

Urban One, Inc.
Radio One of Baltimore, MD
WERQ(FM), WOLB(AM), WWIN(FM), and WWIN(AM)
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
Sales Assistant (10/18/22)	1-15, 18, 22-23, 25	7[RS#15(2), RS#18(1), RS#22(2), RS#23(1), RS#25(1)]	15
Assistant Chief Engineer (12/12/22)	1-15	2[RS#15(2)]	15
		Total Candidates Interviewed - 9	

[1] This report provides recruitment data collected from May 21, 2022 through May 19, 2023.

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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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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	Columbus Urban League Fax: 614.257.6316 dowens@cul.org		0
13	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	Y	0
14	Southern Methodist University hegicalendar@smu.edu	Y	0
15	Corporate Website – www.urban1.com	N	4
16	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
17	Internal Promotion/ Internal Candidate	N	0
18	Internal Referral/ /Employee Referral	N	1
19	Industry Referral	N	
20	Market Websites - http://92Q.com/ , http://wolbbaltimore.com/ , http://mybaltimorespirit.com/ , http://magicbaltimore.com , and http://praisebaltimore.com .	N	0
21	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
22	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	2

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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
23	Employment Connection – www.employmentconnection.com	N	1
24	Ohio Center for Broadcasting	N	0
25	Career Fair	N	1
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>Website Recruitment</u>	For local job vacancies, WERQ(FM), WOLB(AM), WWIN(FM), and WWIN(AM) referred listeners and potential employees to the Corporate website www.urban1.com .
2	<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).
3	<u>Job Fair</u>	The market hosted a job fair at Martin’s West, located at 6817 Dogwood Road, Baltimore, MD 21244, where it informed attendees about careers in broadcasting. (June 16, 2022).
4	<u>Job Fair</u>	The market hosted a job fair at the Doubletree by Hilton Hotel Baltimore North, located at 1726 Reisterstown Road, Pikesville, MD 21208, where spoke to prospective applicants and directed them to the Urban One Careers page to officially apply for any positions they may have been interested in. (March 29, 2023).

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