

Urban One, Inc.
Radio One of Columbus, OH
WCKX(FM), WXMG(FM), WJYD(FM),
WWLG(FM), WWLA(FM), and WQMC-LD
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
No Full-time positions were filled during this reporting period.	0	0	0
		Total Candidates Interviewed – 0	

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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	0
21	Internal Referral/ /Employee Referral	N	0
22	Industry Referral	N	0
23	Market Websites – www.mycolumbuspower.com , www.mycolumbusmagic.com , www.lamegacolumbus.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			0

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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), WWLA(FM), and WQMC-LD 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 Columbus market's EEO Compliance Administrator, Monica Martin, participated) (March 31, 2025).
4	<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 22, 2025).
5	<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).
6	<u>The Ohio Media School Audio and Radio Course</u>	Throughout the reporting period, the market's On-Air Talent, Brea Spencer, taught an Audio and Radio course at the Ohio Media School ("OMS"), located at 9885 Rockside Road, 160, Valley View, OH 44125, where she provided collegiate students with information and insights about the radio/broadcasting industries (Ongoing).

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7	<u>The Ohio Media School Program Director</u>	Throughout the reporting period, the market's On-Air Talent, Sean McDowell, p/k/a Sean Anthony, served as a Program Director at the student-run OMS radio station (Ongoing).
8	<u>DJ For A Day</u>	The market, in coordination with the OMS, launched the "DJ For A Day" promotion, which solicited enrolled OMS students sharpen their media skills by writing a radio script and reading it in front of industry experts with creativity, clarity, persuasiveness and overall impact. (May 29, 2024).
9	<u>Immigrant Connection Station Tour and Forum</u>	Staff members of the Columbus radio market, including, Ysabel Chopite, Gustavo Perez, as well as the market's Local Sales Manager, Tricia Dall, hosted approximately twenty-one (21) teachers from Immigrant Connection, during which they provided the Immigrant Connection teachers with a tour of the Station's offices, and conducted a subsequent presentation during which various market personnel members discussed how they personally connect with the Hispanic community via radio programming and community outreach initiatives (April 3, 2025).
10	<u>P1 Plus Seller Success Training Program</u>	Beginning on March 17, 2025, the market's Integrated Marketing Specialist, Angie Perdomo, enrolled in the <i>P1 Plus Seller Success</i> seven-week program, which was hosted by P1 Learning. This professional development course provided Ms. Perdomo with a formal curriculum and required her to study a new lesson weekly. After completing each lesson, Ms. Perdomo was expected to tactically apply what she had learned during that week to her interactions with her clients. Ms. Perdomo had to complete a final presentation, and weekly reports were sent to Ms. Perdomo's manager prior to her receiving accreditation for the course (March 17 – May 12, 2025).
11	<u>Sales Training Sessions</u>	Throughout the reporting period, the Columbus radio market held several sales training sessions, including (1) a Wide Orbit Cash/Payment training, which was hosted by Carolyn Martin, the Company's Sr. Director of Cash & Collections, and Diane Battle, Senior Manager of Cash & Collections, on November 16, 2024; (2) a Digital Third-Party Training with Ad Taxi on January 30 – 31, 2025; and (3) weekly sales training sessions, which were hosted by Brandeis Hall, the Company's Vice President of Revenue Development (Ongoing).

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12	<u>Market Finance Training Sessions</u>	During the reporting period, members of the market's finance department attended five (5) financial training sessions, which were hosted by the market's outside counsel, CrossCountry Consulting. The training sessions were designed to teach and equip the market's finance team with new skills needed to successfully operate the market's newly implemented financial management system, FloQast (August 29, September 10, October 1, December 15, and December 20, 2024).
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