

Urban One, Inc.
Radio One of Richmond, VA
WCDX(FM), WKJS(FM), WKJM(FM), WPZZ(FM), WDCJ(FM) and WXGI(FM)
EEO PUBLIC FILE REPORT
June 1, 2025 – May 31, 2026 [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
Integrated Marketing Specialist (9/16/2025)	1-18, 21, 25	7[RS#18(3), RS#21(3), RS#25(1)]	21
		Total Candidates Interviewed – 7	

[1] This report provides recruitment data collected from May 24, 2025, through May 22, 2026.

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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	0
21	Internal Referral/ /Employee Referral	N	3
22	Industry Referral	N	0
23	Market Websites – www.ipowerrichmond.com , www.kissrichmond.com , www.praiserichmond.com , and www.theboxrichmond.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/ , www.ihirebroadcasting.com , and www.glassdoor.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			7

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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, WCDX(FM), WKJS(FM), WPZZ(FM), and WXGI(FM) referred listeners and potential employees to the Corporate website, www.urban1.com .
2	<u>Legal Department Training Session</u>	The Urban One Legal Department hosted a training session. Covered topics included promotions, events, advertising, sales, and FCC compliance. During the training, attention was also specifically given to EEO regulations, with an emphasis on the measures each market should take to maintain proper EEO compliance (March 4, 2026).
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 Richmond market’s EEO Compliance Administrator, Tyria Hatton, participated) (March 26, 2026).
4	<u>Workplace Harassment Prevention Training</u>	Workplace Harassment Prevention Training: Urban One, with outside counsel, hosted a mandatory anti-harassment training session for managers and non-managers to complete on or before February 2026 to educate all market employees about what harassment is and what to do if they observe or experience it in the workplace.

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