

**Radio One of Texas II, LLC**  
**Radio One – Dallas, TX**  
**KBFB-FM and KZMJ-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 – March 31, 2020 [1]**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

| <b>Job Title</b>              | <b>Recruitment Sources (RS) Used to Fill Vacancy</b> | <b>Number of Candidates Interviewed (RS)</b> | <b>RS Referring Hiree</b> |
|-------------------------------|--|--|---------------------------|
| Sales Assistant (6/17/19)     | 1-35, 43   | 3 [2 RS #(35), 1 RS #(43)]                   | 35                        |
| Local Sales Manager (6/17/19) | 1-35   | 3 [RS #(35)]                                 | 35                        |
|                               |  | <b>Total Candidates Interviewed - 6</b>      |                           |

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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         | American Women in Radio and Television<br>8405 Greensboro Drive, Ste. 800<br>McLean, VA 22102<br>(703) 506-3266 Fax<br><a href="mailto:info@allwomeninmedia.org">info@allwomeninmedia.org</a> | Y   | 0   |
| 2         | Asian American Journalists Association<br>1182 Market Street, Ste. 320<br>San Francisco, CA 94102<br><a href="mailto:National@aaja.org">National@aaja.org</a>                                 | Y   | 0   |
| 3         | The Association for Women in Communications, Inc.<br>780 Ritchie Highway, Ste. 28-S<br>Severna Park, MD 21146<br><a href="mailto:info@womcom.org">info@womcom.org</a>                         | Y   | 0   |
| 4         | Black Broadcasters Alliance<br>3474 William Penn Hwy.<br>Pittsburgh, PA 15235<br><a href="mailto:webmaster@thebba.org">webmaster@thebba.org</a>   | Y   | 0   |
| 5         | California Chicano News Media Association<br>3800 S. Figueroa Street<br>Los Angeles, CA 90037<br><a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a>                                 | Y   | 0   |
| 6         | National Association of Hispanic Journalists<br>1000 National Press Building<br>Washington, DC 20045<br><a href="mailto:nahj@nahj.org">nahj@nahj.org</a>                                      | Y   | 0   |

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|-----------|--|---|---|
| 7         | National Association of Black College Broadcasters<br>P.O. Box 3191<br>Atlanta, Georgia<br>Phone : (404) 523-6136<br>Fax: (404) 523-5467<br><a href="mailto:bcrmail@aol.com">bcrmail@aol.com</a>             | Y   | 0   |
| 8         | National Association of Black Owned Broadcasters<br>1201 Connecticut Avenue N.W., Suite 200<br>Washington, D.C. 20036<br>Fax: (202) 429-0657<br><a href="mailto:nabobinfo@nabob.org">nabobinfo@nabob.org</a> | Y   | 0   |
| 9         | National Association of Black Journalists<br>1100 Knight Hall, Suite 3100<br>College Park, Maryland 20742<br>Fax: 301-445-7101<br><a href="mailto:sberry@nabj.org">sberry@nabj.org</a>                       | Y   | 0   |
| 10        | National Association of Minority Media Executives<br>1921 Gallows Road, Suite 600<br>Vienna, VA 22182<br>Fax: (703) 893- 2414<br><a href="mailto:info@namme.org">info@namme.org</a>                          | Y   | 0   |
| 11        | National Black Media Coalition<br>1738 Elton Road, Suite 314<br>Silver Spring, MD 20903<br><a href="mailto:support@mpnmail.com">support@mpnmail.com</a>  | Y   | 0   |
| 12        | National Lesbian and Gay Journalists Association<br>1420 K Street, NW, Ste.910<br>Washington, DC 20005<br><a href="mailto:info@nljja.org">info@nljja.org</a>   | Y   | 0   |
| 13        | Native American Public Telecommunications<br>P.O. Box 83111<br>Lincoln, NE 68501<br><a href="mailto:native@unl.edu">native@unl.edu</a>   | Y   | 0   |
| 14        | South Asian Journalists Association  | Y   | 0   |

