

Urban One, Inc.
Radio One of Columbus, OH
WCKX(FM), WXMG(FM), WJYD(FM), WWLG(FM), and WQMC-LD
EEO PUBLIC FILE REPORT
June 1, 2023 – May 31, 2024 [1]

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
Online Editor – Columbus (9/18/2023)	1 – 18, 20, 21	6 [RS#18(2), RS#20(2), RS#21(2)]	21
Assistant Program Director – On Air Talent (12/11/2023)	1 – 18, 20, 21	4 [RS#18(1), RS#20(2), RS#21(1)]	21
		Total Candidates Interviewed – 10	

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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	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 Fax: (317) 462-1535 clec@sharesinc.org	N	0
12	Charlotte Area Fund Fax: (704) 344-1655 isaacc@charlotteareafund.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
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	3
19	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
20	Internal Promotion/ Internal Candidate	N	4
21	Internal Referral/ /Employee Referral	N	3
22	Industry Referral	N	0
23	Market Websites – www.mycolumbuspower.com , www.mycolumbusmagic.com , and www.joycolumbus.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/ , and www.ihirebroadcasting.com .	N	0
26	Employment Connection – www.employmentconnection.com	N	0
27	Ohio Center for Broadcasting	N	0
28	Other	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			10

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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, WCKX(FM), WXMG(FM), WJYD(FM), WWLG(FM), and WQMC-LD referred listeners and potential employees to the Corporate website, www.urban1.com .
2	<u>EEO Training Seminar</u>	Urban One, in conjunction with outside counsel, hosted an EEO Seminar to train market employees and leadership on maintaining proper EEO compliance (the Columbus market's General Manager and EEO Compliance Administrator participated) (March 21, 2024).
3	<u>Workplace Harassment Prevention Training</u>	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 Columbus radio market virtually attended the Supervisor Training Session on or before November 2, 2023.
4	<u>Defamation Training</u>	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	<u>Political Compliance Training</u>	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).

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6	<u>Urban One Job & Recruitment Fair</u>	The market, including members of its Promotions Department, hosted the Urban One Job & Recruitment Fair (the “Job Fair”), located at the Columbus Metropolitan Library – Main Branch, 96 S. Grant Avenue, Columbus, OH 43215, where it sought out potential employers and hosted hundreds of potential jobseekers. The market had a booth at the Job Fair, from which, it presented recruitment information and hosted workshops designed to (1) explore what it takes to turn an idea into a thriving business and (2) establish what it takes to lead and operate a business. The Job Fair also helped to prepare potential jobseekers for success by conducting break-out seminars and interviewing qualified attendees for vacant positions at Radio One Columbus (March 20, 2024).
7	<u>Opportunity Rising Career and Resource Fair</u>	The Columbus radio market participated in the Opportunity Rising Career and Resource Fair, located at the Jerry Hammond Building, 1111 E. Broad Street, Columbus, OH 43215, where it spoke to attendees about pursuing a career in the radio/broadcasting industries and provided guidance and assistance to qualified attendees seeking to apply for open positions at Radio One Columbus (April 6, 2024).
8	<u>Urban One Columbus and Columbus Urban League Job and Recruitment Fair</u>	The market co-hosted the Urban One Columbus and Columbus Urban League Job and Recruitment Fair sponsored and participated in a Job and Recruitment Fair at the King Arts Complex, located at 835 Mt. Vernon Avenue, Columbus, OH 43203, where it provided attendees with onsite information about Radio One Columbus and participates in one-on-one interviews with qualified potential candidates (September 6, 2023).
9	<u>Job Ready Lunch and Learn Workshops</u>	Urban One sponsored three (3) Job Ready Lunch and Learn workshops at CapitalOne Café, located at 167 Easton Town Center, Columbus, OH 43219. Topics included the following: (1) How to Get Employed Fast Using Gig Works Apps; (2) The Top Gig Economy Apps to Use; (3) How to Maximize Your Earning Potential Using Gig Apps; (4) “Knowing Your Rights an Employee and Negotiating Your Salary; and (5) Being Black in the Workplace” (June 9, 2023; September 8, 2023; and December 1, 2023).

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10	<u>Ohio Media School Radio Production Workshop</u>	During the reporting period, the Columbus radio market, alongside two of the market's on-air talents, held classes at the Ohio Media School, located at 9885 Rockside Road, #160, Valley View, OH 44125, where they spoke to attendees about techniques to be efficient with Board Operations and Radio Production.
11	<u>School Visit</u>	In observance of Black History Month, the Columbus radio market conducted a school visit at Gahanna-Lincoln High School, located at 140 Hamilton Road, Gahanna, OH 43230, during which it spoke to students about pursuing a career in the broadcasting industry, as well as how important Black radio is to the community (February 9, 2024).
12	<u>Linden Community Center Music Production Program</u>	During the reporting period, the market's Board Operator, taught music production to youth and adults at the Linden Community Center (the "Community Center"), located at 1350 Briarwood Ave Columbus, OH 43211, to help the Community Center develop the necessary content to create podcast and/or broadcast program (Ongoing).
13	<u>Sales Training</u>	The Columbus radio market attended several sales training sessions, including one (1) training session entitled "Digital Sales Training On Ad Taxi," which was held from May 15 – May 16, 2023; two (2) training sessions entitled "Improving Your Proposal," which were held on July 24, 2023, and August 7, 2023; and one (1) training session entitled "Revenue Optics Training," which was held on September 27, 2023. Additionally, throughout the reporting period, the market also held various weekly sales training sessions, which the market's Sales Managers and General Managers attended (Ongoing).
14	<u>Market Finance Training</u>	During the reporting period, members of the Columbus radio market attended and participated in two (2) finance training sessions, both of which were administered in-house by Urban One, Inc., for the Wide Orbit Media Sales system (March 11, 2024, and March 13, 2024).

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