

Radio One of Texas II, LLC
Radio One – Houston, TX
KBXX-FM, KMJQ-FM, and KROI-FM
EEO PUBLIC FILE REPORT
April 1, 2022 – March 30, 2023 [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 Assistant (04/20/22)	1-20, 22	3[RS #16(2), RS #22(1)]	22
Account Executive (Sales) (08/12/22)	1-20	3[RS #16(2), RS #19(1)]	19
		Total Candidates Interviewed - 6	

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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 National@aja.org	Y	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 info@womcom.org	Y	0
3	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 ccnmainfo@ccnma.org	Y	0
4	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 nabobinfo@nabob.org	Y	0
5	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: 301-445-7101 sberry@nabj.org	Y	0
6	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	Y	0
7	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	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
8	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	Y	0
9	Urban League of Philadelphia Fax: 215.468.8078 robinbailey@ucsep.org	Y	0
10	Indianapolis Urban League, Inc. Fax: 317.693.7613 ksimmons@indplsul.org	Y	0
11	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 cllee@sharesinc.org	Y	0
12	Columbus Urban League Fax: 614.257.6316 dowens@cul.org	Y	0
13	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	Y	0
14	Southern Methodist University hegicalendar@smu.edu	Y	0
15	Women's Center of Tarrant County Inc. Fax: 817.927.0694 cfannin@womenscentertc.org	Y	0
16	Corporate Website – www.urban1.com	N	4
17	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
18	Internal Promotion/ Internal Candidate	N	0
19	Internal Referral/ Employee Referral	N	1
20	Industry Referral	N	0
21	Market Websites – www.theboxhouston.com , www.myhoustonmajic.com , www.praisehouston.com , and www.boom92houston.com	N	0
22	Internet Recruitment, www.indeed.com , www.linkedin.com , www.glassdoor.com	N	1
23	Ohio Media School (Cleveland) Janatra@beonair.com	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
24	Ohio Center for Broadcasting 9885 Rockside Road Cleveland, OH 44125 gary@beonair.com	Y	0
25	Veterans Workforce Investment Program Way Station, Inc. Fax: 301.620.2925 Vfuchs@waystationinc.org	Y	0
26	Texas Department of Assistive & Rehabilitative Services ron.fleming@dars.state.tx.us	Y	0
27	Texas Association of Broadcasters Teresa@tab.org	Y	0
28	Local Newspaper	N	0
29	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
30	On-Air Recruitment	N	0
31	Temporary Agency	N	0
32	Rehire of Former Employee	N	0
33	Job/Career Fair	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			6

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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, KBXX-FM, KMJQ-FM, and KROI-FM referred listeners and potential employees to the Corporate website www.urban1.com .
2	<u>EEO Training</u>	Urban One hosted an EEO Training in conjunction with outside counsel to train market employees and leadership on maintaining proper EEO compliance (General Manager and Houston EEO Compliance Administrator participated) (March 30, 2023).
3	<u>Career Fair</u>	The market and on-air personality (James and Anthony) hosted the HBCU College Fair and Career Expo located at Texas Southern University on April 2, 2022, where they showcased the duties of an on-air personality at a live action event and shared content on social media of other educational and career opportunities.
4	<u>Career Fair</u>	The market and on-air personality (Keisha) participated in the Houston Police Department Career Day at Discovery Green Park located at 1500 McKinney St, Houston, TX 77010 on August 27, 2022, where they connected with the community and officers sharing job opportunities with listeners on-air and online social media.
5	<u>Career Fair</u>	The market and on-air personality (James) participated in the Be the Light Tour at POST Houston located at 401 Franklin St, Houston, TX 77201 on February 18, 2023, to connect with tour representatives sharing job opportunities with listeners on-air and online social media.
6	<u>Career Fair</u>	The market participated in the Careers on Wheels event at Banuelos Elementary School located at 7770 Eastpoint Blvd, Baytown, TX 77521 on March 8, 2023, where they shared with students

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		details about considering a career in Broadcasting, Marketing and Promotion.
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