

Urban One, Inc. – Dallas, Texas
KBFB-FM and KZMJ-FM
EEO PUBLIC FILE REPORT
April 1, 2017 – March 31, 2018 [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
Mixer (7/05/17)	1-28, 31, 32	5[RS#28(1), RS#31(2), RS#32(1)]	32
Online Editor (4/10/17)	1-28, 31, 32, 36	5[RS#31(3), RS#32(1), RS#36(1)]	31
Announcer/Board Operator (6/05/17)	1-28, 31, 36	4[RS#28(1), RS#31(1), RS#36(2)]	31
Promotions Assistant (6/12/17)	1-28, 31, 36	3[RS#28(1), RS#31(1), RS#36(1)]	36
Promotions Assistant (8/17/17)	1-28, 30, 31, 36	3[RS#30(1), RS#31(1), RS#36(1)]	30
Promotions Assistant (4/12/17)	1-28, 31, 32, 33	9[RS#31(4), RS#32 (3), RS#33(2)]	31
Sr. Digital Content Producer (6/12/17)	1-28, 36	8[RS#7(1), RS#28(1), RS#36(6)]	7
Radio Station Intern (7/17/17)	1-28, 31, 36	7[RS#31(3), RS#36(4)]	31
Promotions Assistant (8/28/17)	1-28, 31, 33, 36	4[RS#31(1), RS#33(1), RS#36 (2)]	36
Integrated Marketing Manager (10/05/17)	1-28, 31, 32, 36	4[RS#28(1), RS#31(1), RS#32(1), RS#36 (1)]	31
On-Air Talent, Part-Time (11/16/17)	1-28, 31	1[RS#31(1)]	31
On-Air Talent (1/15/18)	1-28, 30, 31	5[RS#30(4), RS#31(1)]	31
		Total Candidates Interviewed – 57	12

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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@aaja.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 Hispanic Journalists 1000 National Press Building Washington, DC 20045 nahj@nahj.org	Y	0
5	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Fax: (404) 523-5467 bcrmail@aol.com	Y	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	Y	0
7	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: 301-445-7101 sberry@nabj.org	Y	1

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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	National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, VA 22182 Fax: (703) 893- 2414 info@namme.org	Y	0
9	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	Y	0
10	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 info@nljja.org	Y	0
11	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 native@unl.edu	Y	0
12	South Asian Journalists Association saja@saja.org	Y	0
13	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	Y	0
14	Employment Connection Fax: 314.333.3674 pmckinney@employmentstl.org	Y	0
15	Falls Church Skill Source Center Fax: 705.752.1609 sarah.scott@myskillsource.org	Y	0
16	Jubilee Jobs, Inc. Fax: 202.667.8833 jconerly@jubileejobs.org	Y	0
17	Michigan Veterans Foundation Fax: 313.831.7120 mvf002@earthlink.net	Y	0
18	Urban League of Philadelphia Fax: 215.468.8078 robinbailey@ucsep.org	Y	0

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19	Indianapolis Urban League, Inc. Fax: 317.693.7613 ksimmons@indplsul.org	Y	0
20	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 clee@sharesinc.org	Y	0
21	Charlotte Area Fund Fax: 704.344.1655 isaacc@charlotteareafund.org	Y	0
22	The American Legion Department Of NC Fax: 919.832.6428 nclegion@nc.rr.com	Y	0
23	Columbus Urban League Fax: 614.257.6316 dowens@cul.org	Y	0
24	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	Y	0
25	Southern Methodist University hegicalendar@smu.edu	Y	0
26	Texas Department of Assistive & Rehabilitative Services ron.fleming@dars.state.tx.us	Y	0
27	Women's Center of Tarrant County Inc. Fax: 817.927.0694 cfannin@womenscentertc.org	Y	0
28	Corporate Website – www.radio-one.com	N	5
29	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
30	Internal Promotion/ Internal Candidate	N	5
31	Internal Referral/ /Employee Referral	N	19
32	Industry Referral	N	6
33	Market Websites - http://thebeatdfw.com/ and http://boom945.com/ .	N	3
34	Local Newspaper	N	0
35	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0

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36	Internet Recruitment – - www.monster.com, www.bcfm.com, www.allaccess.com, www.indeed.com , www.hotjobs.com, www.linkedin.com , www.careerbuilder.com.	N	18
37	On-Air Recruitment	N	0
38	Temporary Agency	N	0
39	Rehire of Former Employee	N	0
40	Intern	N	0
41	Career Fair	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			57

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	On-Air/ website recruitment	For local job vacancies, stations advertise openings on-air and refer listeners and potential employees to the Corporate website www.radio-one.com . Stations also provide a link to corporate job listings on the station website.
3	Intern Program	Radio One of Texas II, LLC. fosters a comprehensive Internship program with college students. This program incorporates training in all areas of the radio station: Sales, Production, Business, On-air, and Promotions and Marketing.
4	CSS-3 R Selling Training	Sales Workshops held with a CSS Representative to cover all aspects of selling
5	Employment Career Fair	March 27, 2017, Diversity Employment Career Fair, On Air Personality and Promotions Staff was on-site at this event to help promote the Fair and talk to attendees about a career in Broadcasting, promoted on social media pages
6	College Career Fair	April 13, 2017, Dallas Can Academy 3 rd Annual College Career Fair, On Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages
7	Career Day	April 28, 2017, Solar Preparatory School, On Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages
8	Career Day	May 18, 2017, Highlands Elementary Career Day, On Air Personality and Promotions

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		Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages
9	Career Day	May 19, 2017, Sunset Valley Elementary Annual Career Day, On Air Personality and Promotions Assistant spoke with the student about a career in the broadcast industry, promoted on social media pages
10	Career Day	May 24, 2017, Wilmer-Hutchins Career Day, On Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages
11	Career Day	May 25, 2017, Classical Center of Vial Career Day, On Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages
12	Job Fair	October 25, 2017, Diversity Employment Career Fair, Promotions Staff was on-site at this event to help promote the Fair and talk with attendees about a career in Broadcasting, promoted on social media pages
13	Job Fair	November 17, 2017, Congressman Marc Veasey's 5 th Annual Job Fair, On Air Staff and Promotions staff was on site to promote a career fair and talk with attendees about a career in Broadcasting, promoted on social media pages
14	Career Day	November 30, 2017, Eastern Hills High School Career Day, On Air Staff and Promotions Assistants spoke with the students about a career in the broadcast industry, promoted on social media pages
15	Career Day	December 8, 2017, William James Middle School Career Day, Promotions Assistants spoke with the students about a career in the broadcast industry, promoted on social media pages

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16	Career Day	January 18, 2018, Lee Williams School Career Day, Promotions Assistants spoke with the students about a career in the broadcast industry, promoted on social media pages
17	Career Day	January 30, 2018, Christine C. Moss Annual School Career Day, On Air Staff and Promotions Assistants spoke with the students about a career in the broadcast industry, promoted on social media pages
18	Career Day	February 12, 2018, Ninth Grade Center Career Day, On Air Staff and Promotions Assistants spoke with the students about a career in the broadcast industry, promoted on social media pages
19	Career Day	February 22, 2018, Cross Timbers Intermediate School Career Day, On Air Staff and Promotions Assistants spoke with the students about a career in the broadcast industry, promoted on social media pages

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