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|-----------|--|---|---|
| 15        | Ohio Center for Broadcasting<br>9885 Rockside Road<br>Cleveland, OH 44125<br><a href="mailto:gary@beonair.com">gary@beonair.com</a>                    | Y   | 0   |
| 16        | Andrews Air Force Base Airman & Family Readiness Center<br><a href="mailto:mfscjobs@gmail.com">mfscjobs@gmail.com</a>                                  | Y   | 0   |
| 17        | Detroit Regional Workforce Fund<br>Fax: 313.226.9227<br><a href="mailto:gabriela.dorantes@liveunitedsem.org">gabriela.dorantes@liveunitedsem.org</a>   | Y   | 0   |
| 18        | Employment Connection<br>Fax: 314.333.3674<br><a href="mailto:pmckinney@employmentstl.org">pmckinney@employmentstl.org</a>                             | Y   | 0   |
| 19        | Falls Church Skill Source Center<br>Fax: 705.752.1609<br><a href="mailto:sarah.scott@myskillssource.org">sarah.scott@myskillssource.org</a>            | Y   | 0   |
| 20        | Jubilee Jobs, Inc.<br>Fax: 202.667.8833<br><a href="mailto:jconerly@jubileejobs.org">jconerly@jubileejobs.org</a>                                      | N   | 0   |
| 21        | Michigan Veterans Foundation<br>Fax: 313.831.7120<br><a href="mailto:mvf002@earthlink.net">mvf002@earthlink.net</a>                                    | Y   | 0   |
| 22        | Texas Veterans Commission<br>Fax: 214.819.2880<br><a href="mailto:yolanda.williams@dallascounty.org">yolanda.williams@dallascounty.org</a>             | Y   | 0   |
| 23        | Urban League of Philadelphia<br>Fax: 215.468.8078<br><a href="mailto:robinbailey@ucsep.org">robinbailey@ucsep.org</a>                                  | Y   | 0   |
| 24        | Veterans Workforce Investment Program Way Station, Inc.<br>Fax: 301.620.2925<br><a href="mailto:vfuchs@waystationinc.org">vfuchs@waystationinc.org</a> | Y   | 0   |

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|-----------|---|---|---|
| 25        | Indianapolis Urban League, Inc.<br>Fax: 317.693.7613<br><a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>                  | Y   | 0   |
| 26        | Shares, Inc. - Brandywine Industries<br>Fax: 317.462.1535<br><a href="mailto:clee@sharesinc.org">clee@sharesinc.org</a>                   | Y   | 0   |
| 27        | Charlotte Area Fund<br>Fax: 704.344.1655<br><a href="mailto:isaacc@charlotteareafund.org">isaacc@charlotteareafund.org</a>                | Y   | 0   |
| 28        | The American Legion Department Of NC<br>Fax: 919.832.6428<br><a href="mailto:nclegion@nc.rr.com">nclegion@nc.rr.com</a>                   | Y   | 0   |
| 29        | Columbus Urban League<br>Fax: 614.257.6316<br><a href="mailto:dowens@cul.org">dowens@cul.org</a>  | Y   | 0   |
| 30        | Mayor's Office for People with Disabilities<br><a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>   | Y   | 0   |
| 31        | Southern Methodist University<br><a href="mailto:hegicalendar@smu.edu">hegicalendar@smu.edu</a>   | Y   | 0   |
| 32        | Texas Department of Assistive & Rehabilitative Services<br><a href="mailto:ron.fleming@dars.state.tx.us">ron.fleming@dars.state.tx.us</a> | Y   | 0   |
| 33        | Women's Center of Tarrant County Inc.<br>Fax: 817.927.0694<br><a href="mailto:cfannin@womenscentertc.org">cfannin@womenscentertc.org</a>  | Y   | 0   |
| 34        | Texas Association of Broadcasters<br><a href="mailto:Teresa@tab.org">Teresa@tab.org</a>   | Y   | 0   |
| 35        | Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>  | N   | 5   |
| 36        | Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)                           | N   | 0   |
| 37        | Internal Promotion/ Internal Candidate  | N   | 0   |
| 38        | Internal Referral/ Employee Referral  | N   | 0   |
| 39        | Industry Referral   | N   | 0   |
| 40        | Market Websites – <a href="http://www.thebeatdfw.com">www.thebeatdfw.com</a> and <a href="http://www.boom945.com">www.boom945.com</a>     | N   | 0   |

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|--|---|---|---|
| 41   | Local Newspaper   | N   | 0   |
| 42   | Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242  | N   | 0   |
| 43   | Internet Recruitment – <a href="http://www.monster.com">www.monster.com</a> , <a href="http://www.bcfm.com">www.bcfm.com</a> , <a href="http://www.allaccess.com">www.allaccess.com</a> , <a href="http://www.indeed.com">www.indeed.com</a> , <a href="http://www.hotjobs.com">www.hotjobs.com</a> , <a href="http://www.linkedin.com">www.linkedin.com</a> , <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> . | N   | 1   |
| 44   | On-Air Recruitment  | N   | 0   |
| 45   | Temporary Agency  | N   | 0   |
| 46   | Rehire of Former Employee   | N   | 0   |
| 47   | Job/Career Fair   | N   | 0   |
| <b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b> |   |   | <b>6</b>  |

