

Urban One, Inc.
Radio One of Baltimore, MD
WERQ(FM), WOLB(AM), WWIN(AM), and WWIN(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 clec@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.92Q.com , www.wolbbaltimore.com , www.mybaltimorespirit.com , www.magicbaltimore.com , and www.praisebaltimore.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, WERQ(FM), WOLB(AM), WWIN(AM), and WWIN(FM) referred listeners and potential employees to the Corporate website, www.urban1.com .
2	<u>EEO Training Seminar</u>	Urban One, in conjunction with outside counsel, hosted an EEO Seminar to train market employees and leadership on maintaining proper EEO compliance (The Baltimore market's General Manager and EEO Compliance Administrator participated) (March 21, 2024).
3	<u>Workplace Harassment Prevention Training</u>	Urban One, with 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. A key member of the Baltimore market virtually attended the Supervisor Training Session on or before 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>Job Fair</u>	The Baltimore radio market hosted the Radio One Job Fair at Doubletree by Hilton Baltimore North Hotel, located at 1726 Reisterstown Road, Pikesville, MD 21208, where it spoke to prospective job applicants and directed them to the Urban One Careers page to officially apply for any open positions (March 28, 2023).

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7	<u>Job Fair</u>	The Baltimore radio market hosted the Radio One Baltimore Job Fair, located at Martin's West, 6817 Dogwood Road, Baltimore, MD 21244, where it spoke to attendees about pursuing careers in the radio and/or broadcast industries, interviewed qualified candidates, and helped qualified candidates apply for open positions at Radio One Baltimore (March 25, 2024).
8	<u>College and Career Day Event</u>	The Baltimore radio market, alongside the market's On-Air Talent, Rico Silva, p/k/a DJ QuickSilva, attended a College and Career Day event at Parkville High School, located at 2600 Putty Hill Avenue, Baltimore, MD 21234, where he spoke to students of an employable age about pursuing careers in the radio industry (October 11, 2023).
9	<u>Career Day Event</u>	The Baltimore radio market, alongside the market's Operations Manager, Vernon Kelson, and the market's On-Air Talent, Chey Parker, attended a Career Day event at the Garrison Forest School, located at 300 Garrison Forest Road, Owings Mills, MD 21117, where they spoke to students attending the Sisterhood and Brotherhood Summer Camp Enrichment Program, about pursuing careers related to radio broadcasting (July 27, 2023).
10	<u>Career Day Event</u>	The Baltimore radio market, alongside the market's Operations Manager, Vernon Kelson, and the market's On-Air Talent, Chey Parker, attended a Career Day event at the FUN-ED Summer Camp, located at, New Kingdom Faith Christian Church, 500 McCormick Drive, Glen Burnie, MD 21061, where they spoke to students about pursuing a career in the radio broadcasting industry (August 10, 2023).
11	<u>Career Day Event</u>	The Baltimore radio market, alongside the market's On-Air Talent, Rico Silva, p/k/a DJ QuickSilva, attended a Career Day event at Furman L. Templeton Preparatory Academy, located at 1200 Pennsylvania Ave, Baltimore, MD 21217, where he spoke to students about pursuing careers in the radio/broadcast industries (November 8, 2023).

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