

**Urban One, Inc. – Houston, TX  
 KBXX(FM), KMJQ(FM), KKBQ(FM),  
 KHPT(FM), and KGLK(FM)  
 EEO PUBLIC FILE REPORT  
 March 31, 2023 – March 22, 2024 [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>
Traffic Director (11/26/23)	1 – 15, 18	4 [RS #15(3), RS #18(1)]	15
Continuity Director (11/26/23)	1 – 15, 21, 22	5 [RS #15(3), RS# 21(1), RS #22(1)]	15
Digital Sales Manager (3/1/24)	1 – 15, 17 – 18, 21	4 [RS #15(1), RS #18(1), RS #21(1), RS #21(1)]	15
		<b>Total Candidates Interviewed –</b>	<b>13</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	Asian American Journalists Association 1182 Market Street, Ste., 320 San Francisco, CA 94102 <a href="mailto:National@aaaja.org">National@aaaja.org</a>	N	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 <a href="mailto:info@womcom.org">info@womcom.org</a>	N	0
3	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 <a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a>	N	0
4	Veterans Workforce Investment Program Way Station, Inc. <a href="mailto:vfuchs@waystationinc.org">vfuchs@waystationinc.org</a>	N	0
5	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302 Phone: (404) 523-6136 Fax: (404) 523-5467 <a href="mailto:bermail@aol.com">bermail@aol.com</a>	N	0
6	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657 <a href="mailto:nabobinfo@nabob.org">nabobinfo@nabob.org</a>	N	0
7	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 <a href="mailto:support@mpnmail.com">support@mpnmail.com</a>	N	0
8	National Lesbian and Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, DC 20005 <a href="mailto:jobboard@nlgia.org">jobboard@nlgia.org</a>	N	0
9	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 <a href="mailto:native@unl.edu">native@unl.edu</a>	N	0
10	Andrews Air Force Base Airman & Family Readiness Center <a href="mailto:mfscjobs@gmail.com">mfscjobs@gmail.com</a>	N	0

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11	Indianapolis Urban League, Inc. Fax: (317) 693-7613 <a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>	N	0
12	Shares, Inc. – Brandywine Industries Fax: (317) 462-1535 <a href="mailto:clce@sharesinc.org">clce@sharesinc.org</a>	N	0
13	Mayor’s Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	N	0
14	Southern Methodist University <a href="mailto:hegicalendar@smu.edu">hegicalendar@smu.edu</a>	N	0
15	Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>	N	7
16	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
17	Internal Promotion/ Internal Candidate	N	0
18	Internal Referral/ /Employee Referral	N	2
19	Industry Referral	N	0
20	Market Websites – <a href="http://www.theboxhouston.com">www.theboxhouston.com</a> , <a href="http://www.myhoustonmajic.com">www.myhoustonmajic.com</a> , <a href="http://www.praisehouston.com">www.praisehouston.com</a> , <a href="http://www.93qcountrry.com">www.93qcountrry.com</a> , and <a href="http://www.houstonseagle.com">www.houstonseagle.com</a> ,	N	0
21	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> , <a href="http://www.entertainmentcareers.net">www.entertainmentcareers.net</a> , <a href="http://www.ihirebroadcasting.com">www.ihirebroadcasting.com</a>	N	3
22	Employment Connection – <a href="http://www.employmentconnection.com">www.employmentconnection.com</a>	N	1
23	Local Newspaper	N	0
24	Trade Publication – Inside Radio 365 Union Street Littleton, NH 03561 (800) 248-4242	N	0
25	On-Air Recruitment	N	0
26	Temporary Agency	N	0
27	Rehire of Former Employee	N	0
28	Intern	N	0
29	Job/Career Fair	N	0
30	All Access Music Group Attn: Joel Denver 28955 Pacific Coast Highway, Suite 210-5 Malibu, CA, 90265 Phone: (310) 457-6616	N	0
31	Alvin Community College Attn: Diana Stiles 3110 Mustang Road Alvin, TX, 77511 Phone: (281) 756-3534 <a href="mailto:dstiles@alvincollege.edu">dstiles@alvincollege.edu</a>	N	0

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32	Conrad N. Hilton College of Global Hospitality Leadership Attn: Lori Osborn University of Houston, 4450 University Drive, Room S108 Houston, TX 77204 Phone: (713) 743-2423 <a href="mailto:lgosborn@central.uh.edu">lgosborn@central.uh.edu</a>	N	0
33	C.T. Bauer College of Business, Rockwell Career Center Attn: Raji Aiyer University of Houston – Central Campus, CEMO Hall, 2 <sup>nd</sup> Floor Houston, TX, 77204 Phone: (832) 842-6130 or (832) 842-6120 <a href="mailto:raiyer@bauer.uh.edu">raiyer@bauer.uh.edu</a>	N	0
34	Harding University Attn: Steve Shaner Box 10765, Reynolds C-129 Searcy, AR, 72149 Phone: (501) 279-5209 <a href="mailto:sshaner@harding.edu">sshaner@harding.edu</a>	Y	0
35	Houston Christian University (formerly Houston Baptist University) Attn: Contact: Debra Bell 7502 Fondren Road Houston, TX 77074 Phone: (281) 649-3169	N	0
36	Lamar University Attn: Mary Evelyn Collins P.O. Box 10012 Beaumont, TX, 77710 Phone: (409) 880-8161 <a href="mailto:careerandtestingcenter@lamar.edu">careerandtestingcenter@lamar.edu</a>	Y	0
37	Media Alliance of Houston Attn: Krystan LaChance 3550 West 12 <sup>th</sup> Street, Houston, TX, 77008 Alt. Address: P.O. Box 980908, Houston, TX, 77098 <a href="mailto:MAHJobBank@gmail.com">MAHJobBank@gmail.com</a>	N	0
38	Prairie View A&M University Attn: Shadia Washington 100 University Drive Prairie View, TX 77446 Phone: (936) 261-3576 <a href="mailto:sfwashington@pvamu.edu">sfwashington@pvamu.edu</a>	N	0
39	Rice University 6100 Main Street Houston, TX 77005 Phone: (713) 348-4055 <a href="mailto:ccd@rice.edu">ccd@rice.edu</a>	N	0

