

**Urban One, Inc.**  
**Radio One of Washington, DC**  
**WKYS(FM), WMMJ(FM), WLNO(FM), WPRS(FM), WOL(AM), and WYCB(AM)**  
**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>
Integrated Marketing Specialist	1 – 18	5[RS# 18(5)]	18
On Air Talent	1 – 18	3[RS# 18(2) RS# 21(1)]	18
Program Director	1 – 18	TBD[RS# X(X) RS# X(X), RS# X(X)]	18
		<b>Total Candidates Interviewed –</b>	

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

**Urban One, Inc.**  
**Radio One of Washington, DC**  
**WKYS(FM), WMMJ(FM), WLNO(FM), WPRS(FM), WOL(AM), and WYCB(AM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2025 – May 31, 2026 [1]**

**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@aaja.org">National@aaja.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	Urban League of Philadelphia Fax: (215) 468-8078 <a href="mailto:robinbailey@ucsep.org">robinbailey@ucsep.org</a>	N	0
10	Indianapolis Urban League, Inc. Fax: (317) 693-7613 <a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>	N	0
11	Shares, Inc. - Brandywine Industries Fax: (317) 462-1535 <a href="mailto:cleee@sharesinc.org">cleee@sharesinc.org</a>	N	0

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

**Urban One, Inc.**  
**Radio One of Washington, DC**  
**WKYS(FM), WMMJ(FM), WLNO(FM), WPRS(FM), WOL(AM), and WYCB(AM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2025 – May 31, 2026 [1]**

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 <a href="mailto:isaacc@charlotteareafund.org">isaacc@charlotteareafund.org</a>	N	0
13	Columbus Urban League Fax: (614) 257-6316 <a href="mailto:dowens@cul.org">dowens@cul.org</a>	N	0
14	Mayor’s Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	N	0
15	Southern Methodist University <a href="mailto:hegicalendar@smu.edu">hegicalendar@smu.edu</a>	N	0
16	Ohio Media School Phone: (216) 503-5900	N	0
17	Texas Department of Assistive & Rehabilitative Services <a href="mailto:ron.fleming@dars.state.tx.us">ron.fleming@dars.state.tx.us</a>	N	0
18	Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>	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 – <a href="http://www.kysdc.com">www.kysdc.com</a> , <a href="http://www.mymajicdc.com">www.mymajicdc.com</a> , <a href="http://www.woldcnews.com">www.woldcnews.com</a> , <a href="http://www.praisedc.com">www.praisedc.com</a> , and <a href="http://www.myspiritdc.com">www.myspiritdc.com</a>	N	0
24	Trade Publication – Inside Radio 365 Union St. Littleton NH 03561 (800) 248-4242	N	0
25	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> , and <a href="http://www.glassdoor.com">www.glassdoor.com</a> .	N	0
26	Employment Connection – <a href="http://www.employmentconnection.com">www.employmentconnection.com</a>	N	0
27	Ohio Center for Broadcasting <a href="mailto:janatra@beonair.com">janatra@beonair.com</a>	N	0
28	Other	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			

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

**Urban One, Inc.**  
**Radio One of Washington, DC**  
**WKYS(FM), WMMJ(FM), WLNO(FM), WPRS(FM), WOL(AM), and WYCB(AM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2025 – May 31, 2026 [1]**

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	<b><u>Website Recruitment</u></b>	For local job vacancies, WKYS(FM), WMMJ(FM), WPRS(FM), WYCB(AM), and WOL(AM) referred listeners and potential employees to the Corporate website, <a href="http://www.urban1.com">www.urban1.com</a> .
2	<b><u>Legal Department Training Session</u></b>	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	<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 DC market’s EEO Compliance Administrator participated) (March 26, 2026).
4	<b><u>Workplace Harassment Prevention Training</u></b>	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.
5	<b><u>Career Days</u></b>	Members of the DC radio market participated in Career Day events at various local schools in the markets community of service. At the Career Days station personnel spoke to students about their career paths within the telecommunications industry, and shared information/tips on how to break into the radio/broadcasting industries.  Below is a list of the schools visited: Perrywood Elementary (May 15, 2026) Woodburn Elementary (April 9, 2026) Blake High School (April 10, 2026) G. James Gholston Middle (April 10, 2026) University of District of Columbia Community (April 23, 2026)

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

**Urban One, Inc.**  
**Radio One of Washington, DC**  
**WKYS(FM), WMMJ(FM), WLNO(FM), WPRS(FM), WOL(AM), and WYCB(AM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2025 – May 31, 2026 [1]**

		Bladensburg Elementary (March 18, 2026) Fort Washington Elementary (March 19, 2026) Matthew Henson Middle (March 27, 2026) Seabrook Elementary (November 7, 2025) John Hanson (November 7, 2025) Barack Obama elementary (June 3, 2025) Perry Street Prep (June 5, 2025) Glenn Dale Elementary (June 6, 2025) Perrywood School (May 9, 2025) Thurgood Marshall (May 13, 2025) Charles Carroll Middle (May 14, 2025) Kimball Elementary (May 30, 2025) Samuel P. Massie (May 30, 2025) Mathew Henson (May 4, 2025) Crossland High (May 5, 2025) Tulip Grove Elementary (May 11, 2025) Lorraine Whitlock elementary (May 21, 2025) Fairmont Heights Senior High (March 12, 2025) Charles Hart Middle (March 24, 2025) Kenmore Middle (March 25, 2025)
--	--	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

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