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**III. RECRUITMENT INITIATIVES**

|   | TYPE OF RECRUITMENT INITIATIVE<br>(MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY   |
|---|--|---|
| 1 | <b><u>Internship Program</u></b>                   | The market fosters a comprehensive Internship program for college students. Students have the opportunity to get hands on experience while earning college credit. This program incorporates training in various areas of the radio stations operation: Sales, Production, Business, On-air, and Marketing/Promotions   |
| 2 | <b><u>Website Recruitment</u></b>                  | For local job vacancies, KBFB-FM and KZMJ-FM referred listeners and potential employees to the Corporate website <a href="http://www.urban1.com">www.urban1.com</a>   |
| 3 | <b><u>Mentorship Program</u></b>                   | The Urban One Mentorship Program is dedicated to developing employees who have demonstrated the potential to grow into a General Manager role within Urban One in the short term (1-3 years). Urban One has developed a company-sponsored mentorship program to meet the company’s goals of developing talent pool and increasing diversity within the leadership structure |
| 4 | <b><u>Leadership Program</u></b>                   | The Urban One Leadership Development Program is dedicated to helping leaders and managers develop the leadership skills necessary to grow into new levels of responsibility (10 month program)  |
| 5 | <b><u>Active Shooter Training</u></b>              | Managers and non-managers participated in an active shooter training webinar to promote office safety and prevent discrimination (July 11, 2019)  |
| 6 | <b><u>Anti-Harassment Training</u></b>             | Managers and non-managers participated in an anti-harassment training session to educate on what is harassment and what to do if they observe or experience it in the workplace (2019)  |

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|    |  |  |
|----|--|--|
| 7  | <b><u>Learn One Online Training</u></b>                          | Lean One is an in-house online learning resource designed to target growth and enhance learning for Company employees. The training provides courses including time management, effective interviewing, and other various topics (Ongoing) |
| 8  | <b><u>Career Day – Hardin Intermediate Middle School</u></b>     | On-Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages (April 25, 2019)  |
| 9  | <b><u>Career Day – Hulcy Middle School</u></b>                   | On-Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages (April 26, 2019)  |
| 10 | <b><u>Career Day – Merrifield Elementary School</u></b>          | On-Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages (May 17, 2019)  |
| 11 | <b><u>Career Day – Sunset Valley Elementary School</u></b>       | On-Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages (May 17, 2019)  |
| 12 | <b><u>Career Day – Rosa Park-Millbrook Elementary School</u></b> | On-Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages (May 20, 2019)  |
| 13 | <b><u>Career Day – Pleasant Grove Elementary School</u></b>      | On-Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages (May 21, 2019)  |
| 14 | <b><u>Career Fair – Concorde College</u></b>                     | On-Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages (May 21 2019)   |
| 15 | <b><u>Career Day – Nova Academy</u></b>                          | On-Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages (May 23, 2019)  |
| 16 | <b><u>Career Day – Eastern Hills High School</u></b>             | On-Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages (May 23, 2019)  |

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|    |  |  |
|----|--|--|
| 17 | <b><u>State Fair of Texas Job Fair</u></b>                           | The Community Affairs Director and Promotions Assistants attended this job fair, where residents in the Dallas Ft. Worth Community receive employment advice, resume building, and sign up for skills to help them find their perfect job (August 7, 2019) |
| 18 | <b><u>Career Day – Universal Technical Institute</u></b>             | On-Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages (October 17, 2019)  |
| 19 | <b><u>Career Day – Robert T. Hill School</u></b>                     | Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages (October 21, 2019)   |
| 20 | <b><u>Career Day – Eladio R. Martinez Middle School</u></b>          | On Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages (October 23, 2019)  |
| 21 | <b><u>Congressman Marc Veasey 6<sup>th</sup> Annual Job Fair</u></b> | Promotions Assistant attended this free job fair, presented by Congressman Marc Veasey, where residents of the Dallas Ft. Worth could apply for various jobs, receive resume building, interview training and more (November 22, 2019)                     |
| 22 | <b><u>Career Day – Lowery Road Elementary School</u></b>             | On-Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages (November 22, 2019)   |
| 23 | <b><u>Career Day – Bussey Middle School</u></b>                      | On-Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages (January 16, 2020)  |
| 24 | <b><u>Career Day – Danny Jones Middle School</u></b>                 | On-Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages (January 22, 2020)  |
| 25 | <b><u>Career Day – Bowman Middle School</u></b>                      | On-Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages (January 24, 2020)  |

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|           |   |   |
|-----------|---|---|
| <b>26</b> | <b><u>Career Day – Christene C. Moss Elementary</u></b>       | On-Air Personality and Promotions Assistant spoke with the students about a career in the broadcast industry, promoted on social media pages (March 6, 2020)  |
| <b>27</b> | <b><u>Diversity Employment Career Fair and Roundtable</u></b> | Community Affairs Director and a Promotions Assistant attended this free job fair to help people in the Dallas Ft. Worth Community receive employment, resume building, and sign up for skills to help them find their perfect job (March 18, 2020) |

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