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40	Sam Houston State University Attn: Vinessa Mundorff 1905 University Avenue Huntsville, TX 77340 Phone: (936) 294-1713 <a href="mailto:careerservices@shsu.edu">careerservices@shsu.edu</a>	N	0
41	Stephen F. Austin University – Career Services Attn: David Gehrels 1936 North Street Nacogdoches, TX, 75962 Phone: (936) 468-2284 <a href="mailto:atcofa@sfasu.edu">atcofa@sfasu.edu</a>	Y	0
42	Texas A&M University – Corpus Christi Attn: Megan Nolan 6300 Ocean Drive Corpus Christi, TX 78412 Phone: (361) 825-2628 <a href="mailto:Megan.Nolan@tamucc.edu">Megan.Nolan@tamucc.edu</a>	N	0
43	Texas A&M University – Texarkana Attn: Mitchell Parker 7101 University Avenue Texarkana, TX 75503 Phone: (903) 334-6707 <a href="mailto:mparker@tamut.edu">mparker@tamut.edu</a>	N	0
44	Texas Association of Broadcasters Attn: Craig Bean 502 E. 11 <sup>th</sup> Street, Ste. 200 Austin, TX 78701 Phone: (512) 322-9944 <a href="mailto:jobs@tab.org">jobs@tab.org</a>	N	0
45	Texas Southern University – Career Services 3100 Cleburne Street Houston, TX 77004 Phone: (713) 313-7541 Fax: (713) 313-7155 <a href="mailto:placementservices@tsu.edu">placementservices@tsu.edu</a>	Y	0
46	Texas State University Attn: Elisa DeFord 601 University Drive San Marcos, TX 78666 Phone: (512) 245-2645 <a href="mailto:careerservices@txstate.edu">careerservices@txstate.edu</a>	N	0

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47	Texas Woman’s University Attn: Joann Bastidas 304 Administration Drive Denton, TX 76204 Phone: (940) 898-2950 <a href="mailto:careers@twu.edu">careers@twu.edu</a>	N	0
48	University of Houston – Career Services 106 Student Service Center I Houston, TX 77204 Phone: (713) 743-5100 <a href="mailto:ucs@uh.edu">ucs@uh.edu</a>	N	0
49	University of Houston – College of Technology Attn: Jamie Thomas 4230 Martin Luther King Boulevard Houston, TX 77204 Phone: (713) 743-4100 <a href="mailto:cotcareers@uh.edu">cotcareers@uh.edu</a>	N	0
50	University of Houston – Clear Lake 2700 Bay Area Boulevard Houston, TX 77058 Phone: (281) 293-2590 <a href="mailto:careerservices@uhcl.edu">careerservices@uhcl.edu</a>	N	0
51	University of Houston – Victoria Attn: Amy Hatmaker N. Ben Wilson Street Voctoria, TX 77901 Phone: (361) 570-4378	N	0
52	University of St. Thomas Attn: Jarred Gibson 3800 Montrose Boulevard Houston, TX 77006 Phone: (713) 525-3160 <a href="mailto:gibsonje@stthom.edu">gibsonje@stthom.edu</a>	N	0
53	West Texas A&M University Attn: Agatha Thompson WT Box 60728 Canyon, TX, 79016 Phone: (806) 651-2345 Fax: Fax: (806) 651-2925 <a href="mailto:wtcareer@wtamu.edu">wtcareer@wtamu.edu</a>	Y	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			13

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**III. Recruitment Initiatives**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	<b><u>On-Air/Website Recruitment</u></b>	For local job vacancies KBXX(FM), KMJQ(FM), KROI(FM), KKBQ(FM), KHPT(FM), and KGLK(FM) (collectively, the “Stations”) advertised openings on-air and referred listeners and potential employees to the Corporate website, <a href="http://www.urban1.com">www.urban1.com</a> . The Stations also provided a link to Corporate job listings on their websites.
<b>2</b>	<b><u>EEO Training</u></b>	Urban One hosted its annual EEO Training in conjunction with outside counsel to train market employees and leadership on maintaining proper EEO compliance (the market’s General Manager and EEO Compliance Administrator participated) (March 21, 2024).
<b>3</b>	<b><u>Career Fair</u></b>	The market’s former Vice President and General Manager, Stephanie Callihan, and its Local Sales Manager, Melissa Rivera, participated in the “Excellence is Selling, Sales Career Fair” (the “Sales Career Fair”) at the University of Houston’s Stephen Stagner Sales Excellence Institute, located at 4750 Calhoun Road, Houston, TX 77204. The market participated in the Sales Career Fair by reviewing student résumés, contributing a specific amount towards a company table, and providing an avenue for colligate students to correspond and connect with Radio One Houston sales managers in order to learn more about the role of sales in the radio/broadcast industry (April 4, 2023).
<b>4</b>	<b><u>Career Fair</u></b>	The market, including KBXX-FM On-Air Talent, J-Mac, participated in Elkins High School’s “Class of 2023 College, Career, & Military Decision Day Career Fair,” located at 7007 Knights Court, Missouri City, TX 77459, where he spoke to approximately six hundred (600) graduating seniors about pursuing a career in the radio/media industry post their high school graduations (May 16, 2023).

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