

**Urban One, Inc.**  
**Radio One of Cleveland, OH**  
**WENZ(FM), WERE(AM), WJMO(AM), and WZAK(FM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2024 – May 31, 2025 [1]**

**i**

**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>
There were no fulltime positions filled during this reporting period	0	0	0
		<b>Total Candidates Interviewed – 0</b>	

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
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
12	Charlotte Area Fund Fax: (704) 344-1655 <a href="mailto:isaacc@charlotteareafund.org">isaacc@charlotteareafund.org</a>	N	0

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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://zhiphopcleveland.com/">http://zhiphopcleveland.com/</a> , <a href="http://newstalkcleveland.com/">http://newstalkcleveland.com/</a> , <a href="http://praisecleveland.com/">http://praisecleveland.com/</a> , and <a href="http://wzakcleveland.com">http://wzakcleveland.com</a>	N	0
24	Trade Publication – Inside Radio 365 Union Street 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> , and <a href="http://www.ihirebroadcasting.com">www.ihirebroadcasting.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>			<b>0</b>

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**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, WENZ(FM), WERE(AM), WJMO(AM), and WZAK(FM) referred listeners and potential employees to the Corporate website, <a href="http://www.urban1.com">www.urban1.com</a> .
2	<b><u>Annual EEO Legal Training Seminar</u></b>	Urban One hosted its annual 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 31, 2025).
3	<b><u>EEO Process Training</u></b>	The markets EEO point of contact participated in a webinar based EEO training conducted by the Educational Division of the EEOC to enhance knowledge and skills related to EEO matters. (March 13, 2025).
4	<b><u>Corporate ADP Workforce Now Training for Managers</u></b>	Urban One provided two ADP training sessions for company managers in coordination with its training partner The NOLA Group ("NOLA"). The training provided an overview of key features within the ADP Workforce Now platform and included employment and recruitment related information. (May 1, 2025 and May 6, 2025).
5	<b><u>Legal Department Training Sessions</u></b>	The Urban One Legal Department hosted two annual training sessions. The topics covered included promotions, events, advertising, sales, and FCC compliance. During the training, attention was specifically given to EEO regulations, with an emphasis on the measures each market should take to maintain proper EEO compliance (February 25, 2025).
6	<b><u>Political Compliance Training</u></b>	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).
7	<b><u>Broadcast Career Shadowing</u></b>	The markets stations Online Editor participated in a Senior Project Shadowing experience at a local school in coordination with the schools Guidance Counseling class. Insight into careers and general broadcasting duties were a part of the shadowing process. (May 13-14, 2025).

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<b>8</b>	<b><u>Job Fair/Career Day</u></b>	The markets Marketing Director participated in a job fair/career day at the Ohio Media School, located at 5330 E Main Street, Suite 200, Whitehall, OH 43213. (January 28, 2025).
<b>9</b>	<b><u>Job Fair/Career Day</u></b>	The markets Promotional staff participated in a job fair/career day at Horizon Science Academy, located at 6000 S Marginal Road, Cleveland, OH 44103. (March 21, 2025).
<b>10</b>	<b><u>Job Fair/Career Day</u></b>	The markets Promotional staff participated in a job fair/career day at The School of One 3 <sup>rd</sup> Annual Career and Trades Fair, located at 13501 Terminal Avenue. Cleveland, OH 44135. (May 15, 2025).
<b>11</b>	<b><u>Community Educational Event or Program</u></b>	The markets Director of Sales participated as a Curriculum Advisory Committee Board member at the Ohio School of Broadcasting in Cleveland, OH (ongoing).
<b>12</b>	<b><u>Community Educational Event or Program</u></b>	The markets Director of Sales participated as Board member at the Cleveland Association of Broadcasters in Cleveland, OH (ongoing).
<b>13</b>	<b><u>Harassment Training</u></b>	The markets Traffic Manager participated in a virtual Workplace Harassment Prevention Training session for Supervisors. (November 1, 2024).

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