

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, 2024 – May 31, 2025 [1]

I. VACANCY LIST

See Section II, the **Master Recruitment Source List** (“MRS�”) for recruitment source data.

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Number of Candidates Interviewed (RS)	RS Referring Hiree
Integrated Marketing Specialist (11/1/2024)	1 – 18, 21, 25	6 [RS# 4(1) RS# 18(2), RS# 21(2), RS# 25(1)]	18, 25
		Total Candidates Interviewed – 6	

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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	1
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	2
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	2
22	Industry Referral	N	0
23	Market Websites – www.kysdc.com , www.mymajicdc.com , www.woldcnews.com , www.praisedc.com , and www.myspiritdc.com	N	0
24	Trade Publication – Inside Radio 365 Union St. 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/ , www.ihirebroadcasting.com , and www.glassdoor.com .	N	1
26	Employment Connection – www.employmentconnection.com	N	0
27	Ohio Center for Broadcasting janatra@beonair.com	N	0
28	Other	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			6

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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, WKYS(FM), WMMJ(FM), WPRS(FM), WYCB(AM), and WOL(AM) referred listeners and potential employees to the Corporate website, www.urban1.com .
2	<u>Legal Department Training Sessions</u>	The Urban One Legal Department hosted two training sessions. Covered topics included promotions, events, advertising, sales, and FCC compliance. During the trainings, attention was also specifically given to EEO regulations, with an emphasis on the measures each market should take to maintain proper EEO compliance (October 28, 2024, and February 25, 2025).
3	<u>Annual EEO Legal Training Seminar</u>	Urban One, in conjunction with outside counsel, hosted its Annual EEO Legal Training Seminar to train market employees and leadership on maintaining proper EEO compliance (the DC market's EEO Compliance Administrator participated) (March 31, 2025).
4	<u>ADP Training</u>	Urban One, in coordination with its training partner, The NOLA Group ("NOLA"), provided two ADP training sessions for company managers. The training provided an overview of key features within the ADP Workforce Now platform and included employment and recruitment-related information. (May 1, 2025, and May 6, 2025).
5	<u>College Gurl Foundation Career Day</u>	Members of the DC radio market served as panelists at the College Gurl Foundation Career Day ("CGFCD"), where they spoke to approximately one hundred (100) attendees about their career paths within the telecommunications industry, and shared information/tips on how to break into the radio/broadcasting industries (July 17, 2024).
6	<u>53rd Annual Legislative Conference Hosted By The Congressional Black Caucus</u>	Members of the market's staff attended the 53 rd Annual Legislative Conference (the "ACL") which was hosted by the Congressional Black Caucus. The market conducted a live broadcast from the ALC and spoke with concerned citizens/attendees about how it has been using the radio/broadcasting industries to promote the political, economic, and social advancement of Black communities (September 12 – 13, 2024).

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7	<u>CDMA Business Model Academy Station Tour</u>	The market, in partnership with the CDMA Business Model Academy, provided students from The Sojourner Truth School with a tour of the Station's offices. The CDMA Business Model Academy desires to empower its students with an immersive industry-aligned education in media, so while providing the students with a Station tour, members of the market's staff made sure to speak with them about pursuing a career in the media industry (December 10, 2024).
8	<u>Rosaryville Elementary School Career Day Event</u>	The DC radio market attended a Career Day event at Rosaryville Elementary School, located at 9925 Rosaryville Road, Upper Marlboro, MD 20772 where Station staff spoke to students about careers within the radio/broadcasting industries (May 30, 2024).
9	<u>Barack Obama Elementary School Career Day Event</u>	The DC radio market attended a Career Day event at Barack Obama Elementary School, located at 12700 Brooke Lane, Upper Marlboro, MD 20772, where Station staff spoke to students about careers in the radio/broadcasting industries (June 4, 2024).
10	<u>Kenmoor Middle School Career Day Event</u>	The DC radio market attended a Career Day event at Kenmoor Middle School, located at 2501 Kenmoor Drive, Landover, MD 20785, where Station staff spoke to students about careers in the radio/broadcasting industries (March 25, 2025).
11	<u>Matthew Henson Middle School Career Day</u>	The DC radio market attended a Career Day event at Matthew Henson Middle School, located at 3535 Livingston Road, Indian Head, MD 20640, where Station staff spoke to students about careers in the radio/broadcasting industries (April 4, 2025).
12	<u>Fort Washington Forest Elementary School & Tulip Grove Elementary School Career Day Events</u>	The market attended two Career Day events at (i) Fort Washington Forest Elementary School, located at 1300 Fillmore Road, Fort Washington, MD 20744; and (ii) Tulip Grove Elementary School, located at 2909 Trainor Lane, Bowie, MD 20715. During both events, Station staff spoke with students about their personal career path within the radio industry and shared information/tips with students who were interested in pursuing a career within the radio/broadcasting industries (April 11, 2025).
13	<u>Perrywood Elementary School Career Day Event</u>	Members of the DC market attended a Career Day event at Perrywood Elementary School, located at 501 Watkins Park Drive, Largo, MD 20774, where they spoke to students about pursuing a career in the radio/broadcasting industries (May 9, 2025).

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14	<u>Glassmanor Elementary School & Thurgood G. Marshall Middle School Career Day Events</u>	The market attended two Career Day events at (i) Glassmanor Elementary School, located at 1011 Marcy Avenue, Oxon Hill, MD 20745; and (ii) Thurgood G. Marshall Middle School, located at 909 Brinkley Road Temple Hills, MD 20748. During both events, Station staff spoke with students about their personal career path within the radio industry and shared information/tips with students who were interested in pursuing a career within the radio/broadcasting industries (May 23, 2025).
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