

**Urban One, Inc.**  
**Radio One of Cleveland, OH**  
**WENZ-FM, WERE-FM, WJMO-FM, and WZAK-FM**  
**EEO PUBLIC FILE REPORT**  
**June, 1 2019 – May 31, 2020 [1]**

**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>
Integrated Marketing Manager (8/29/19)	1-29, 31, 37	2[1 RS #(31), 1 RS #(37)]	31
		<b>Total Candidates Interviewed -</b>	<b>2</b>

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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 <a href="mailto:National@aja.org">National@aja.org</a>	Y	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 <a href="mailto:info@womcom.org">info@womcom.org</a>	Y	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>	Y	0
4	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 <a href="mailto:nahj@nahj.org">nahj@nahj.org</a>	Y	0
5	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Fax: (404) 523-5467 <a href="mailto:bcrmail@aol.com">bcrmail@aol.com</a>	Y	0
6	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 <a href="mailto:nabobinfo@nabob.org">nabobinfo@nabob.org</a>	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
7	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: 301-445-7101 <a href="mailto:sberry@nabj.org">sberry@nabj.org</a>	N	0
8	National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, VA 22182 Fax: (703) 893- 2414 <a href="mailto:info@namme.org">info@namme.org</a>	N	0
9	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 <a href="mailto:support@mpnmail.com">support@mpnmail.com</a>	Y	0
10	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 <a href="mailto:info@nljia.org">info@nljia.org</a>	Y	0
11	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 <a href="mailto:native@unl.edu">native@unl.edu</a>	N	0
12	South Asian Journalists Association	N	0
13	Andrews Air Force Base Airman & Family Readiness Center <a href="mailto:mfscjobs@gmail.com">mfscjobs@gmail.com</a>	Y	0
14	Employment Connection Fax: 314.333.3674 <a href="mailto:pmckinney@employmentstl.org">pmckinney@employmentstl.org</a>	Y	0
15	Falls Church Skill Source Center Fax: 705.752.1609 <a href="mailto:sarah.scott@myskillsource.org">sarah.scott@myskillsource.org</a>	Y	0

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16	Jubilee Jobs, Inc. Fax: 202.667.8833 <a href="mailto:jconerly@jubileejobs.org">jconerly@jubileejobs.org</a>	Y	0
17	Michigan Veterans Foundation Fax: 313.831.7120 <a href="mailto:mvf002@earthlink.net">mvf002@earthlink.net</a>	Y	0
18	Urban League of Philadelphia Fax: 215.468.8078 <a href="mailto:robinbailey@ucsep.org">robinbailey@ucsep.org</a>	Y	0
19	Indianapolis Urban League, Inc. Fax: 317.693.7613 <a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>	Y	0
20	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 <a href="mailto:cleee@sharesinc.org">cleee@sharesinc.org</a>	Y	0
21	Charlotte Area Fund Fax: 704.344.1655 <a href="mailto:isaacc@charlotteareafund.org">isaacc@charlotteareafund.org</a>	Y	0
22	The American Legion Department Of NC Fax: 919.832.6428 <a href="mailto:nclegion@nc.rr.com">nclegion@nc.rr.com</a>	Y	0
23	Columbus Urban League Fax: 614.257.6316 <a href="mailto:dowens@cul.org">dowens@cul.org</a>	Y	0
24	Mayor's Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	Y	0
25	Southern Methodist University <a href="mailto:hegicalendar@smu.edu">hegicalendar@smu.edu</a>	Y	0
26	Texas Department of Assistive & Rehabilitative Services <a href="mailto:ron.fleming@dars.state.tx.us">ron.fleming@dars.state.tx.us</a>	Y	0
27	Ohio Media School Phone: 216.503.5900 <a href="mailto:janatra@beonair.com">janatra@beonair.com</a>	Y	0

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28	Women’s Center of Tarrant County Inc. Fax: 817.927.0694 cfannin@womenscentertc.org	Y	0
29	Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>	N	0
30	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
31	Internal Promotion/ Internal Candidate	N	<b>1</b>
32	Internal Referral/ /Employee Referral	N	0
33	Industry Referral	N	0
34	Market Websites - - <a href="http://zhiphocleveland.com/">http://zhiphocleveland.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	
35	Local Newspaper	N	0
36	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
37	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> , <a href="http://www.ihirebroadcasting.com">www.ihirebroadcasting.com</a> .	N	<b>1</b>
38	On-Air Recruitment	N	0
39	Temporary Agency	N	0
40	Rehire of Former Employee	N	0
41	Intern	N	0
42	Career Fair	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>2</b>

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<b><u>Internship Program</u></b>	WENZ-FM, WERE-FM, WJMO-FM, and WZAK-FM foster a comprehensive Internship program for college students. Students have the opportunity to get hands on experience while earning college credit. This program incorporates training in all areas of the radio station: Sales, Production, Business, On-air, and Marketing/Promotions
2	<b><u>Website Recruitment</u></b>	For local job vacancies, WENZ-FM, WERE-FM, WJMO-FM, and WZAK-FM referred listeners and potential employees to the Corporate website <a href="http://www.urban1.com">www.urban1.com</a>
3	<b><u>Mentorship Program</u></b>	On-going Urban One Mentorship Program - dedicated to developing employees who have demonstrated the potential to grow into a General Manager role within Urban One in the short term (1-3 years). Urban One has developed a company-sponsored mentorship program to meet the company's goals of developing talent pool and increasing diversity within the leadership structure
4	<b><u>Leadership Program</u></b>	The Urban One Leadership Development Program is dedicated to helping leaders and managers develop the leadership skills necessary to grow into new levels of responsibility (10 month program)
5	<b><u>Active Shooter Training</u></b>	Managers and non-managers participated in an active shooter training webinar to promote office safety and prevent discrimination (July 11, 2019)
6	<b><u>Anti-Harassment Training</u></b>	Managers and non-managers participated in an anti-harassment training session to educate on what is harassment and what to do if they

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		observe or experience it in the workplace (2019)
7	<b><u>Training One Online Training</u></b>	Training One is an in-house online learning resource designed to target growth and enhance learning for Company employees. The training provides courses including time management, effective interviewing, and other various topics (Ongoing)
8	<b><u>Promotions Job Fair</u></b>	Station promotions personnel hosted an in-station Job Fair to promote jobs in the broadcast field (August 16, 2019)
9	<b><u>EmpowerOne Career Fair</u></b>	The Cleveland market participated in the EmpowerOne Career Fair (November 6, 2019)
10	<b><u>Summer Jam Backstage Correspondent Program</u></b>	The Cleveland market sponsored students from the Ohio Media School in a backstage correspondent program to gain experience in the broadcast field during Summer Jam (Summer 2019)
12	<b><u>Summer Jam Interns</u></b>	The Cleveland market hired 10 interns from the Ohio Media School to gain experience in the broadcast field during Summer Jam (Summer 2019)
13	<b><u>DJ For A Day Program</u></b>	The Cleveland market sponsored students from the Ohio Media School to be a DJ for a day and learn about jobs in the broadcast field (June 26, 2019)

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