

**Urban One, Inc.**  
**Radio One of Columbus, OH**  
**WCKX(FM), WXMG(FM), WJYD(FM),**  
**WWLG(FM), WWLA(FM), and WQMC-TV**  
**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.

<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.	0	0	0
		<b>Total Candidates Interviewed – 0</b>	

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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 <a href="mailto:National@aaaja.org">National@aaaja.org</a>	N	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Suite 28-S Severna Park, MD 21146 <a href="mailto:info@womcom.org">info@womcom.org</a>	N	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>	N	0
4	National Association of Black Owned Broadcasters 1201 Connecticut Avenue NW, Suite 200 Washington, DC 20036 Fax: (202) 429-0657 <a href="mailto:nabobinfo@nabob.org">nabobinfo@nabob.org</a>	N	0
5	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 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>	N	0
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>	N	0
9	Shares, Inc. - Brandywine Industries Fax: (317) 462-1535 <a href="mailto:clec@sharesinc.org">clec@sharesinc.org</a>	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
10	Columbus Urban League Fax: (614) 257-6316 <a href="mailto:dowens@cul.org">dowens@cul.org</a>	N	0
11	Mayor’s Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	N	0
12	Ohio Media School Phone: (216) 503-5900	N	0
13	Ohio Center for Broadcasting	N	0
14	Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>	N	0
15	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
16	Internal Promotion/ Internal Candidate	N	0
17	Internal Referral/ /Employee Referral	N	0
18	Industry Referral	N	0
19	Market Websites – <a href="http://www.mycolumbuspower.com">www.mycolumbuspower.com</a> , <a href="http://www.mycolumbusmagic.com">www.mycolumbusmagic.com</a> , <a href="http://www.lamegacolumbus.com">www.lamegacolumbus.com</a> , <a href="http://www.joycolumbus.com">www.joycolumbus.com</a> ; <a href="http://www.telemundocolumbus.com">www.telemundocolumbus.com</a> ; and <a href="http://www.urbanonetcolumbus.com">www.urbanonetcolumbus.com</a>	N	0
20	Trade Publication – Inside Radio 365 Union St. Littleton NH 03561 (800) 248-4242	N	0
21	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> , and <a href="http://www.ihirebroadcasting.com">www.ihirebroadcasting.com</a> .	N	0
22	Employment Connection – <a href="http://www.employmentconnection.com">www.employmentconnection.com</a>	N	0
23	Rehire of Former Employee	N	0
24	Other	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>On-Air Website Recruitment</u></b>	For local job vacancies, WCKX(FM), WXMG(FM), WJYD(FM), WWLG(FM), WWLA(FM), and WQMC-TV referred listeners and potential employees to the Corporate website, <a href="http://www.urban1.com">www.urban1.com</a> .
2	<b><u>Annual EEO Legal Training Seminar</u></b>	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 26, 2026).
3	<b><u>Legal Department Training Session</u></b>	During the reporting period, the Urban One Legal Department hosted a training session, covering topics such as promotions, events, advertising, sales, and FCC compliance. During the training session, attention was specifically given to EEO regulations, with an emphasis on the measures each market should take to maintain proper EEO compliance (March 4, 2026).
4	<b><u>Workplace Harassment Prevention Training</u></b>	Urban One, with outside counsel, hosted an anti-harassment training session for managers and non-managers to educate all market employees about what harassment is and what to do if they observe or experience it in the workplace. A key member of the Columbus radio market completed the training session on or before February 23, 2026.
5	<b><u>Ohio Association of Broadcasters Midwest Broadcast &amp; Multimedia Technology Conference</u></b>	During the reporting period, the market’s Assistant Chief Engineer, David Wilson, attended the Ohio Association of Broadcasters’ Midwest Broadcast & Multimedia Technology Conference Event, where he spoke during breakout sessions, specifically providing insight into transmitter site maintenance and engineering organization (September 24, 2025).

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<b>6</b>	<b><u>The Ohio Media School Program Director</u></b>	From May 2025 through October 2025, the market’s On-Air Talent, Sean McDowell, p/k/a Sean Anthony, served as a Program Director at the student-run Ohio Media School radio station.
<b>7</b>	<b><u>The Ohio Media School Audio and Radio Course</u></b>	Throughout the reporting period, the market’s On-Air Talent, Brea Spencer, taught an Audio and Radio course at the Ohio Media School, where she provided collegiate students with information and insight about the radio/broadcasting industries (Ongoing).
<b>8</b>	<b><u>The Ohio Media School Broadcasting, Media, and Branding Course</u></b>	Commencing in November 2022, the market’s Board Operator, Arthur Poindexter, p/k/a Party Arty, has been teaching broadcasting, media, and branding at the Ohio Media School. Targeting students of employable age, Mr. Poindexter specifically instructs his students on all things related to audio production, digital media production, biography production, website creation, and demo reel creation (Ongoing).
<b>9</b>	<b><u>The Ohio Media School Videography Course</u></b>	Throughout the reporting period, the market’s Board Operator, Shawn Burrs, taught videography at the Ohio Media School – Columbus campus (Ongoing).
<b>10</b>	<b><u>DJ For A Day Promotions</u></b>	The market, in coordination with the Ohio Media School (“OMS”) developed several “DJ For A Day” promotions (the “Promotions”), which were held at the OMS, located at 5330 E Main Street, Suite 200, Whitehall, OH, 43213. The Promotions solicited OMS collegiate students to sharpen their media skills by delivering a breaking news report, pitching a podcast idea, or creating a viral TikTok in front of industry experts with creativity, clarity, and persuasiveness. The Market’s On-Air Talent and Assistant Program Director, Marc Dixon, p/k/a DJ Nailz, attended each of the Promotions, where he spoke with attendees about pursuing a career in the media industry. The Promotions were held on October 1, 2025; October 29, 2025; January 6, 2026; and April 8, 2026.

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<b>11</b>	<b><u>Sales &amp; Finance Training Sessions</u></b>	Throughout the reporting period, the Columbus radio market held several sales training sessions, including (3) Wide Orbit trainings hosted by Lauren Guilbault on June 24 – 25, 2026, and September 30, 2025; and one (1) ShareBuilder’s Training session, which was hosted by Matt Bastain & Chris Kohler, Chief Revenue Officer, from ShareBuilders on March 11, 2026. Additionally, throughout the reporting period, the market also held various weekly sales and finance training sessions, which the market’s Sales Managers and General Managers attended (Ongoing).
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