

Urban One, Inc. – Houston, TX
KBXX-FM, KMJQ-FM and KROI-FM
EEO PUBLIC FILE REPORT
March 31, 2017 – March 30, 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
On-Air Talent (5/26/17)	1-29, 31	3[RS#30(3)]	30
On-Air Talent (5/26/17)	1-29, 30, 31	3[RS#29(1), RS#30(1), RS#31(1)]	31
Senior Promotions Coordinator (5/22/17)	1-29, 30, 31, 35	8[RS#29(3), RS#30(1), RS#31(2), RS#35(2)]	29
Radio Station Intern (6/5/17)	1-29, 35	3[RS#35(3)]	35
Sales Account Executive (6/6/17)	1-30	3[RS#29(2), RS#30(1)]	29
On-Air Talent/Mixer (8/23/17)	1-29, 35	3[RS#29(1), RS#35(2)]	29
Production Director (1/26/18)	1-29, 30, 31, 35	7[RS#28(3), RS#30(1), RS#31(1), RS#35(2)]	35
National Sales Assistant (11/1/17)	1-29, 31, 35, 43	3[RS#30(1), RS#35(1), RS#43(1)]	30
Mixer (12/1/17)	1-28, 35	3[RS#29(2), RS#35(1)]	29
Local Sales Manager (12/18/17)	1-28, 31	3[RS#29(2), RS#30(1)]	29
Online Editor (2/7/18)	1-29, 31, 35	4[RS#28(1), RS#29(1), RS#30(1), RS#35(1)]	30
		Total Candidates Interviewed – 43	11

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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 bcrrmail@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	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	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 saj@saj.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@myskillssource.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	Local Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	1
29	Company Website (www.urban1.com)	N	15
30	Internal Referral/Employee Referral	N	10
31	Internal Promotion/Internal Candidate	N	4
32	Trade Publication	N	0
33	Intern	N	0
34	Walk In	N	0
35	Internet Recruitment - www.monster.com, www.bcfm.com, www.allaccess.com, www.indeed.com , www.hotjobs.com, www.linkedin.com	N	12

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36	Radio On-Air Recruitment	N	0
37	Industry Referral	N	0
38	Google	N	0
39	Market Websites - http://theboxhouston.com/ , http://myhoustonmajic.com/ , http://praisehouston.com/ , and http://boom92houston.com.	N	0
40	Local Newspaper	N	0
41	Temporary Agency	N	0
42	Rehire of Former Employee	N	0
43	Career Fair	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			43

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	On-Air/ website recruitment	For local job vacancies, stations advertise openings on-air and refer listeners and potential employees to the Corporate website www.urban1.com . Stations also provide a link to corporate job listings on the station website.
2	Intern Program	Urban One 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.
3	CSS-3 R Selling Training	Sales Workshops held with a CSS Representative to cover all aspects of selling.
4	Website Job Announcement Page	Kandi Eastman (On-Air Talent) post job fairs around the city and companies that are hiring on Majic 102.1’s employment page at https://myhoustonmajic.hellobeautiful.com/category/employment/ .
5	Career Day	Klentzman Intermediate School Career Day – April 7, 2017– On Air Talent and Promotion’s Assistant attended and spoke with kids about a career in broadcasting, posted event on social media.
6	Career Fair	HISD Career Fair “When I Grow UP” – May 19, 2017– On Air Talent and Promotion’s Assistant attended and spoke with kids about a career in broadcasting, posted event on social media.
7	Career Day	Black Elementary Career Day – May 19, 2017– On Air Talent and Promotion’s Assistant attended and spoke with kids about a career in broadcasting, posted event on social media.

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8	Career Day	Bammel Elementary Career on Wheels – May 24, 2017– On Air Talent and Promotion’s Assistant attended and spoke with kids about a career in broadcasting, posted event on social media.
9	Station Tour	Kashmere Gardens Elementary – May 25, 2017– Students came and toured the station and watched a Power Point presentation on broadcasting, posted event on social media.
10	Teen Summer Program	Speaking to Teens Summer Program – June 15, 2017– On Air Talent and Promotion’s Assistant attended and spoke with teens about a career in broadcasting, posted event on social media.
11	Job Fair	Bright Future Fair-Commissioner Rodney Ellis – August 4, 2017– On Air Talent and Promotion’s Assistant attended and spoke with attendees about a career in broadcasting, posted event on social media.
12	Job Fair	2 nd Chance Job Fair – September 21, 2017– On Air Talent and Promotion’s Assistant attended and spoke with attendees about a career in broadcasting, posted event on social media.
13	Career Fair	National Houston Career Fair – October 19, 2017– Community Liaison and Promotion’s Assistant attended event with printed material with all open positions within Urban One markets and Urban One corporate office.
14	Career Day	Alief Crossroads Career Day – November 10, 2017– On Air Talent and Promotion’s Assistant attended and spoke with kids about a career in broadcasting, posted event on social media.
15	Career Day	B.C. Elmore College & Career Awareness Week – January 29, 2018– On Air Talent and Promotion’s Assistant attended and spoke with students about a career in broadcasting, posted

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		event on social media
16	Career Day	Epps Island Elementary School Career on Wheels – February 8, 2018– On Air Talent and Promotion’s Assistant attended and spoke with students about a career in broadcasting, posted event on social media.
17	Career Day	David Crockett Middle School Career Day – February 9, 2018– On Air Talent and Promotion’s Assistant attended and spoke with students about a career in broadcasting, posted event on social media.

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