

**Radio One of Texas II, LLC
Radio One – Houston, TX
KMJQ(FM), KHPT(FM), KGLK(FM),
KKBQ(FM), and KBXX(FM)
EEO PUBLIC FILE REPORT
April 1, 2025 – March 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
National Sales Assistant (12/05/2025)	1 – 14, 17 55	3 [RS #17(1), RS #55(2)]	17
		Total Candidates Interviewed – 3	

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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@aaaja.org	N	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 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	Veterans Workforce Investment Program Way Station, Inc. vfuchs@waystationinc.org	N	0
5	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302 Phone: (404) 523-6136 Fax: (404) 523-5467 Email: bermail@aol.com	N	0
6	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 nabobinfo@nabob.org	N	0
7	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 20742 Fax: (301) 445-7101 sberry@nabj.org	N	0
8	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	N	0
9	National Lesbian and Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, DC 20005 jobboard@nlgja.org	N	0
10	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	N	0

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11	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	N	0
12	Shares, Inc. – Brandywine Industries Fax: (317) 462-1535 Email: cleee@sharesinc.org	N	0
13	Mayor’s Office for People with Disabilities cornelius.booker@wrksolutions.com	N	0
14	Southern Methodist University Email: hegicalendar@smu.edu	N	0
15	Corporate Website – www.urban1.com	N	0
16	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
17	Internal Promotion/ Internal Candidate	N	1
18	Internal Referral/ /Employee Referral	N	0
19	Industry Referral	N	0
20	Market Websites – www.myhoustonmajic.com , www.houstonseagle.com , www.93qcountry.com , www.theboxhouston.com , www.praisehouston.com www.rodeoradiohouston.com	N	0
21	Internet Recruitment – www.monster.com , www.bcfm.com , www.alllaccess.com , www.indeed.com , www.hotjobs.com , www.linkedin.com , www.careerbuilder.com , www.entertainmentcareers.net , www.ihirebroadcasting.com	N	0
22	Employment Connection – www.employmentconnection.com	N	0
23	Local Newspaper	N	0
24	Trade Publication – Inside Radio 365 Union Street Littleton, NH 03561 (800) 248-4242	N	0
25	On-Air Recruitment	N	0
26	Temporary Agency	N	0
27	Rehire of Former Employee	N	0
28	Intern	N	0
29	Job/Career Fair	N	0
30	Alvin Community College Attn: Diana Stiles 3110 Mustang Road Alvin, TX, 77511 Phone: (281) 756-3534 Email: dstiles@alvincollege.edu	N	0
31	Houston Christian University (formerly Houston Baptist University) Attn: Contact: Debra Bell 7502 Fondren Road Houston, TX 77074 Phone: (281) 649-3169	N	0

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32	Prairie View A&M University Attn: Shadia Washington 100 University Drive Prairie View, TX 77446 Phone: (936) 261-3576 sfwashington@pvamu.edu	N	0
33	Sam Houston State University Attn: Vinessa Mundorff 1905 University Avenue Huntsville, TX 77340 Phone: (936) 294-1713 careerservices@shsu.edu	N	0
34	Texas A&M University – Corpus Christi Attn: Megan Nolan 6300 Ocean Drive Corpus Christi, TX 78412 Phone: (361) 825-2628 Megan.Nolan@tamucc.edu	N	0
35	Texas A&M University – Texarkana Attn: Mitchell Parker 7101 University Avenue Texarkana, TX 75503 Phone: (903) 334-6707 mparker@tamut.edu	N	0
36	Texas Association of Broadcasters Attn: Craig Bean 502 E. 11 th Street, Ste. 200 Austin, TX 78701 Phone: (512) 322-9944 Email: jobs@tab.org	N	0
37	Texas State University Attn: Elisa DeFord 601 University Drive San Marcos, TX 78666 Phone: (512) 245-2645 careerservices@txstate.edu	N	0
38	Texas Woman’s University Attn: Joann Bastidas 304 Administration Drive Denton, TX 76204 Phone: (940) 898-2950 Email: careers@twu.edu	N	0
39	University of Houston – College of Technology Attn: Jamie Thomas 4230 Martin Luther King Boulevard Houston, TX 77204 Phone: (713) 743-4100 Email: cotcareers@uh.edu	N	0

