

Radio One of Texas II, LLC
Radio One – Dallas, TX
KBFB-FM and KZMJ-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
Assistant Chief Engineer (08/05/22)	1-20, 22	3[RS #16(1), RS #22(2)]	16
Market Accounting Manager (12/12/22)	1-20	1[RS #18(1)]	18
		Total Candidates Interviewed - 4	

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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 clee@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	1
17	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
18	Internal Promotion/ Internal Candidate	N	1
19	Internal Referral/ Employee Referral	N	0
20	Industry Referral	N	0
21	Market Websites – www.thebeatdfw.com and www.boom945.com	N	0
22	Internet Recruitment – www.monster.com , www.bcfm.com , www.allaccess.com , www.indeed.com , www.hotjobs.com , www.linkedin.com , www.careerbuilder.com .	N	2

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23	Ohio Center for Broadcasting 9885 Rockside Road Cleveland, OH 44125 gary@beonair.com	Y	0
24	Ohio Media School Janatra@beonair.com	Y	0
25	Employment Connection - www.employmentconnection.com	N	0
26	Local Newspaper	N	0
27	Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242	N	0
28	On-Air Recruitment	N	0
29	Temporary Agency	N	0
30	Rehire of Former Employee	N	0
31	Job/Career Fair	N	0
32	Veterans Workforce Investment Program Way Station, Inc. Fax: 301.620.2925 vfuchs@waystationinc.org	Y	0
33	Texas Veterans Commission Fax: 214.819.2880 yolanda.williams@dallascounty.org	Y	0
34	Texas Association of Broadcasters Teresa@tab.org	Y	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			4

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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, KBFB-FM and KZMJ-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 Dallas EEO Compliance Administrator participated) (March 30, 2023).
3	<u>Career Fair</u>	On April 2, 2022, Promotions Assistant Nicole the market participated in the Texas Advancement Center and Destination Success, a free educational event for at-risk youth providing scholarships and career training in various industries.
4	<u>Career Fair</u>	On April 7, 2022, Promotions Assistants Nicole and Jason the market participated in the City of Dallas Hiring Fair, a free career fair for citizens of Dallas Fort Worth to meet employers and apply for jobs.
5	<u>Career Fair</u>	On June 6, 2022, Promotions Assistant Jason the market participated in the Jimmie Tyler Brashear Elementary Career Day located at 2959 S Hampton Rd, Dallas, TX 75224, to speak to students about the Broadcast Industry and the importance of education.
6	<u>Community Event</u>	On August 17, 2022, Promotions Assistant Jason the market participated in the Marc Means Business – Congressman Marc Veasey Community Initiative, which brings awareness to small businesses in the Dallas Fort Worth area.
7	<u>Job Fair</u>	On September 7, 2022, Promotions Assistant Jason and the market participated in the Goodwill Hiring Event, a free hiring event presented by Goodwill seeking candidates to work in various positions within their company.
8	<u>Community Event</u>	On September 14, 2022, Promotions Assistants Zel and Gabriel and the market participated in

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		the Grand Canyon University Nursing Preview, a free event for people to sign up to receive training and education to pursue a career in nursing.
9	<u>Career Fair</u>	On November 4, 2023, Promotions Assistant Jason and the market participated in the Next Fest State Fair of Texas, an event catered to high school teens to learn about the various trades schools and careers in the trading industry providing youth with career options outside of attending college.
10	<u>Career Fair</u>	On November 16, 2022, Promotions Assistant Gabriel and the market participated in the Holland Elementary Career Day located at 4203 S Lancaster Rd, Dallas, Tx 75216, to speak with students about various career fields including the broadcast industry.
11	<u>Career Fair</u>	On December 9, 2022, Promotions Assistant Jason and the market participated in the Lowery Road Elementary Career Day located at 7600 Lowery Rd, Fort Worth, TX 76120, to speak with students about various career fields including the broadcast industry.
12	<u>Career Fair</u>	On March 10, 2023, Promotions Assistant Jason and the market participated in the Martin Weiss Elementary Career School of Leadership Career Day located at 8601 Willoughby Blvd, Dallas, TX 75232, to speak with students about various career fields including the broadcast industry.
13	<u>Career Fair</u>	On March 10, 2023, Promotions Assistant Jason and the market participated in the Adelle Turner Elementary School Career Day located at 5505 S Polk St, Dallas, TX 75232, to speak with students about various career fields including the broadcast industry.
14	<u>Training Program</u>	From March 28, 2022 through March 13, 2023, the market hosted training sessions for the sales, digital sales, and radio digital departments. The training session is recurring and focus on skills and training for a potentially higher position.

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