

Urban One, Inc.
Radio One of Baltimore, MD
WERQ(FM), WOLB(AM), WWIN(AM), and WWIN(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
Sales and Marketing Coordinator (11/3/2025)	1 – 18	6 [RS# 18(6)]	18
Integrated Marketing Specialist (3/1/2026)	1 – 18, 21	4 [RS# 18(3), RS# 21(1)]	21
		Total Candidates Interviewed – 10	

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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 clee@sharesinc.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
12	Charlotte Area Fund Fax: (704) 344-1655 isaacc@charlotteareafund.org	N	0
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	9
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	1
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			10

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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>Legal Department Training Session</u>	The Urban One Legal Department hosted a training session. Covered topics included promotions, events, advertising, sales, and FCC compliance. During the training, attention was also specifically given to EEO regulations, with an emphasis on the measures each market should take to maintain proper EEO compliance (March 4, 2026).
3	<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 Baltimore market's EEO Compliance Administrator, Keller Wynder, participated) (March 26, 2026).
4	<u>Workplace Harassment Prevention Training</u>	Workplace Harassment Prevention Training: Urban One, with outside counsel, hosted a mandatory anti-harassment training session for managers and non-managers to complete on or before February 2026 to educate all market employees about what harassment is and what to do if they observe or experience it in the workplace.

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5	<u>Job Fair</u>	The Baltimore radio market hosted the Urban One Baltimore Job Fair (the “Job Fair”), which was presented by the Maryland Health Connection, at Baltimore City Community College, located at 2901 Liberty Heights Avenue, Baltimore, MD 21215. While hosting the Job Fair, the market spoke to prospective job applicants and directed them to the Urban One Careers page to officially apply for any open positions (March 25, 2026).
6	<u>Career Day Event</u>	The Quick Silva Morning Show’s On-Air Talent, including Rico Silva, p/k/a DJ QuickSilva, Shae Parker, and Pork Chop attended a Career Day event at Franklin Square Elementary and Middle School, located at 1400 Lexington Street, MD 21223, where he spoke to students about pursuing a career in the radio and/or broadcast industries (April 16, 2026).

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