

Urban One, Inc. – Houston, TX
KBXX-FM, KMJQ-FM and KROI-FM
EEO PUBLIC FILE REPORT
April 1, 2018 – March 31, 2019 [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
Account Executive (11/19/2018)	1-20, 22, 27	9[(RS#20(6), RS#22(2), RS#27(1))]	22
Director of Sales (7/30/2018)	1-20, 22	3[RS#20(2), RS#22(1)]	22
Receptionist (12/10/2018)	1-20, 27	5[RS#20(3), RS#27(2)]	20
Sales Assistant (11/12/2018)	1-20, 27	3[RS#20(2), RS#27(1)]	20
Account Executive (2/19/2019)	1-20, 22	4[RS#20(2), RS#22(2)]	22
Account Executive (2/19/2019)	1-20, 22	3[RS#20(2), RS#22(1)]	20
		Total Candidates Interviewed – 27	

[1] This report provides recruitment data collected from March 24, 2018 through March 22, 2019.

Urban One, Inc. – Houston, TX
KBXX-FM, KMJQ-FM and KROI-FM
EEO PUBLIC FILE REPORT
April 1, 2018 – March 31, 2019 [1]

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 Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	Y	0

[1] This report provides recruitment data collected from March 24, 2018 through March 22, 2019.

Urban One, Inc. – Houston, TX
KBXX-FM, KMJQ-FM and KROI-FM
EEO PUBLIC FILE REPORT
April 1, 2018 – March 31, 2019 [1]

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 info@nljja.org	Y	0
9	Andrews Air Force Base Airman & Family Readiness Center mfscjobs@gmail.com	Y	0
10	Jubilee Jobs, Inc. Fax: 202.667.8833 jconerly@jubileejobs.org	Y	0
11	Urban League of Philadelphia Fax: 215.468.8078 robinbailey@ucsep.org	Y	0
12	Indianapolis Urban League, Inc. Fax: 317.693.7613 ksimmons@indplsul.org	Y	0
13	Shares, Inc. - Brandywine Industries Fax: 317.462.1535 clee@sharesinc.org	Y	0
14	The American Legion Department Of NC Fax: 919.832.6428 nclegion@nc.rr.com	Y	0
15	Urban League Fax: 614.257.6316 dowens@cul.org	Y	0
16	Mayor's Office for People with Disabilities cornelius.booker@wrksolutions.com	Y	0
17	Southern Methodist University hegicalendar@smu.edu	Y	0
18	Ohio Media School Janatra@beonair.com	Y	0
19	Women's Center of Tarrant County Inc. Fax: 817.927.0694 cfannin@womenscentertc.org	Y	0
20	Company Website (www.urban1.com)	N	17

[1] This report provides recruitment data collected from March 24, 2018 through March 22, 2019.

Urban One, Inc. – Houston, TX
KBXX-FM, KMJQ-FM and KROI-FM
EEO PUBLIC FILE REPORT
April 1, 2018 – March 31, 2019 [1]

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
21	Local Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
22	Internal Referral/Employee Referral	N	6
23	Internal Promotion/Internal Candidate	N	0
24	Trade Publication	N	0
25	Intern	N	0
26	Walk In	N	0
27	Internet Recruitment - www.monster.com, www.bcfm.com, www.allaccess.com, www.indeed.com , www.hotjobs.com, www.linkedin.com	N	4
28	Radio On-Air Recruitment	N	0
29	Industry Referral	N	0
30	Google	N	0
31	Market Websites - http://theboxhouston.com/ , http://myhoustonmajic.com/ , http://praisehouston.com/ , and http://boom92houston.com .	N	0
32	Local Newspaper	N	0
33	Temporary Agency	N	0
34	Rehire of Former Employee	N	0
35	Career Fair	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			27

[1] This report provides recruitment data collected from March 24, 2018 through March 22, 2019.

Urban One, Inc. – Houston, TX
KBXX-FM, KMJQ-FM and KROI-FM
EEO PUBLIC FILE REPORT
 April 1, 2018 – March 31, 2019 [1]

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. One (1) intern participated in the program during this period.
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	Mentorship Program	Urban One Mentorship Program - 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.
6	Learn One Online Training (Ongoing)	Learn 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 various other topics.

[1] This report provides recruitment data collected from March 24, 2018 through March 22, 2019.