

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, 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
Program Director (3/18/2024)	1 – 18, 20, 25, 26	3 [RS#20(1), RS#25(1), RS#26(1)]	20
Chief Engineer (2/5/2024)	1 – 18, 20, 21	2 [RS#20(1), RS#21(1)]	21
Integrated Marketing Specialist (11/6/2023), (4/8/2024), (4/20/2024)	1 – 18, 20, 21	7[RS#18(3), RS#20(1), RS#21(3)]	18, 18, 20
		Total Candidates Interviewed – 12	

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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

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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	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	3
21	Internal Referral/ /Employee Referral	N	4
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	1
27	Ohio Center for Broadcasting janatra@beonair.com	N	0
28	Other	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			12

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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>EEO Training Seminar</u>	Urban One hosted an EEO Seminar along with outside counsel to train market employees and leadership on maintaining proper EEO compliance (the Baltimore market's General Manager and EEO Compliance Administrator participated) (March 21, 2024).
3	<u>Workplace Harassment Prevention Training</u>	Urban One and 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 Washington, DC 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).
6	<u>RAP Sessions</u>	The DC radio market's On-Air Talent, Stephanie Johnson, moderated a panel with Prince George's County students regarding opportunities in broadcasting, music, and entertainment (February 23, 2024).

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7	<u>Virginia Association of Broadcasters Summer Convention</u>	The market's Senior Regional Vice-President & General Manager, Jeff Wilson, attended the Virginia Association of Broadcasters' 86 th Annual Summer Convention in Virginia Beach, VA, where he received training on several issues affecting and/or concerning the broadcasting industry (June 22 – 23, 2023).
8	<u>National Association of Broadcaster's State Leadership Conference</u>	The market's Senior Regional Vice-President & General Manager, Jeff Wilson, attended the National Association of Broadcasters' State Leadership Conference, located at Nationals Park, 1500 South Capitol Street Southeast Washington, DC 20004, where he received training on several issues related to the broadcast industry (March 5, 2024).
9	<u>Northern Virginia Black Chamber of Commerce Alliance</u>	The market attended the Northern Virginia Black Chamber of Commerce ("NVBCC") Press Conference, during which it announced that it had formed an alliance with the NVBCC to amplify the voices of Black-owned businesses across Northern Virginia. The unit's Marketing Account Executive, Brandon Edwards, noted that the alliance was designed to provide Black businesses and NVBCC members access to premium marketing resources and channels, and address the historical visibility gap faced by minority-owned businesses (February 20, 2024).
10	<u>BroccoliCon Career Expo/ Job Fair</u>	The market, alongside its On-Air Talent, Rudy Davis, p/k/a, DJ Flava, attended the Broccoli Con Career Expo/Job Fair ("Broccoli Con"), located at the Entertainment & Sports Arena, 1100 Oak Drive SE, Washington, DC 20032. Broccoli Con aims to help drive diversity and inclusion in the entertainment industry through professional development workshops, skill-building activities, and exclusive networking receptions. For his role, Mr. Davis participated in this event by speaking about his career in the radio industry and attendees; and conducting one-on-one networking sessions with various attendees (April 21, 2023).
11	<u>HBCUniverse Summit Career/Job Fair</u>	The DC radio market participated in the HBC Universe Summit (the "Summit") career/job fair at Morgan State University, located 1700 E. Cold Spring Lane, Baltimore, MD 21251. The Summit aims to (i) provide hundreds of college students and recent graduates with unparalleled access to capital and a wide array of job opportunities; and (ii) provide students with the opportunity to connect with mentors and gain invaluable insights into their respective fields. For its role, the market spoke to attendees about pursuing careers within the broadcasting and/or radio industries (February 24, 2024).

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12	<u>Moving Beyond High School HBCU College Fair</u>	The market attended Moving Us Forward, Inc.'s "Moving Beyond High School HBCU" College Fair at the Clarion Inn Frederick Event Center, located at 5400 Holiday Drive, Frederick, MD 21703. The market set up a promotional table and spoke with attendees, of employee age, about pursuing a career within the radio broadcasting industry (September 16, 2023).
13	<u>Youth in Transition College Workshop</u>	The unit, alongside its On-Air Talents, Marcus Thompson, and LaRoyce Davis, p/k/a Royce Da 5'9, attended the Youth In Transition College Workshop, located at Howard University, 2400 6 th Street NW, Washington, DC 20059, where they spoke to over 275 students, from approximately 25 high schools, about their careers in broadcasting (November 8, 2023).
14	<u>Sleep in Peace Youth Empowerment Summit</u>	The DC radio market's On-Air Talent, Stephanie Johnson, moderated a panel at the Sleep in Peace Youth Empowerment Summit, which was held at the Sasha Bruce Youthwork Center, located at 741 8 th Street SE, Washington, DC 20003, during which she spoke to Prince George's County and District of Columbia students about careers/opportunities in broadcasting, music, and entertainment (March 23, 2024).
15	<u>Vinyl Day at the Silver Spring Library</u>	The market's On-Air Personality, Russ Parr, attended Vinyl Day at the Brigadier General Charles E. McGee Library, located at 900 Wayne Avenue, Silver Spring, MD 20910, where he spoke to attendees about the radio industry and the importance of being an on-air talent disc jockey (August 12, 2023).
16	<u>Career Day Event</u>	The DC radio market attended a Career Day event at Imagine Foundations at Leeland Public Charter School, located at 14111 Oak Grove Rd, Upper Marlboro, MD 20774, where it spoke to students about careers in broadcasting (May 16, 2024).
17	<u>School Visits</u>	During this reporting period, the DC radio market's On-Air Talent, Rudy Davis, conducted several pop-up school visits to the following schools: (i) Frank W. Ballou High School, located at 3401 4 th Street SE, Washington, DC 20032, on April 4, 2024; (ii) IDEA Public Charter School, located at 1027 45 th Street NE, Washington, DC 20019 on April 11, 2024; and (iii) Brown Education Campus, located at 850 26 th Street NE, Washington, DC 20002. During all his pop-up school visits, Mr. Davis participated in one-on-one sessions with students and discussed his broadcasting career.

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