

Urban One, Inc.
Radio One of Cleveland, OH
WENZ(FM), WERE(AM), WJMO(AM), and WZAK(FM)
EEO PUBLIC FILE REPORT
June 1, 2023 – May 31, 2024 [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 |
|--|--|--|---------------------------|
| No Full-time positions were filled during this reporting period. | 0 | 0 | 0 |
| | | Total Candidates Interviewed – 0 | |

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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 National@aaja.org | N | 0 |
| 2 | The Association for Women in Communications, Inc. 780 Ritchie Highway, Suite 28-S Severna Park, MD 21146 info@womcom.org | N | 0 |
| 3 | California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 ccnmainfo@ccnma.org | N | 0 |
| 4 | National Association of Black Owned Broadcasters 1201 Connecticut Avenue NW, Suite 200 Washington, DC 20036 Fax: (202) 429-0657 nabobinfo@nabob.org | N | 0 |
| 5 | National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 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 | N | 0 |
| 7 | Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu | N | 0 |
| 8 | Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com | N | 0 |
| 9 | Urban League of Philadelphia Fax: (215) 468-8078 robinbailey@ucsep.org | N | 0 |
| 10 | Indianapolis Urban League, Inc. Fax: (317) 693-7613 ksimmons@indplsul.org | N | 0 |
| 11 | Shares, Inc. - Brandywine Industries Fax: (317) 462-1535 cleec@sharesinc.org | N | 0 |
| 12 | Charlotte Area Fund Fax: (704) 344-1655 isaacc@charlotteareafund.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 |
|--|---|---|---|
| 13 | Columbus Urban League Fax: (614) 257-6316 dowens@cul.org | N | 0 |
| 14 | Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com | N | 0 |
| 15 | Southern Methodist University hegicalendar@smu.edu | N | 0 |
| 16 | Ohio Media School Phone: (216) 503-5900 | N | 0 |
| 17 | Texas Department of Assistive & Rehabilitative Services ron.fleming@dars.state.tx.us | N | 0 |
| 18 | Corporate Website – www.urban1.com | 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 – www.zhiphopcleveland.com , www.newstalkcleveland.com , www.praisecleveland.com , and www.wzakecleveland.com | N | 0 |
| 24 | Trade Publication – Inside Radio 365 Union Street 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/ , and www.ihirebroadcasting.com . | N | 0 |
| 26 | Employment Connection – www.employmentconnection.com | N | 0 |
| 27 | Ohio Center for Broadcasting janatra@beonair.com | N | 0 |
| 28 | Other | N | 0 |
| TOTAL INTERVIEWEES OVER 12-MONTH PERIOD | | | 0 |

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III. RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|---|---|--|
| 1 | <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 . |
| 2 | <u>EEO Training Seminar</u> | Urban One hosted an EEO Seminar, with outside counsel, to train market employees and leadership on maintaining proper EEO compliance. (The Cleveland radio market’s General Manager and EEO Compliance Administrator participated) (March 21, 2024). |
| 3 | <u>Workplace Harassment Prevention Training</u> | Urban One and outside counsel hosted an anti-harassment training session for managers and non-managers to educate all market employees on what harassment is and what to do if they observe or experience it in the workplace. The Cleveland market’s Traffic Manager virtually attended the Supervisor Training Session on November 2, 2023. |
| 4 | <u>Defamation Training</u> | Urban One’s Legal Department provided training for radio station personnel focusing on the definition of defamation, the importance of fact-checking information which may be potentially defamatory, distinguishing between fact and opinion, and the procedure for anyone who receives a demand pertaining to defamation (May 15 – 16, 2024). |
| 5 | <u>Political Compliance Training</u> | Urban One’s Legal Department hosted a Political Compliance training session. The training session was attended by designated Political Compliance Managers, the market sales team, and all additional employees who work with political advertising (January 11, 2024). |
| 6 | <u>Ohio Association Broadcasters’ Central State University Panel</u> | The Cleveland radio market’s Regional Vice-President and General Manager, Eddie Harrell, Jr., virtually participated in the Ohio Association Broadcasters’ Central State University Panel, where he spoke to collegiate students about his role at Radio One. The Panel’s primary goal was to expose collegiate students to broadcast sales in hopes that they might think about sales as a potential career, or at least have an awareness that will better prepare them for a job in radio and/or television (November 8, 2023). |

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| 7 | <u>Summer Jam Internship Program</u> | The Cleveland radio market, in partnership with the Ohio Media School, co-created an internship 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 the market's annual Summer Jam event located at Rocket Mortgage Field House, 1 Center Court, Cleveland, OH 44115. Students were provided with training in running large-scale live concerts and were given the opportunity to learn about Station Staff's careers and general job duties during major large-scale, live events (August 26, 2023). |
| 8 | <u>Internship Program</u> | The Cleveland radio market hosted student intern(s) from Bedford High School, located at 330 E. John Street, Bedford, PA 15522. The student intern(s) were provided with in-depth experience about the radio broadcasting industry and given the opportunity to shadow the market's Regional Vice President, Vice-Operations Manager, and Programming staff from April 19, 2024 – May 17, 2024. |
| 9 | <u>Job Fair/Career Day</u> | The market participated in a job fair/career day at Lake Erie International High School, located at 11650 Detroit Avenue, Cleveland, OH 44102. The market's Vice-Operations Manager attended and spoke to students of an employable age about pursuing a career within the radio broadcasting industry (April 2, 2024). |
| 10 | <u>Summer Jam Co-Host For The Day</u> | The Cleveland radio allowed one (1) collegiate student intern from the Ohio Media School to serve as the "Summer Jam Co-Host For The Day." While serving as the "Summer Jam Co-Host For The Day," the student intern was (i) given the opportunity to broadcast live from the Summer Jam concert; (ii) provided with training on running live, large-scale promotions; and (iii) afforded the opportunity to shadow the market's Vice-Operations Manager and Marketing Manager (August 23, 2023). |
| 11 | <u>Co-Host For The Day</u> | The Cleveland radio market allowed one (1) collegiate student intern from the Ohio Media School to serve as the Station's "Co-Host For The Day." While serving as the "Co-Host for the Day," the student intern was given the opportunity to shadow the market's Vice-Operations Manager and was shown what it takes to run a broadcast production (October 25, 2023). |

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|-----------|------------------------------------|--|
| 12 | <u>ACCEL School Hosting</u> | The Cleveland radio market hosted several students from the ACCEL Public Charter School, who were interested in pursuing a career in the radio broadcasting industry. Students were able to (i) tour the Station’s offices; (ii) practice their live broadcasting skills by recording commercials with the market’s Production Manager and (iii) shadow the market’s on-air personalities (May 7, 2024). |
| 13 | <u>Career Day Event</u> | The unit’s Marketing Director participated in a Career Day event at Wilson School, located at 1126 Ansel Road, Cleveland, OH 44108, where he spoke to students about pursuing a career in the radio/broadcasting industries (April 5, 2024). |
| 14 | <u>Career Day Event</u> | The market’s Promotional Staff and Marketing Director participated in a Career Day event at the Sunbeam School, located 11800 Mount Overlook Avenue, Cleveland, OH 44120, where they spoke to students about pursuing a career in the radio broadcasting industry (May 14, 2024). |
| 15 | <u>Career Day Event</u> | The market’s Promotional Staff participated in a Career Day event at Garfield Heights Middle School, located at 12000 Maple Leaf Drive, Garfield Heights, OH 44125, where they spoke to students about their career paths in the radio industry (May 17, 2024). |

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