

**Urban One, Inc.**  
**Radio One Washington, DC**  
**WKYS-FM, WMMJ-FM, WPRS-FM, WDCJ-FM, WOL-AM, and WYCB-AM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2021 – May 31, 2022 [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>
Promotions Director (2/8/22)	1-20, 23, 27	6[RS# 6 (1), RS# 20(2), RS# 23(3)]	20
		<b>Total Candidates Interviewed–</b>	<b>6</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 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
5	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
6	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	1
7	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

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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
8	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 <a href="mailto:info@nljga.org">info@nljga.org</a>	Y	0
9	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 <a href="mailto:native@unl.edu">native@unl.edu</a>	N	0
10	Andrews Air Force Base Airman & Family Readiness Center <a href="mailto:mfscjobs@gmail.com">mfscjobs@gmail.com</a>	Y	0
11	Jubilee Jobs, Inc. Fax: 202.667.8833 <a href="mailto:jconerly@jubileejobs.org">jconerly@jubileejobs.org</a>	Y	0
12	Urban League of Philadelphia Fax: 215.468.8078 <a href="mailto:robinbailey@ucsep.org">robinbailey@ucsep.org</a>	Y	0
13	Indianapolis Urban League, Inc. Fax: 317.693.7613 <a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>	Y	0
14	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 <a href="mailto:clec@sharesinc.org">clec@sharesinc.org</a>	Y	0
15	The American Legion Department of NC Fax: 919.832.6428 <a href="mailto:nclegion@nc.rr.com">nclegion@nc.rr.com</a>	Y	0
16	Columbus Urban League Fax: 614.257.6316 <a href="mailto:dowens@cul.org">dowens@cul.org</a>	Y	0
17	Mayor's Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	Y	0
18	Southern Methodist University <a href="mailto:hegicalendar@smu.edu">hegicalendar@smu.edu</a>	Y	0
19	Women's Center of Tarrant County Inc. Fax: 817.927.0694 <a href="mailto:cfannin@womenscentertc.org">cfannin@womenscentertc.org</a>	Y	0
20	Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>	N	2

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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
21	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
22	Internal Promotion/ Internal Candidate	N	0
23	Internal Referral/ /Employee Referral	N	3
24	Industry Referral	N	0
25	Market Websites - <a href="http://kysdc.com/">http://kysdc.com/</a> , <a href="http://mymajicdc.com/">http://mymajicdc.com/</a> , <a href="http://woldcnews.com/">http://woldcnews.com/</a> , <a href="http://praisedc.com/">http://praisedc.com/</a> , and <a href="http://myspiritdc.com/">http://myspiritdc.com/</a>	N	0
26	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
27	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
28	Employment Connection – <a href="http://www.employmentconnection.com">www.employmentconnection.com</a>	N	0
29	Ohio Center for Broadcasting	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>6</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	<b><u>Workplace Harassment Training</u></b>	Urban One hosted anti-harassment training session for managers and non-managers, in conjunction with outside counsel, to educate all market employees on what is harassment and what to do if they observe or experience it in the workplace (General Manager and Marketing & Promotions Director participated) (November 15, 2021).
<b>2</b>	<b><u>Website Recruitment</u></b>	For local job vacancies, WKYS-FM, WMMJ-FM, WDCJ-FM, WPRS-FM, WYCB-AM, and WOL-AM referred listeners and potential employees to the Corporate website. <a href="http://www.urban1.com">www.urban1.com</a>
<b>3</b>	<b><u>EEO Training Seminar</u></b>	Urban One hosted an EEO Seminar in conjunction with outside counsel to train market employees and leadership on maintaining proper EEO compliance (General Manager and EEO Compliance Administrator participated) (March 23, 2022).
<b>4</b>	<b><u>Career Day</u></b>	Station personnel from WKYS-FM participated in Benjamin Tasker Middle Schools Career Day located in Bowie, MD (April 8, 2022).
<b>5</b>	<b><u>Station Tour</u></b>	Station personnel from WKYS-FM conducted a station tour for Duvall High School students from Lanham, MD (November 23, 2021).
<b>6</b>	<b><u>Tony Washington Scholarship</u></b>	An on-going scholarship fund in commemoration of a long-time former employee of Urban One, established with the University of the District of Columbia for students entering the field of broadcasting.

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7	<b><u>Mentorship Program</u></b>	<p>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 the talent pool and increasing diversity within the leadership structure. During the reporting period, the Regional Vice President &amp; General Manager in the Washington DC radio market provided mentorship to two (2) junior general managers and one (1) director of sales.</p>
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