

**Urban One, Inc. – Houston, TX  
 KBXX(FM), KMJQ(FM), KKBQ(FM),  
 KHPT(FM), and KGLK(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 to Fill Vacancy</b>	<b>Number of Candidates Interviewed (RS)</b>	<b>RS Referring Hiree</b>
General Online Editor (5/16/2024)	1-16, 19, 22	4 [RS# 16(1), RS# 19(1), RS# 22(2)]	RS# 19
Promotions Lead (1/6/2025)	1-16, 18-19, 22-23, 30, 55	8 [RS# 6(1), RS#16(1), RS#18(1), RS# 19(1), RS# 22(1), RS# 23(1), RS# 55(2)]	RS# 16, RS# 55
Morning Show Producer 2 (2/20/2025)	1-16	3 [RS#16(2), RS# 55(1)]	RS# 16
		<b>Total Candidates Interviewed – 15</b>	

[1] This report provides recruitment data collected from March 23, 2024, through March 21, 2025.

**Urban One, Inc. – Houston, TX**  
**KBXX(FM), KMJQ(FM), KKBQ(FM),**  
**KHPT(FM), and KGLK(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2024 – March 31, 2025 [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 <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 Journalists 1100 Knight Hall, Suite 3100 College Park, MD 20742 Fax: (301) 445-7101 <a href="mailto:sberry@nabj.org">sberry@nabj.org</a>	N	1
7	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
8	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
9	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

[1] This report provides recruitment data collected from March 23, 2024, through March 21, 2025.

**Urban One, Inc. – Houston, TX**  
**KBXX(FM), KMJQ(FM), KKBQ(FM),**  
**KHPT(FM), and KGLK(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2024 – March 31, 2025 [1]**

<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>
10	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 <a href="mailto:native@unl.edu">native@unl.edu</a>	N	0
11	Andrews Air Force Base Airman & Family Readiness Center <a href="mailto:mfscjobs@gmail.com">mfscjobs@gmail.com</a>	N	0
12	Indianapolis Urban League, Inc. Fax: (317) 693-7613 <a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>	N	0
13	Shares, Inc. – Brandywine Industries Fax: (317) 462-1535 <a href="mailto:cllee@sharesinc.org">cllee@sharesinc.org</a>	N	0
14	Mayor’s Office for People with Disabilities <a href="mailto:cornelius.booker@wrksolutions.com">cornelius.booker@wrksolutions.com</a>	N	0
15	Southern Methodist University <a href="mailto:hegicalendar@smu.edu">hegicalendar@smu.edu</a>	N	0
16	Corporate Website – <a href="http://www.urban1.com">www.urban1.com</a>	N	4
17	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	0
18	Internal Promotion/ Internal Candidate	N	1
19	Internal Referral/ /Employee Referral	N	2
20	Industry Referral	N	1
21	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.93qcountry.com">www.93qcountry.com</a> <a href="http://www.houstonseagle.com">www.houstonseagle.com</a> , and <a href="http://www.praisehouston.com">www.praisehouston.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> , <a href="http://www.entertainmentcareers.net">www.entertainmentcareers.net</a> , <a href="http://www.ihirebroadcasting.com">www.ihirebroadcasting.com</a>	N	3
23	Employment Connection – <a href="http://www.employmentconnection.com">www.employmentconnection.com</a>	N	1
24	Local Newspaper	N	0
25	Trade Publication – Inside Radio 365 Union Street Littleton, NH 03561 (800) 248-4242	N	0
26	On-Air Recruitment	N	0
27	Temporary Agency	N	0
28	Rehire of Former Employee	N	0
29	Intern	N	0
30	Job/Career Fair	N	0
31	All Access Music Group Attn: Joel Denver 28955 Pacific Coast Highway, Suite 210-5 Malibu, CA, 90265 Phone: (310) 457-6616	N	0

[1] This report provides recruitment data collected from March 23, 2024, through March 21, 2025.

**Urban One, Inc. – Houston, TX  
 KBXX(FM), KMJQ(FM), KKBQ(FM),  
 KHPT(FM), and KGLK(FM)  
 EEO PUBLIC FILE REPORT  
 April 1, 2024 – March 31, 2025 [1]**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
32	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
33	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:ljosborn@central.uh.edu">ljosborn@central.uh.edu</a>	N	0
34	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
35	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>	N	0
36	Houston Christian University (formerly Houston Baptist University) Attn: Contact: Debra Bell 7502 Fondren Road Houston, TX 77074 Phone: (281) 649-3169	N	0
37	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>	N	0
38	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

[1] This report provides recruitment data collected from March 23, 2024, through March 21, 2025.

**Urban One, Inc. – Houston, TX**  
**KBXX(FM), KMJQ(FM), KKBQ(FM),**  
**KHPT(FM), and KGLK(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2024 – March 31, 2025 [1]**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
39	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
40	Rice University 6100 Main Street Houston, TX 77005 Phone: (713) 348-4055 <a href="mailto:ccd@rice.edu">ccd@rice.edu</a>	N	0
41	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
42	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>	N	0
43	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
44	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
45	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

[1] This report provides recruitment data collected from March 23, 2024, through March 21, 2025.

