

**Urban One, Inc.**  
**Radio One of Richmond, VA**  
**WCDX(FM), WKJS(FM), WKJM(FM), WPZZ(FM), and WXGI(FM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2022 – May 31, 2023 [1]**

**I. VACANCY LIST**

See Section II, the “**Master Recruitment Source List**” (“**MRSL**”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Candidates Interviewed (RS)</b>	<b>RS Referring Hiree</b>
No Full Time Positions Were Filled During This Reporting Period.			
		<b>Total Candidates Interviewed - 0</b>	

[1] This report provides recruitment data collected from May 21, 2022 through May 19, 2023.

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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 <a href="mailto:National@aaja.org">National@aaja.org</a>	Y	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 <a href="mailto:info@womcom.org">info@womcom.org</a>	Y	0
3	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a>	Y	0
4	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 <a href="mailto:nabobinfo@nabob.org">nabobinfo@nabob.org</a>	Y	0
5	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: 301-445-7101 <a href="mailto:sberry@nabj.org">sberry@nabj.org</a>	N	0
6	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 <a href="mailto:support@mpnmail.com">support@mpnmail.com</a>	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
7	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 <a href="mailto:native@unl.edu">native@unl.edu</a>	N	0
8	Andrews Air Force Base Airman & Family Readiness Center <a href="mailto:mfscjobs@gmail.com">mfscjobs@gmail.com</a>	Y	0
9	Urban League of Philadelphia Fax: 215.468.8078 <a href="mailto:robinbailey@ucsep.org">robinbailey@ucsep.org</a>	Y	0
10	Indianapolis Urban League, Inc. Fax: 317.693.7613 <a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>	Y	0
11	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 <a href="mailto:clec@sharesinc.org">clec@sharesinc.org</a>	Y	0
12	Columbus Urban League Fax: 614.257.6316 <a href="mailto:dowens@cul.org">dowens@cul.org</a>	Y	0
13	Mayor's Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	Y	0
14	Southern Methodist University <a href="mailto:hegicalendar@smu.edu">hegicalendar@smu.edu</a>	Y	0
15	Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>	N	0
16	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
17	Internal Promotion/ Internal Candidate	N	0
18	Internal Referral/ /Employee Referral	N	0
19	Industry Referral	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
20	Market Websites - <a href="http://ipowerrichmond.com/">http://ipowerrichmond.com/</a> , <a href="http://kissrichmond.com/">http://kissrichmond.com/</a> , <a href="http://praiserichmond.com/">http://praiserichmond.com/</a> , and <a href="http://urbanpetersburg.com">http://urbanpetersburg.com</a>	N	0
21	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
22	Internet Recruitment – - <a href="http://www.monster.com">www.monster.com</a> , <a href="http://www.bcfm.com">www.bcfm.com</a> <a href="http://www.allaccess.com">www.allaccess.com</a> , <a href="http://www.indeed.com">www.indeed.com</a> , <a href="http://www.hotjobs.com">www.hotjobs.com</a> , <a href="http://www.linkedin.com">www.linkedin.com</a> , <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> , <a href="http://www.entertainmentcareers.net/">www.entertainmentcareers.net/</a> , <a href="http://www.ihirebroadcasting.com">www.ihirebroadcasting.com</a> .	N	0
23	Employment Connection – <a href="http://www.employmentconnection.com">www.employmentconnection.com</a>	N	0
24	Ohio Center for Broadcasting	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>0</b>

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<b><u>EEO Training Seminar</u></b>	Urban One hosted an EEO Seminar in conjunction with outside counsel to train market employees and leadership on maintaining proper EEO compliance (General Manager and Houston EEO Compliance Administrator participated) (March 30, 2023).
2	<b><u>Website Recruitment</u></b>	For local job vacancies, WCDX(FM), WKJS(FM), WPZZ(FM), and WXGI(FM) referred listeners and potential employees to the Corporate website <a href="http://www.urban1.com">www.urban1.com</a>
3	<b><u>Internship Program</u></b>	The market alongside Intern, Hannah Rupy, and Promotions Director, Anissa Turner-Randolph, hosted a Virginia Association of Broadcaster Internship Program at 2809 Emerywood Parkway, Suite 300, Richmond, VA 23294. Students assisted in all aspects of the radio station departments including programming, sales, production, and promotions. (June 6, 2022 – July 29, 2022).
4	<b><u>Job Fair</u></b>	The market alongside Sales Director, Stacey Trexler, Promotions Director, Anissa Turner-Randolph, and Regional Vice President, Marsha Landess, hosted a job fair at Chesterfield Towne Center, located at 11500 Midlothian Turnpike, Richmond, VA 23235, where it provided onsite interviews, free professional headshots, and spoke to attendees about careers in broadcasting. (October 18, 2022).
5	<b><u>Job Fair</u></b>	The market alongside Sales Director, Stacey Trexler, Promotions Director, Anissa Turner-Randolph, and Regional Vice President, Marsha Landess, organized a job fair at Chesterfield Towne Center, located at 11500 Midlothian Turnpike, Richmond, VA 23235, where it spoke to attendees about careers in broadcasting. (March 16, 2023).

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<b>6</b>	<b><u>Career Event</u></b>	The market participated in an event sponsored by Virginia State University, located at 1 Hayden Street, Petersburg, VA 23806. Promotions Director, Anissa Turner-Randolph, spoke to Communications Senior Seminar students about a career in Broadcast Journalism (March 27, 2023).
<b>7</b>	<b><u>Career Event</u></b>	The market, alongside Promotions Director, Anissa Turner-Randolph, Marketing Coordinator, Tyria Hatton, and On-Air Personality, Ymani Breedlove, attended Decision Day at Armstrong High School, located at 2300 Cool Lane, Richmond, VA 23223, where it spoke to students about a career in broadcast journalism (May 11, 2022).
<b>8</b>	<b><u>Career Event</u></b>	The market alongside Promotions Director, Anissa Turner-Randolph, Marketing Coordinator, Tyria Hatton, and On-Air Personality, Ymani Breedlove, attended Decision Day at Thomas Jefferson High School, located at 4100 West Grace Street, Richmond, VA 23230, where it spoke to students about a career in broadcast journalism. (May 12, 2022).

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