

**Radio One of Texas II, LLC**  
**Radio One – Dallas, TX**  
**KBFB (FM) and KZMJ (FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2024 – March 31, 2025 [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<br/>to Fill Vacancy</b> | <b>Number of Candidates<br/>Interviewed (RS)</b> | <b>RS Referring<br/>Hiree</b> |
|---|--|--|-------------------------------|
| Integrated Marketing Specialist (12/2/24) | 1-16   | 3[RS #16(3)]                                     | RS # 16                       |
| Sales & Marketing Associate (7/29/24)     | 1-16   | 3[RS #16(3)]                                     | RS #16                        |
|   |  |  |                               |
|   |  |  |                               |
|   |  | <b>Total Candidates Interviewed - 6</b>          |                               |

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

| <b>RS Number</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS over 12-month period</b> |
|------------------|--|--|--|
| 1                | Asian American Journalists Association<br>1182 Market Street, Ste. 320<br>San Francisco, CA 94102<br><a href="mailto:National@aaja.org">National@aaja.org</a>  | N  | 0  |
| 2                | The Association for Women in Communications, Inc.<br>780 Ritchie Highway, Ste. 28-S<br>Severna Park, MD 21146<br><a href="mailto:info@womcom.org">info@womcom.org</a>  | N  | 0  |
| 3                | California Chicano News Media Association<br>3800 S. Figueroa Street<br>Los Angeles, CA 90037<br><a href="mailto:ccnmainfo@ccnma.org">ccnmainfo@ccnma.org</a>  | N  | 0  |
| 4                | National Association of Black Owned Broadcasters<br>1201 Connecticut Avenue N.W., Suite 200<br>Washington, D.C. 20036<br>Fax: (202) 429-0657<br><a href="mailto:nabobinfo@nabob.org">nabobinfo@nabob.org</a> | N  | 0  |
| 5                | National Association of Black Journalists<br>1100 Knight Hall, Suite 3100<br>College Park, Maryland 20742<br>Fax: 301-445-7101<br><a href="mailto:sberry@nabj.org">sberry@nabj.org</a>                       | N  | 0  |
| 6                | National Black Media Coalition<br>1738 Elton Road, Suite 314<br>Silver Spring, MD 20903<br><a href="mailto:support@mpnmail.com">support@mpnmail.com</a>  | N  | 0  |
| 7                | Native American Public Telecommunications<br>P.O. Box 83111<br>Lincoln, NE 68501<br><a href="mailto:native@unl.edu">native@unl.edu</a>   | N  | 0  |

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|-----------|---|---|---|
| 8         | Andrews Air Force Base Airman & Family Readiness Center<br><a href="mailto:mfscjobs@gmail.com">mfscjobs@gmail.com</a>   | N   | 0   |
| 9         | Urban League of Philadelphia<br>Fax: 215.468.8078<br><a href="mailto:robinbailey@ucsep.org">robinbailey@ucsep.org</a>   | N   | 0   |
| 10        | Indianapolis Urban League, Inc.<br>Fax: 317.693.7613<br><a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>  | N   | 0   |
| 11        | Shares, Inc. - Brandywine Industries<br>Fax: 317.462.1535<br><a href="mailto:cleee@sharesinc.org">cleee@sharesinc.org</a>   | N   | 0   |
| 12        | Columbus Urban League<br>Fax: 614.257.6316<br><a href="mailto:dowens@cul.org">dowens@cul.org</a>  | N   | 0   |
| 13        | Mayor's Office for People with Disabilities<br><a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>   | N   | 0   |
| 14        | Southern Methodist University<br><a href="mailto:hegicalendar@smu.edu">hegicalendar@smu.edu</a>   | N   | 0   |
| 15        | Women's Center of Tarrant County Inc.<br>Fax: 817.927.0694<br><a href="mailto:efannin@womenscentertc.org">efannin@womenscentertc.org</a>  | N   | 0   |
| 16        | Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>  | N   | 6   |
| 17        | Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)   | N   | 0   |
| 18        | Internal Promotion/ Internal Candidate  | N   | 0   |
| 19        | Internal Referral/ Employee Referral  | N   | 0   |
| 20        | Industry Referral   | N   | 0   |
| 21        | Market Websites – <a href="http://www.thebeatdfw.com">www.thebeatdfw.com</a> and <a href="http://www.boom945.com">www.boom945.com</a>   | N   | 0   |
| 22        | 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> . | N   | 0   |

