

Urban One, Inc.
Radio One – Columbus, OH
WCKX-FM, WBMO-FM, WXMG-FM, and WJYD-FM
EEO PUBLIC FILE REPORT
June 1, 2017 – May 31, 2018 [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
Account Executive (Sales) (6/26/2017)	1-28, 31, 36	3[RS#28(1), RS#31(1), RS#36(1)]	31
Assistant Program Director/On-Air Talent (10/23/2017)	1-28, 30- 31	4[RS#28(2), RS# 30(1), RS#31(1)]	31
On-Air Talent (10/30/2017)	1-28, 30, 36	3[RS#28(1), RS#30(1), RS#36(1)]	36
Promotions Coordinator (9/19/2017)	1-28, 30, 36, 42	3[RS#30(1), RS#36(1), RS#42(1)]	30
Account Executive (Sales) (10/30/2017)	1-28, 31, 36	3[RS#31(2), RS#36(1)]	31
Account Executive (Sales) (3/26/2018)	1-28, 30-31, 41	4[RS#28(1), RS#30(1), RS#31(1), RS#41(1)]	28
		Total Candidates Interviewed- 20	

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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 National@aaja.org	Y	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 info@womcom.org	Y	0
3	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 ccnmainfo@cnma.org	Y	0
4	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 nahj@nahj.org	Y	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
5	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Fax: (404) 523-5467 bcrmail@aol.com	Y	0
6	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 nabobinfo@nabob.org	Y	0
7	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: 301-445-7101 sberry@nabj.org	N	0
8	National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, VA 22182 Fax: (703) 893- 2414 info@namme.org	N	0

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9	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	Y	0
10	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 info@nljja.org	Y	0
11	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	N	0
12	South Asian Journalists Association	N	0
13	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	Y	0
14	Employment Connection Fax: 314.333.3674 pmckinney@employmentstl.org	Y	0
15	Falls Church Skill Source Center Fax: 705.752.1609 sarah.scott@myskillsource.org	Y	0

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16	Jubilee Jobs, Inc. Fax: 202.667.8833 jconerly@jubileejobs.org	Y	0
17	Michigan Veterans Foundation Fax: 313.831.7120 mvf002@earthlink.net	Y	0
18	Urban League of Philadelphia Fax: 215.468.8078 robinbailey@ucsep.org	Y	0
19	Indianapolis Urban League, Inc. Fax: 317.693.7613 ksimmons@indplsul.org	Y	0
20	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 clee@sharesinc.org	Y	0
21	Charlotte Area Fund Fax: 704.344.1655 isaacc@charlotteareafund.org	Y	0
22	The American Legion Department Of NC Fax: 919.832.6428 nclegion@nc.tr.com	Y	0

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23	Columbus Urban League Fax: 614.257.6316 dowens@cul.org	Y	0
24	Mayor’s Office for People with Disabilities cornelius.booker@wrksolutions.com	Y	0
25	Southern Methodist University hegicalendar@smu.edu	Y	0
26	Texas Department of Assistive & Rehabilitative Services ron.fleming@dars.state.tx.us	Y	0
27	Women’s Center of Tarrant County Inc. Fax: 817.927.0694 cfannin@womenscentertc.org	Y	0
28	Corporate Website – www.urban1.com	N	5
29	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
30	Internal Promotion/ Internal Candidate	N	4
31	Internal Referral/ /Employee Referral	N	5
32	Industry Referral	N	0
33	Market Websites - http://mycolumbuspower.com/ , and http://mycolumbusmagic.com .	N	0
34	Local Newspaper	N	0

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35	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
36	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 .	N	4
37	On-Air Recruitment	N	0
38	Temporary Agency	N	0
39	Rehire of Former Employee	N	0
40	Intern	N	0
41	Career Fair	N	1
42	Ohio Center for Broadcasting	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			20

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<u>Internship Program</u>	WCKX-FM, WBMO-FM, WJYD-FM and WXMG-FM foster a comprehensive Internship program for college students. Students have the opportunity to get hands on experience while earning college credit. This program incorporates training in all areas of the radio station: Sales, Production, Business, On-air, and Marketing/Promotions. Two (2) interns participated during this reporting period in Columbus between June-August 2017.
2	<u>Website Recruitment</u>	For local job vacancies, WCKX-FM, WBMO-FM, WJYD-FM and WXMG-FM referred listeners and potential employees to the Corporate website www.urban1.com .
3	<u>Mentorship Program</u>	On-going Urban One Mentorship Program - dedicated to developing employees who have demonstrated the potential to grow into a General Manager role within Urban One in the short term (1-3 years). Urban One has developed a company-sponsored mentorship program to meet the company's goals of developing talent pool and increasing diversity within the leadership structure. Two (2) mentees from the Columbus market participated during this reporting period.
4	<u>Ohio Media School Instructors</u>	During 2017, three (3) Urban One employees were part-time instructors at the Ohio Media School where they taught radio and television broadcasting. They worked at 5330 E Main St., Suite #200, Whitehall, Ohio 43213.
5	<u>African American Cultural Festival</u>	Station/Community event that occurred on 6/3/2017 at the King Lincoln District to celebrate diversity.

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6	<u>Job News Career Fair</u>	Inclusion in events page and Urban One Career Table staffed by sales team. The fair took place on 7/19/2017 at the Hollywood Casino on 200 Georgesville Road, Columbus, Ohio 43228.
7	<u>Job News Newspaper</u>	Advertising for open positions at Urban One Columbus on JobNewusa.com. The advertisement was posted from September 11 th to September 17 th of 2017.
8	<u>Urban One Career Fair</u>	Station event with the promotion staff and on-air talent. Event took place on 9/16/2017 at the Driving Park Community Center on 100 Rhoads Ave., Columbus, Ohio 43228. Sales and promotions controlled the Urban One career table.
9	<u>Job News Diversity Career Fair</u>	Programming and sales individuals attended an event on 9/27/2017 at the Hollywood Casino Event Center at 200 Georgesville Road, Columbus, Ohio 43228.
10	<u>Speaker for King Achievement</u>	Yaves Ellis Promotions Director spoke about leadership in media on 1/16/2018 at the King Arts Complex.
11	<u>Be Present Campaign- City School Tour</u>	On-air personalities City and Yaves talked to students about broadcasting and media opportunities on four (4) different occasions. Firstly, they went to the Northland High School/East High School on 3/13/2018. Secondly, City and Yaves spoke at the Marion Franklin/Afrocentric High School on 3/14/2018. Thirdly, they spoke at West High School on 3/27/2018. Lastly, the individuals went to Fort Hayes High School on 4/20/2018.
12	<u>Whitehall Yearling Mentoring Program</u>	On 5/2/2018, Yaves Ellis, the Promotions Director, attended a career and leadership event at the Whitehall Yearling High School.

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