

**Urban One, Inc. – Dallas, TX**  
**KBFB(FM) and KZMJ(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>
Manager, Revenue & Inventory (7/2/23)	1 – 15, 22	1 [RS #22(1)]	22
		<b>Total Candidates Interviewed –</b>	<b>1</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@aaja.org">National@aaja.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@nlgja.org">jobboard@nlgja.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
11	Indianapolis Urban League, Inc. Fax: (317) 693-7613 <a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>	N	0

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12	Shares, Inc. – Brandywine Industries Fax: (317) 462-1535 <a href="mailto:cle@sharesinc.org">cle@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	0
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	0
19	Industry Referral	N	0
20	Market Websites – <a href="http://www.thebeatdfw.com">www.thebeatdfw.com</a> and <a href="http://www.majic945.com">www.majic945.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	0
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
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			1

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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 KBFB(FM) and KZMJ(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>DFW Spring Career Fair</u></b>	The market hosted the DFW Spring Career Fair (the “Event”), located at The Vista, 2401 S. Stemmons Freeway, Lewisville, TX 75067. As the host of this Event, the market was responsible for planning, staffing, and organizing the Event, as well as selecting the Event location, and recruiting other participants to attend the Event. Additionally, as the host of the Event, the market also helped attendees to apply for open positions at Radio One Dallas, provided interview tips for attendees, took attendees’ headshots, and held panel discussions concerning careers in the radio broadcast industry (April 5, 2023).
<b>4</b>	<b><u>DFW Fall Career Fair</u></b>	The market hosted the DFW Fall Career Fair, located at The Shops At RedBird, 3662 W. Camp Wisdom Road, Dallas, TX 75237. As the host of this Event, the market was responsible for planning, staffing, and organizing the Event, as well as selecting the Event location, and recruiting other participants to attend the Event. Additionally, as the host of the Event, the market also helped attendees to apply for open positions at Radio One Dallas, provided interview tips for attendees, took attendees’ headshots, and held panel discussions concerning careers in the radio broadcast industry (November 15, 2023).

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<b>5</b>	<b><u>William A. Blair Elementary School Career Day</u></b>	The market, alongside its Promotions personnel, Dominique Evans, p/k/a DJ Don Perryon, participated in Career Day event at William A. Blair Elementary School, located at 7720 Gayglen Drive, Dallas TX, 75217, where he spoke to students about pursuing a career in the radio industry, as well as the importance of education and doing good in school (April 21, 2023).
<b>6</b>	<b><u>Christene C. Moss Annual Career Day</u></b>	The market, alongside its Promotions Assistant, Gabriel Moore, p/k/a SpaceBoiFresh, participated in The Christene C. Moss Annual Career Day event, located at Christene C. Moss Elementary School, 4108 Eastland Street, Fort Worth, TX 76119, where he spoke to students about pursuing a career in the radio industry, as well as the importance of education and doing good in school (May 12, 2023).
<b>7</b>	<b><u>Waterford Oaks Elementary School Career Day</u></b>	The market, alongside its Promotions personnel, Dominique Evans, p/k/a DJ Don Perryon, participated in a Career Day event Waterford Oaks Elementary School, located at 401 N. Waterford Oaks Drive, Cedar Hill, TX 75104, where he shared his career path by highlighting the steps/tasks he completed to help advance his career in the radio industry (May 12, 2023).
<b>8</b>	<b><u>Arcadia Park Elementary School Career Day</u></b>	The market, alongside its Promotions personnel, Dominique Evans, p/k/a DJ Don Perryon, and Programming personnel, Keishun Atkins, attended a Career Day event at Arcadia Park Elementary School, located at 1300 N. Justin Avenue, Dallas, TX 75211, where they spoke to students about pursuing a career in the radio industry, as well as the importance of education and doing good in school (May 12, 2023).
<b>9</b>	<b><u>Jimmie Tyler Brashear Elementary School Career Day</u></b>	The market alongside its Promotions Assistants, Gabriel Moore, p/k/a SpaceBoiFresh, and Sydney Porter, attended a Career Day event at Jimmy Tyler Brashear Elementary School, located at 2959 S. Hampton Drive, Dallas, TX 75224, where they spoke to 3 <sup>rd</sup> – 5 <sup>th</sup> grade students about their careers in the radio industry. While attending the Career Day, Mr. Moore and Mrs. Porter spent approximately thirty (30) minutes with each grade level, and specifically offered the students insight into how their time in school prepared them to pursue a career in the radio/broadcast industry (June 2, 2023).

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<b>10</b>	<b><u>S.S. Dillow Elementary School Career Day</u></b>	The market, alongside Promotions Assistants, Ariana Akins, and Gabriel Moore, p/k/a SpaceBoiFresh, attended a Career Day event at S.S. Dillow Elementary School, located at 4000 Avenue N., Fort Worth, TX 76105, where they spoke to 3 <sup>rd</sup> – 5 <sup>th</sup> grade students about their careers as disc jockeys, pursuing a career in the radio industry, and the importance of education and doing good in school (December 8, 2023).
<b>11</b>	<b><u>John Adams Middle School Career Day</u></b>	The market, alongside Promotions Assistants Oliver Jones, and Ariana Akins, attended a Career Day event at John Adams Middle School, located at 833 W. Tarrant Road, Grand Prairie, TX 75050, where they spoke to students about pursuing a career in the radio industry, as well as the importance of education and doing good in school (February 2, 2024).
<b>12</b>	<b><u>H.I. Holland Elementary School Elementary School Career Day</u></b>	The market, alongside its Promotions Assistants, Gabriel Moore, p/k/a SpaceBoiFresh, and Programming personnel, Keishun Atkins, participated in a Career Day event at H.I. Holland Elementary School at Lisbon, located at 4203 S. Lancaster Road, Dallas, TX 75216, where they spoke to students about pursuing a career in the radio industry, as well as the importance of education and doing good in school (March 7, 2024).
<b>13</b>	<b><u>Adelle Turner Elementary School Career Day</u></b>	The market, alongside its Promotions Assistant, Gabriel Moore, p/k/a SpaceBoiFresh, participated in a Career Day event at Adelle Turner Elementary School, located at 5505 S. Polk Street, Dallas, TX 75232, where he spoke to students about pursuing a career in the radio industry, as well as the importance of education and doing good in school (March 8, 2024).
<b>14</b>	<b><u>Belt Line Elementary School Career Day</u></b>	The market, alongside its Promotions Assistant, Courtney Thomas, and Promotions personnel, Dominique Evans, p/k/a DJ Don Perryon, attended a Career Day event at Belt Line Elementary School, located at 1355 W. Belt Line Road, Lancaster, TX 75146, where they spoke to students about pursuing a career in the radio broadcasting industry (March 8, 2024).

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