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| <b>RS Number</b>                               | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS over 12-month period</b> |
|--|--|--|--|
| 23   | Ohio Center for Broadcasting<br>9885 Rockside Road<br>Cleveland, OH 44125<br><a href="mailto:gary@beonair.com">gary@beonair.com</a>                    | N  | 0  |
| 24   | Ohio Media School<br><a href="mailto:Janatra@beonair.com">Janatra@beonair.com</a>  | N  | 0  |
| 25   | Employment Connection -<br><a href="http://www.employmentconnection.com">www.employmentconnection.com</a>  | N  | 0  |
| 26   | Veterans Workforce Investment Program Way Station, Inc.<br>Fax: 301.620.2925<br><a href="mailto:vfuchs@waystationinc.org">vfuchs@waystationinc.org</a> | N  | 0  |
| 27   | Texas Veterans Commission<br>Fax: 214.819.2880<br><a href="mailto:volanda.williams@dallascounty.org">volanda.williams@dallascounty.org</a>             | N  | 0  |
| 28   | Texas Association of Broadcasters<br><a href="mailto:Teresa@tab.org">Teresa@tab.org</a>  | N  | 0  |
| 29   | Local Newspaper  | N  | 0  |
| 30   | Trade Publication – Inside Radio, 365 Union St. Littleton, NH 03561 (800) 248-4242   | N  | 0  |
| 31   | On-Air Recruitment   | N  | 0  |
| 32   | Rehire of Former Employee  | N  | 0  |
| 33   | Job/Career Fair  | N  | 0  |
| <b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b> |  |  | 6  |

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**III. RECRUITMENT INITIATIVES**

|   | TYPE OF RECRUITMENT INITIATIVE<br>(MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY   |
|---|--|---|
| 1 | <b><u>Website Recruitment</u></b>                  | For local job vacancies, KBFB-FM and KZMJ-FM referred listeners and potential employees to the Corporate website <a href="http://www.urban1.com">www.urban1.com</a> .   |
| 2 | <b><u>EEO Training</u></b>                         | 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).  |
| 3 | <b><u>College and Career Day</u></b>               | College and Career Day at Kathryn S. McWhorter Elementary<br>Date: March 27, 2024<br>Address: 3678 Timberglenn Road, Dallas, Texas 75287<br>Summary: A Career Day to talk about a career in radio and the importance of education and going good in school.<br>Promotions Assistant Gabriel “Space Boi” Moore and Keishun Atkins visited the school.  |
| 4 | <b><u>Career Fair</u></b>                          | Radio One Dallas DFW Career Fair<br>Date: May 8, 2024<br>Address: University of North Texas at Dallas - 7300 University Hills Blvd, Dallas, TX 75241<br>Summary: A free career fair hosted by Urban One Dallas for the community to apply for jobs, get headshots and attend panel discussions providing tips during interviews and for applying for jobs.<br>Urban One staff planned, staffed and attended this event. |
| 5 | <b><u>Career Day</u></b>                           | Christene C. Moss Career Day<br>Date: May 10, 2024<br>Address: 4108 Eastland St, Fort Worth, TX 76119   |

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|   |                                      |  |
|---|--------------------------------------|--|
|   |                                      | Summary: A Career Day to talk about a career in radio and the importance of education and going good in school.<br>Promotions Assistant Joyce “Victoria” Puente and Courtney Thomas visited the school.  |
| 6 | <b><u>Career Day</u></b>             | Eagle Ridge Elementary Career Day<br>Date: May 17, 2024<br>Address: 4600 Alta Vista Rd, Fort Worth, TX 76244<br>Summary: A Career Day to talk about a career in radio and the importance of education and going good in school.<br>Promotions Assistant Joyce “Victoria” Puente and Courtney Thomas visited the school.  |
| 7 | <b><u>Career Day</u></b>             | David L. Walker Elementary Career Day<br>Date: September 19, 2024<br>Address: 9901 Hemphill St, Fort Worth, TX 76134<br>Summary: A Career Day to talk about a career in radio and the importance of education and going good in school.<br>Promotions Assistant Oliver “Zel” Jones and Courtney Thomas and Courtney Thomas visited the school.   |
| 8 | <b><u>Career Day</u></b>             | DFW Career Fair<br>Date: October 5, 2024<br>Address: University of North Texas at Dallas - 7300 University Hills Blvd, Dallas, TX 75241<br>Summary: A free career fair hosted by Urban One Dallas for the community to apply for jobs, get headshots and attend panel discussions providing tips during interviews and for applying for jobs.<br>Urban One staff planned, staffed and attended this event. |
| 9 | <b><u>Next Fest – State Fair</u></b> | Next Fest – State Fair<br>Date: November 12, 2024<br>Address: Briscoe Carpenter Livestock Center- 1403 Washington St. Dallas, Texas  |

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|    |                          |   |
|----|--------------------------|---|
|    |                          | Summary: An event at the State Fair where High School students were brought in to learn and receive information about careers in trade industries if they decide not to attend college. Promotions Assistant Gabriel “Space Boi” Moore and Community Affairs Director Jamie Maxie attended this event.                          |
| 10 | <b><u>Career Day</u></b> | Skyline High School Career Day<br>Date: January 23, 2025<br>Address: 7777 Forney Rd, Dallas, TX 75227<br>Summary: A Career Day to talk about a career in radio and the importance of education and going good in school.<br>Promotions Assistant Oliver “Zel” Jones and Courtney Thomas and Courtney Thomas visited the school. |
| 11 | <b><u>Career Day</u></b> | Ignacio Zaragoza School Career Day<br>Date: March 7, 2025<br>Address: 4550 Worth St, Dallas, TX 75246<br>Summary: A Career Day to talk about a career in radio and the importance of education and going good in school.<br>Promotions Assistant Tanisha Batiste and Courtney Thomas visited the school.                        |

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