

Urban One, Inc.
Radio One of Cleveland, OH
WENZ-FM, WERE-FM, WJMO-FM, and WZAK-FM
EEO PUBLIC FILE REPORT
June, 1 2021 – May 31, 2022 [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
On-Air Talent (8/2/21)	1-20, 22	1[RS# 22(1)]	22
Integrated Marketing Manager (4/12/22)	1-20, 22	3[RS# 22(1); RS# 27(2)]	22
On-Line Editor (2/22/22)	1-20, 22	1[RS# 22(1)]	22
Traffic Director (2/3/22)	1-20, 22, 27	4[RS# 20(2); RS# 22(1); RS# 27(1)]	22
		Total Candidates Interviewed -	9

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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 National@aaaja.org	Y	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 info@womcom.org	Y	0
3	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 ccnmainfo@ccnma.org	Y	0
4	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Fax: (404) 523-5467 bcrmail@aol.com	Y	0
5	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 nabobinfo@nabob.org	Y	0
6	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: 301-445-7101 sberry@nabj.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
7	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	Y	0
8	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 info@nljja.org	Y	0
9	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	N	0
10	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	Y	0
11	Jubilee Jobs, Inc. Fax: 202.667.8833 jconerly@jubileejobs.org	Y	0
12	Urban League of Philadelphia Fax: 215.468.8078 robinbailey@ucsep.org	Y	0
13	Indianapolis Urban League, Inc. Fax: 317.693.7613 ksimmons@indplsul.org	Y	0
14	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 clee@sharesinc.org	Y	0
15	The American Legion Department Of NC Fax: 919.832.6428 nclegion@nc.rr.com	Y	0
16	Columbus Urban League Fax: 614.257.6316 dowens@cul.org	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
17	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	Y	0
18	Southern Methodist University hegicalendar@smu.edu	Y	0
19	Women's Center of Tarrant County Inc. Fax: 817.927.0694 cfannin@womenscentertc.org	Y	0
20	Corporate Website – www.urban1.com	N	2
21	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
22	Internal Promotion/ Internal Candidate	N	4
23	Internal Referral/ Employee Referral	N	0
24	Industry Referral	N	0
25	Market Websites - http://zhiphopcleveland.com/ , http://newstalkcleveland.com/ , http://praisecleveland.com/ , and http://wzakcleveland.com	N	
26	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
27	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 .	N	3
28	Employment Connection – www.employmentconnection.com	N	0
29	Ohio Center for Broadcasting	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			9

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<u>Workplace Harassment Training</u>	Urban One hosted anti-harassment training session for managers and non-managers, in conjunction with outside counsel, to educate all market employees on what is harassment and what to do if they observe or experience it in the workplace (General Manager and Marketing & Promotions Director participated) (November 15, 2021).
2	<u>Website Recruitment</u>	For local job vacancies, WENZ-FM, WERE-FM, WJMO-FM, and WZAK-FM referred listeners and potential employees to the Corporate website www.urban1.com
3	<u>EEO Training Seminar</u>	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 23, 2022).
4	<u>Interns</u>	Summer Jam- Annual event hosting 10+ interns from the Ohio Media School; Providing backstage insight into running a largescale concert event. Interns learned from staff about their jobs and functions in general and at live events (August 22, 2021).
5	<u>Job Fair</u>	The station hosted a job fair that included over 20 outside vendors with available job openings, in addition to positions available with Radio One Cleveland at Fairfax Recreation Center in Cleveland , OH (May 17, 2022).
6	<u>Job Fair</u>	The stations Operations Manager participated in a job fair at the Ohio Media School (December 6, 2021).

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7	<u>Educational Institution Event</u>	The stations Marketing and Promotions Director conducted a “DJ for a Day” event at the Ohio Media School (January 2022).
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