reporting period, the market’s Promotions Director, Sonny Mercer, participated in the Ohio Media School (“OMS”) Interview/Job Readiness Experience Program, which is designed to provide OMS students with hands-on professional development, and aims to help students bridge the gap between classroom learning and the broadcasting, media, and content creation industries. For her participation in this initiative, Ms. Mercer spoke with attendees about her role at Urban One and referred qualified candidates for open positions at Radio One Cincinnati.

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