

Urban One, Inc.
Radio One of Cleveland, OH
WENZ(FM), WERE(AM), WJMO(AM), and WZAK(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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Number of Candidates Interviewed (RS)	RS Referring Hiree
Traffic Manager (06/03/22)	1-17, 19, 20	6 [RS# 17(2), RS# 19(1), RS# 20(3)]	20
		Total Candidates Interviewed - 6	

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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@aaja.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 Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 nabobinfo@nabob.org	Y	0
5	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 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	Y	0
7	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	N	0

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8	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	Y	0
9	Urban League of Philadelphia Fax: 215.468.8078 robinbailey@ucsep.org	Y	0
10	Indianapolis Urban League, Inc. Fax: 317.693.7613 ksimmons@indplsul.org	Y	0
11	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 cleec@sharesinc.org	Y	0
12	Charlotte Area Fund Fax: 704.344.1655 isaacc@charlotteareafund.org	Y	0
13	Columbus Urban League Fax: 614.257.6316 dowens@cul.org	Y	0
14	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	Y	0
15	Southern Methodist University hegicalendar@smu.edu	Y	0
16	Ohio Media School Phone: 216.503.5900 janatra@beonair.com	Y	0
17	Corporate Website – www.urban1.com	N	2
18	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
19	Internal Promotion/ Internal Candidate	N	1
20	Internal Referral/ Employee Referral	N	3
21	Industry Referral	N	0
22	Market Websites - - http://zhiphopcleveland.com/ , http://newstalkcleveland.com/ , http://praisecleveland.com/ , and http://wzakcleveland.com	N	0
23	Local Newspaper	N	0

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24	Trade Publication – Inside Radio, 365 Union St. 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 .	N	0
26	On-Air Recruitment	N	0
27	Temporary Agency	N	0
28	Rehire of Former Employee	N	0
29	Intern	N	0
30	Career Fair	N	0
31	Employment Connection Fax: 314.333.3674 pmckinney@employmentstl.org	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			6

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<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 30, 2023).
2	<u>Website Recruitment</u>	For local job vacancies, WENZ(FM), WERE(AM), WJMO(AM), and WZAK(FM) referred listeners and potential employees to the Corporate website www.urban1.com
3	<u>Job Fair</u>	The market hosted a job fair at Tower City Center, located at 230 W. Huron Road, Cleveland, OH 44113, where it recruited upwards of fifteen (15) outside vendors with available job openings to discuss potential employment opportunities with attendees. Available positions with Radio One of Cleveland were also advertised. (October 20, 2022).
4	<u>Job/Career Fair</u>	The Operations Manager, and the market's Promotion Staff participated in a job/career fair at the Ohio Media School, located at 9885 Rockside Road #160, Valley View, OH 44125, where the market provided collegiate students with information about careers in broadcasting (August 2, 2022).
5	<u>Job/Career Fair</u>	The Vice-Operations Manager participated in a job/career fair at W.H. Kirk Middle School, located at 14410 Terrace Road, East Cleveland, OH 44112, where the market informed and educated students about employment opportunities in broadcasting (April 1, 2023).
6	<u>Internship Program With The Ohio Association of Broadcasters</u>	During this reporting period, Eddie Harrell, Regional Vice President of Radio One Cleveland, chaired the DEI Committee for the Ohio Association of Broadcasters ("OAB"). As a result of Mr. Harrell's ongoing work with OAB, the market, in partnership with OAB co-

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		created an internship program, which included for four (4) college student interns.
7	<u>Job Shadow Program</u>	The market, in partnership with the Ohio Media School, co-created a job-shadow program, which allowed upwards of ten (10) interns to gain in-depth educational insight about careers in the radio industry by shadowing station staff at WENZ(FM)'s annual Summer Jam event located at Rocket Mortgage FieldHouse, 1 Center Court, Cleveland, OH 44115. Students were provided with training in running largescale live concerts and were given the opportunity to learn about Station Staff's careers and general job duties during major largescale live scale events (August 27, 2022).
8	<u>Scholarship Program</u>	Eddie Harrell, Regional Vice President of Radio One Cleveland, participated in the Ohio Broadcaster Foundation's 2022 OAB Kids Scholarship, where he assisted in selecting scholarship recipients by serving as a Selection Committee Member (May 2022 & April 2023).

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