**Urban One, Inc. – Houston, TX  
 KBXX(FM), KMJQ(FM), KKBQ(FM),  
 KHPT(FM), and KGLK(FM)  
 EEO PUBLIC FILE REPORT  
 April 1, 2024 – March 31, 2025 [1]**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
46	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>	N	0
47	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
48	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
49	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
50	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
51	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
52	University of Houston – Victoria Attn: Amy Hatmaker N. Ben Wilson Street Voctoria, TX 77901 Phone: (361) 570-4378	N	0
53	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

[1] This report provides recruitment data collected from March 23, 2024, through March 21, 2025.

**Urban One, Inc. – Houston, TX**  
**KBXX(FM), KMJQ(FM), KKBQ(FM),**  
**KHPT(FM), and KGLK(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2024 – March 31, 2025 [1]**

<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>
54	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>	N	0
55	Other (unspecified)		3
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>15</b>

[1] This report provides recruitment data collected from March 23, 2024, through March 21, 2025.

**Urban One, Inc. – Houston, TX**  
**KBXX(FM), KMJQ(FM), KKBQ(FM),**  
**KHPT(FM), and KGLK(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2024 – March 31, 2025 [1]**

**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), 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>	During the reporting period, 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).
<b>3</b>	<b><u>Defamation Training</u></b>	Urban One’s Legal Department provided training for radio station personnel focusing on the definition of defamation, the importance of fact-checking information which may be potentially defamatory, distinguishing between fact and opinion, and the procedure for anyone who receives a demand pertaining to defamation (May 15 – 16, 2024).
<b>4</b>	<b><u>Lee College and Career Fair</u></b>	The market’s Programming Assistants, Connie Williams, and Robin Bray, participated in the Lee College and Career Fair (the “Event”), located at 200 Lee Drive, Baytown, Texas 77520. The market maintained a booth at the Event, provided attendees with brochures, and spoke with current students and alumni regarding pursuing a career in the broadcast industry. To ensure qualified candidates could easily apply to any of the Company’s open positions, Station staff provided them with a quick-response (“QR”) code that linked directly to Urban One’s career website (April 4, 2024).

[1] This report provides recruitment data collected from March 23, 2024, through March 21, 2025.



**Urban One, Inc. – Houston, TX**  
**KBXX(FM), KMJQ(FM), KKBQ(FM),**  
**KHPT(FM), and KGLK(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2024 – March 31, 2025 [1]**

<b>5</b>	<b><u>Leadership Mainland Class Station Tour</u></b>	The market’s Promotions Manager, Ms. Candy Graham, and its Senior Promotions Coordinator, Ms. Jacoba Boles, gave a Station Tour to the Leadership Mainland Class from the Texas City – La Marque Chamber of Commerce. The Texas City – La Marque Chamber of Commerce offers a leadership development program called “Leadership Mainland,” which aims to educate, train, and motivate local leaders to build skills for the future benefit of the greater Texas City – La Marque area. During the Station Tour, Ms. Graham and Ms. Boles spoke with attendees about pursuing a career in the radio broadcasting industry and encouraged qualified candidates to apply for open positions at Radio One Houston (April 11, 2024).
<b>6</b>	<b><u>TSU 2024 Communication Week</u></b>	The market, including On-Air Talent, Keisha Nicole, participated in Texas Southern University’s 2024 Communication Week (the “Event”), which was held at 3100 Cleburne Street, Houston, TX 77004. Keisha Nicole served as a panel speaker during the Red-Carpet Media Mixer segment of the Event, and various other Station staff maintained a table at the Event, where they spoke to students about the radio/broadcasting industry and encouraged all qualified candidates to apply for open positions at Radio One Houston (April 12, 2024).
	<b><u>Adjunct Professorship at The College of the Mainland</u></b>	During this reporting period, the market’s Board Operator, Brandon Searcy, served as an Adjunct Professor at The College of the Mainland, a community college located at 1200 N. Amburn Road, Texas City, TX 77591, where he taught students in the Collegiate High School Program; providing them with a full breakdown of radio, programming, music and how to get into the radio industry (Fall 2024).
<b>7</b>	<b><u>WISEHou SMR Mentoring Program</u></b>	The market’s General Manager, Pamela McKay, participated in the 2025 WISEHou SMR Mentoring Program (the “Event”) hosted by the Women in Sports + Events (“WISE”) – Houston Chapter. The Event, which was held at 413 Bastrop Street, Houston, TX 77003, featured speed mentoring roundtables, where attendees were afforded the opportunity to discuss career and professional development topics. For her participation in the Event, Ms. McKay spoke with attendees about her career growth and professional/leadership development in the radio broadcasting industry (January 28, 2025).

[1] This report provides recruitment data collected from March 23, 2024, through March 21, 2025.