

Urban One, Inc.
Radio One of Cincinnati, OH
WDBZ(FM), WIZF(FM), and WOSL(FM)
EEO PUBLIC FILE REPORT
June 1, 2024 – May 31, 2025 [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
Digital Sales Director (03/20/2025)	1 – 18, 20-21, 25	3[RS# 20(1), RS# 21(1), RS# 25(1)]	21
		Total Candidates Interviewed – 1	

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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@aaaja.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 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	0
19	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
20	Internal Promotion/ Internal Candidate	N	1
21	Internal Referral/ /Employee Referral	N	1
22	Industry Referral	N	0
23	Market Websites - http://thebuzzcincy.com/ , http://wiznation.com/ , and http://oldschoolcincy.com/	N	0
24	Trade Publication – Inside Radio 365 Union Street 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	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			3

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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, WDBZ(FM), WIZF(FM), and WOSL(FM) 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 Cincinnati radio market's General Manager and EEO Compliance Administrator participated) (March 31, 2025).
3	<u>EEO Process Training</u>	The markets EEO point of contact participated in a webinar based EEO training conducted by the Educational Division of the EEOC to enhance knowledge and skills related to EEO matters. (March 13, 2025).
4	<u>Corporate ADP Workforce Now Training for Managers</u>	Urban One provided two ADP training sessions for company managers in coordination with its training partner The NOLA Group ("NOLA"). 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>Legal Department Training</u>	The Urban One Legal Department hosted its annual training session. The topics covered included promotions, events, advertising, sales, and FCC compliance. During the training, attention was specifically given to EEO regulations, with an emphasis on the measures each market should take to maintain proper EEO compliance (February 25, 2025).
6	<u>Political Compliance Training</u>	Urban One's Legal Department provided a Political Compliance training session. The training session was attended by designated Political Compliance Managers, the market sales team, employees who work with political advertising and newly hired employees (January 22, 2025).
7	<u>Job Fair</u>	The market participated in a job fair at Hayes-Porter Lake Erie International High School, located at 11650 Detroit Avenue, Cleveland, OH 44102. Monthly tours, station and office shadowing are also a part of the programs curriculum. (Ongoing).

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8	<u>Central State University Annual Communications Week</u>	The unit's General Manager, Daniel Abercrombie, participated in Central State University's ("CSU") 29 th Annual Communications Week, during which he spoke with CSU communication students about what a potential career in broadcasting entails. While speaking during CSU's Communications Week, Mr. Abercrombie also gave insight and advice about working in the broadcasting/ radio industry (April 11, 2025).
9	<u>Internship/Mentorship</u>	The markets Integrated Marketing Specialist is part of the Program Advisory Committee at the Ohio Media School. The Committee discusses the curriculum and helps provide students with the best education and tips for the media industry. Online Editor participated in a Senior Project Shadowing experience at a local school in coordination with the schools Guidance Counseling class. Insight about careers and general broadcasting duties were a part of the shadowing process. (May 13-14, 2025).

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