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40	University of Houston – Clear Lake 2700 Bay Area Boulevard Houston, TX 77058 Phone: (281) 293-2590 careerservices@uhcl.edu	N	0
41	University of Houston – Victoria Attn: Amy Hatmaker N. Ben Wilson Street Voctoria, TX 77901 Phone: (361) 570-4378	N	0
42	University of St. Thomas Attn: Jarred Gibson 3800 Montrose Boulevard Houston, TX 77006 Phone: (713) 525-3160 gibsonje@stthom.edu	N	0
43	Conrad N. Hilton College of Global Hospitality Leadership Attn: Lori Osborn University of Houston, 4450 University Drive, Room S108 Houston, TX 77204 Phone: (713) 743-2423 ljosborn@central.uh.edu	N	0
44	C.T. Bauer College of Business, Rockwell Career Center Attn: Raji Aiyer University of Houston – Central Campus CEMO Hall, 2 nd Floor Houston, TX, 77204 Phone: (832) 842-6130 or (832) 842-6120 raiyer@bauer.uh.edu	N	0
45	Media Alliance of Houston Attn: Krystan LaChance 3550 West 12 th Street, Houston, TX, 77008 Alt. Address: P.O. Box 980908, Houston, TX, 77098 MAHJobBank@gmail.com	N	0
46	Rice University 6100 Main Street Houston, TX 77005 Phone: (713) 348-4055 ccd@rice.edu	N	0
47	University of Houston – Career Services 106 Student Service Center I Houston, TX 77204 Phone: (713) 743-5100 ucs@uh.edu	N	0

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48	All Access Music Group Attn: Joel Denver 28955 Pacific Coast Highway, Suite 210-5 Malibu, CA, 90265 Phone: (310) 457-6616	N	0
49	Harding University Attn: Steve Shaner Box 10765, Reynolds C-129 Searcy, AR, 72149 Phone: (501) 279-5209 sshaner@harding.edu	N	0
50	Lamar University Attn: Mary Evelyn Collins P.O. Box 10012 Beaumont, TX, 77710 Phone: (409) 880-8161 careerandtestingcenter@lamar.edu	N	0
51	Stephen F. Austin University – Career Services Attn: Julie Campbell 1936 North Street Nacogdoches, TX, 75962 Phone: (936) 468-2284 jcampbell@sfasu.edu	N	0
52	Texas Southern University – Career Services 3100 Cleburne Street Houston, TX 77004 Phone: (713) 313-7541 Fax: (713) 313-7155 placementservices@tsu.edu	N	0
53	West Texas A&M University Attn: Agatha Thompson WT Box 60728 Canyon, TX, 79016 Phone: (806) 651-2345 Fax: Fax: (806) 651-2925 wtcareer@wtamu.edu	N	0
54	Career Center (unspecified)	N	2
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			3

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III. Recruitment Initiatives

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<u>On-Air/Website Recruitment</u>	For local job vacancies KBXX(FM), KMJQ(FM), KKBQ(FM), KHPT(FM), and KGLK(FM) (collectively, the “Stations”) advertised openings on-air and referred listeners and potential employees to the Corporate website, www.urban1.com . The Stations also provided a link to Corporate job listings on their websites.
2	<u>Annual EEO Training Seminar</u>	Urban One, in conjunction with outside counsel, hosted its Annual EEO Training Seminar to train market employees and leadership on maintaining proper EEO compliance. The market’s General Manager and Houston EEO Compliance Administrator participated (March 31, 2025).
3	<u>Back To Basics: Overview of the EEO Process Online Training</u>	The Houston market’s, EEO Compliance Administrator, Linda Lynn, attended the “Back to Basics: Overview of the EEO Process” online training session presented by the EEOC Education Consortium (“EEOC EdCon”). The EEOC EdCon aims to enhance its members’ knowledge and skills by providing innovative EEO programs and forming collaborative interagency partnerships to develop and share leading practices. Featuring presenters, Wendy Doernberg, Acting Assistant Director, Special Operations Division (“SOD”), and Zipporah Ridley, General Attorney (SOD), this specific training reviewed the FCC’s rules on EEO recruiting, recordkeeping, reporting, and outreach (March 13, 2025).

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4	<u>ADP Training</u>	Urban One, in coordination with its training partner, The NOLA Group (“NOLA”), provided two ADP training sessions for company managers. The training provided an overview of key features within the ADP Workforce Now platform and included employment and recruitment-related information. (May 1, 2025, and May 6, 2025).
5	<u>Lecture at University of Houston: Sports and Entertainment Marketing Class</u>	During the reporting period, the market’s On-Air Talent, Scott Sparks (“Mr. Sparks”), was a guest lecturer at the University of Houston’s Bauer School of Business, located at 4250 Martin Luther King Boulevard, Houston, TX 77204. Speaking specifically to collegiate students enrolled in UH’s Sports and Entertainment Marketing class, Mr. Sparks provided attendees with a full breakdown of radio, programming, and changes in the industry for social media, marketing, and music (March 26, 2025).
6	<u>Leadership Mainland Class Station Tour</u>	Throughout the reporting period, the market’s Local Sales Manager, Crystal Ragsdale (“Ms. Ragsdale”) , served as an Adjunct Professor at Lone Star College, located at 3232 College Park Drive, The Woodlands, TX 77384, where she taught two (2) Speech courses: SPCH 1311 and SPCH 1315. While teaching the above courses, Ms. Ragsdale incorporated industry perspectives and professional experiences to help students understand how communication, public speaking, and media literacy are applied in real-world settings; and she also provided her students with information about opportunities in areas such as programming, sales, marketing, digital media, promotions, production, and community engagement. Finally, she informed her students about internships, training opportunities, career fairs, and entry-level employment opportunities within the broadcasting and communication fields (Ongoing).

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