

Urban One, Inc. – Dallas, Texas
KBFB-FM and KZMJ-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 bcrmail@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

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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	Corporate Website – www.urban1.com	N	7

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21	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
22	Internal Promotion/ Internal Candidate	N	1
23	Internal Referral/ /Employee Referral	N	1
24	Industry Referral	N	0
25	Market Websites - http://thebeatdfw.com/ and http://boom945.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	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
29	On-Air Recruitment	N	0
30	Temporary Agency	N	0
31	Rehire of Former Employee	N	0
32	Intern	N	0
33	Career Fair	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			11

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<u>On-Air/ Website recruitment</u>	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	<u>Internship Program</u>	Radio One of Texas II, LLC 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. Three (3) interns participated in the program during this period.
3	<u>CSS-3 R Selling Training</u>	Sales Workshops held with a CSS Representative to cover all aspects of selling.
4	<u>Mentorship Program</u>	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.
5	<u>Learn One Online Training (Ongoing)</u>	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.

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