I. VACANCY LIST

See Section II, the Master Recruitment Source List ("MRSL") for recruitment source data.

Job Title	Recruitment Sources (RS) Usedto Fill Vacancy	Number of Candidates Interviewed (RS)	RS Referring Hiree
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
		Total Candidates Interv	iewed – 15

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		0
	National@aaja.org	N	0
2	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146		
	<u>info@womcom.org</u>	N	0
3	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037		
	ccnmainfo@ccnma.org	N	0
4	Veterans Workforce Investment Program Way Station, Inc.		
5	vfuchs@waystationinc.org	N	0
,	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302 Phone: (404) 523-6136 Fax: (404) 523-5467		
	bermail@aol.com	Ν	0
6	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 20742 Fax: (301) 445-7101 sberry@nabj.org	Ν	1
7	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, D.C. 20036 Fax: (202) 429-0657		
	nabobinfo@nabob.org	N	0
8	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	Ν	0
9	National Lesbian and Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, DC 20005 jobboard@nlgja.org	N	0

P.O. Box 83111 Lincoln, NE 68501 native@unl.edu N 11 Andrews Air Force Base Airman & Family Readiness Center N 12 Indianapolis Urban League, Inc. Fax: (317) 693-7613 ksimmons@indplsul.org N 13 Shares, Inc Brandywine Industries Fax: (317) 462-1535 clee@asharesinc.org N 14 Mayor's Office for People with Disabilities N cornelius.booker@wrksolutions.com N 15 Southern Methodist University N hegicalenda@asmu.edu N N 16 Corporate Website – www.urbanl.com N 17 Word-of-Mouth (which includes referrals from vendors, elients, former work associates and casual acquaintances) N 18 Internal Promotion/ Internal Candidate N N 19 Industry Referral N N 20 Industry Referral N N 21 Market Websites – www.indeed.com, www.b3.goountry.com N N 22 Internal Refresols.com, www.windeed.com, www.b4.goo N N 23 Employment Connection – www.employmentconnection.com <th>RS Number</th> <th>RS Information</th> <th>Source Entitled to Vacancy Notification? (Yes/No)</th> <th>No. of Interviewees Referred by RS over 12-month period</th>	RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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Attn: Joel Denver			N	0
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		28955 Pacific Coast Highway, Suite 210-5		
Malibu, CA, 90265 Phone: (310) 457-6616 N			N	0

RS Number	April 1, 2024 – March 31, 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		
22	dstiles@alvincollege.edu	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		
	lgosborn@central.uh.edu	Ν	0
34	C.T. Bauer College of Business, Rockwell Career Center Attn: Raji Aiyer University of Houston – Central Campus, CEMO Hall, 2 nd		
	Floor Houston, TX, 77204 Phone: (832) 842-6130 or (832) 842-6120		
2.5	raiyer@bauer.uh.edu	N	0
35	Harding University Attn: Steve Shaner Box 10765, Reynolds C-129 Searcy, AR, 72149 Phone: (501) 279-5209 sshaner@harding.edu	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 careerandtestingcenter@lamar.edu	N	0
38	Media Alliance of Houston Attn: Krystan LaChance 3550 West 12 th Street, Houston, TX, 77008 Alt. Address: P.O. Box 980908, Houston, TX, 77098 <u>MAHJobBank@gmail.com</u>	N	0

20		Notification? (Yes/No)	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		
	sfwashington@pvamu.edu	N	0
40	Rice University		
	6100 Main Street		
	Houston, TX 77005		
	Phone: (713) 348-4055		
	<u>ccd@rice.edu</u>	N	0
41	Sam Houston State University		
	Attn: Vinessa Mundorff		
	1905 University Avenue		
	Huntsville, TX 77340		
	Phone: (936) 294-1713		
	careerservices@shsu.edu	N	0
42	Stephen F. Austin University – Career Services		
	Attn: David Gehrels		
	1936 North Street		
	Nacogdoches, TX, 75962		
	Phone: (936) 468-2284		0
12	atcofa@sfasu.edu	N	0
43	Texas A&M University – Corpus Christi		
	Attn: Megan Nolan		
	6300 Ocean Drive		
	Corpus Christi, TX 78412		
	Phone: (361) 825-2628	Ν	0
44	Megan.Nolan@tamucc.edu	19	0
44	Texas A&M University – Texarkana Attn: Mitchell Parker		
	7101 University Avenue		
	Texarkana, TX 75503		
	Phone: (903) 334-6707		
	mparker@tamut.edu	Ν	0
45	Texas Association of Broadcasters	N	0
43	Attn: Craig Bean	19	0
	502 E. 11 th Street, Ste. 200		
	Austin, TX 78701		
	Phone: (512) 322-9944		
	jobs@tab.org		
	Joostalmorola		
			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		
	placementservices@tsu.edu	N	0
47	Texas State University		
	Attn: Elisa DeFord		
	601 University Drive		
	San Marcos, TX 78666		
	Phone: (512) 245-2645		
	<u>careerservices@txstate.edu</u>	N	0
48	Texas Woman's University		
	Attn: Joann Bastidas		
	304 Administration Drive		
	Denton, TX 76204		
	Phone: (940) 898-2950		
	<u>careers@twu.edu</u>	N	0
49	University of Houston – Career Services		
	106 Student Service Center I		
	Houston, TX 77204		
	Phone: (713) 743-5100		
	<u>ucs@uh.edu</u>	N	0
50	University of Houston – College of Technology		
	Attn: Jamie Thomas		
	4230 Martin Luther King Boulevard		
	Houston, TX 77204		
	Phone: (713) 743-4100		
	<u>cotcareers@uh.edu</u>	<u> </u>	0
51	University of Houston – Clear Lake		
	2700 Bay Area Boulevard		
	Houston, TX 77058		
	Phone: (281) 293-2590		
	<u>careerservices@uhcl.edu</u>	<u>N</u>	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		
	gibsonje@stthom.edu	Ν	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
54	West Texas A&M University Attn: Agatha Thompson WT Box 60728 Canyon, TX, 79016 Phone: (806) 651-2345 Fax: Fax: (806) 651-2925 wtcareer@wtamu.edu	N	0
55	Other (unspecified)		3
	TOTAL INTERVIEWEES OVER 12-MONTH PERI	OD	15

III. Recruitment Initiatives

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	On-Air/Website Recruitment	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, <u>www.urban1.com</u> . The Stations also provided a link to Corporate job listings on their websites.
2	EEO Training	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).
3	Defamation Training	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).
4	<u>Lee College and Career Fair</u>	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).

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5	<u>Leadership Mainland Class Station</u> <u>Tour</u>	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).
6	<u>TSU 2024 Communication Week</u>	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).
	<u>Adjunct Professorship at The</u> <u>College of the Mainland</u>	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).
7	<u>WISEHou SMR Mentoring</u> <u>Program</u>	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).