

Urban One, Inc.
Radio One of Cleveland, OH
WENZ(FM), WERE(AM), WJMO(AM), and WZAK(FM)
EEO PUBLIC FILE REPORT
June 1, 2025 – May 31, 2026 [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
Integrated Marketing Specialist (11/2025)	1 – 14, 17, 23	5 [RS #17(3), RS #23(2)]	17, 17, 23
		Total Candidates Interviewed – 5	

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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@aaaja.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	Shares, Inc. - Brandywine Industries Fax: (317) 462-1535 clec@sharesinc.org	N	0
10	Columbus Urban League Fax: (614) 257-6316 dowens@cul.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
11	Mayor’s Office for People with Disabilities cornelius.booker@wrksolutions.com	N	0
12	Ohio Media School Phone: (216) 503-5900	N	0
13	Ohio Center for Broadcasting janatra@beonair.com	N	0
14	Corporate Website – www.urban1.com	N	0
15	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
16	Internal Promotion/ Internal Candidate	N	0
17	Internal Referral/ /Employee Referral	N	3
18	Industry Referral	N	0
19	Market Websites – www.zhipopcleveland.com , www.newstalkcleveland.com , www.lamegacleveland.com , www.wzakcleveland.com , and www.praisecleveland.com	N	0
20	Trade Publication – Inside Radio 365 Union Street Littleton, NH 03561 (800) 248-4242	N	0
21	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
22	Employment Connection www.employmentconnection.com	N	0
23	Rehire of Former Employee	N	2
24	Other	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			5

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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>Annual EEO Legal Training Seminar</u>	Urban One, in conjunction with outside counsel, hosted its Annual EEO Legal Training Seminar to train market employees and leadership on maintaining proper EEO compliance (the Cleveland market’s EEO Compliance Administrator, Pippa Carter, participated) (March 26, 2026).
3	<u>Legal Department Training Session</u>	During the reporting period, the Urban One Legal Department hosted a training session, covering topics such as promotions, events, advertising, sales, and FCC compliance. During the training session, attention was specifically given to EEO regulations, with an emphasis on the measures each market should take to maintain proper EEO compliance (March 4, 2026).
4	<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 about what harassment is and what to do if they observe or experience it in the workplace. A key member of the Cleveland radio market completed the training session on or before February 23, 2026.
5	<u>Director – Ohio Association of Broadcasters</u>	Throughout the reporting period, the market’s Vice President and General Manager – Head of Spanish Broadcasting Operations, Claudia DeLeon, served as a Director for the Ohio Association of Broadcasters (Ongoing).

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6	<u>Community Educational Event or Program</u>	During the current reporting period, the market’s Director of Sales, Elisabeth Logan, served as a Board Member for the Cleveland Association of Broadcasters (Ongoing).
7	<u>School Of One 4th Annual Career & Trades Job Fair</u>	The Cleveland radio market participated in the 4 th Annual Career & Trades Job Fair (the “Fair”), which was hosted by the School of One High School, and held at the Arnold Pinkney East Professional Center, located at 1349 E. 79 th Street, Cleveland, OH 44103. Targeting students from the Cleveland Metropolitan School District (CMSD), the Fair provided an opportunity for youth to connect directly with local employers, colleges, and trade programs. Station representatives were onsite at the Fair to provide insight to attendees who desired to pursue a future career path in the radio/broadcast industries (May 12, 2026).
8	<u>Bluestone Elementary School Career Day</u>	The market participated in a career day event at Bluestone Elementary School, located at 1455 E 260 th Street, Euclid, OH 44132, where members of the Promotions Team spoke with students about the broadcast/radio industry (April 30, 2026).
9	<u>Co-Host For A Day Promotions</u>	The market, in coordination with the Ohio Media School (“OMS”) developed several “Co-Host For A Day” promotions (the “Promotions”), which solicited OMS collegiate students to sharpen their media skills by delivering a breaking news report, pitching a podcast idea, or creating a viral TikTok in front of industry experts with creativity, clarity, and persuasiveness. Members of the market’s Promotions Team attended the Promotions, where they spoke with attendees about pursuing a career in the media industry. The Promotions were held on September 3, 2025; October 1, 2025; October 28, 2025; and April 8, 2026.

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