

**Urban One, Inc.**  
**Radio One of Washington, DC**  
**WKYS(FM), WMMJ(FM), WDCJ(FM), WPRS(FM), WOL(AM), and WYCB(AM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2022 – May 31, 2023 [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>
Integrated Campaign Manager (08/12/22)	1-20	5 [RS# 15(3), 18(1), 22 (1)]	15
Traffic Manager (10/07/22)	1-20, 22	2 [RS# 22(2)]	22
		<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, Ste. 320 San Francisco, CA 94102 <a href="mailto:National@aja.org">National@aja.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 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
5	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
6	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
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>	Y	0

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9	Urban League of Philadelphia Fax: 215.468.8078 <a href="mailto:robinbailey@ucsep.org">robinbailey@ucsep.org</a>	Y	0
10	Indianapolis Urban League, Inc. Fax: 317.693.7613 <a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>	Y	0
11	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 <a href="mailto:clee@sharesinc.org">clee@sharesinc.org</a>	Y	0
12	Columbus Urban League Fax: 614.257.6316 <a href="mailto:dowens@cul.org">dowens@cul.org</a>	Y	0
13	Mayor's Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	Y	0
14	Southern Methodist University <a href="mailto:hegicalendar@smu.edu">hegicalendar@smu.edu</a>	Y	0
15	Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>	N	3
16	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
17	Internal Promotion/ Internal Candidate	N	0
18	Internal Referral/ /Employee Referral	N	1
19	Industry Referral	N	0
20	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
21	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
22	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> , <a href="http://www.glassdoor.com">www.glassdoor.com</a>	N	3
23	Employment Connection – <a href="http://www.employmentconnection.com">www.employmentconnection.com</a>	N	0
24	Ohio Center for Broadcasting	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>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 30, 2023).
2	<b><u>Website Recruitment</u></b>	For local job vacancies, WKYS(FM), WMMJ(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>
3	<b><u>Job Fair</u></b>	WKYS(FM) and WOL(AM) participated in the Career Communications Group Job Fair, which was broadcast live, and provided attendees with various career opportunities and information about careers in the radio industry (February 10, 2023).
4	<b><u>School Visit</u></b>	The market, alongside on-air personalities, DJ Quick Silva, and Dominique Da Diva, visited Oxon Hill Elementary School, located at 7701 Livingston Road, Oxon Hill, MD 20745, where it spoke to students about careers in the radio industry (April 14, 2023).
5	<b><u>Career Expo</u></b>	The market, alongside on-air personalities, Aladdin Da Prince, and DJ Reece, co-hosted the Broccoli City Career Expo held at the Entertainment and Sports Arena, located at 1100 Oak Drive SE, WDC 20032, where it provided attendees with insight and information about careers in the broadcasting industry (April 21, 2023).
6	<b><u>Career Fair</u></b>	The market, alongside on-air personality, DJ Flava, attended a Career Fair at Andrew Jackson Academy, located at 3500 Regency Parkway, District Heights, MD 20747, where it

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		spoke to students about careers in the radio industry (April 28, 2023).
7	<b><u>Mentorship Program For Station Personnel</u></b>	During this report period, Senior Regional Vice-President and General Manager, Jeffrey Wilson, has, on an ongoing basis, mentored five (5) Urban One employees: three (3) junior managers and one (2) sales managers, who have demonstrated the potential to grow into managerial roles within the Company. Mr. Wilson’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.

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