

KJKK, KMVK, KRLD, KRLD-FM, KSPF, KVIL
EEO PUBLIC FILE REPORT
September 30, 2024 - March 31, 2025

AUDACY IS AN EQUAL OPPORTUNITY EMPLOYER.

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I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Reporter	1-10	9

KJJK, KMVK, KRLD, KRLD-FM, KSPF, KVIL**EEO PUBLIC FILE REPORT****September 30, 2024 - March 31, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")****a. Agencies Notified by Outreach**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Audacy, Inc. Career Site 2400 Market Street Philadelphia, Pennsylvania 19103 Url : https://audacyinc.com/careers/ Careers Page Manual Posting	N	0
2	CareerSpring Foundation 5311 Valerie Street Bellaire, Texas 77401 Email : aadams@careerspring.org Abby Adams	N	0
3	Dallas Ft Worth Assn Black Journalists 320 S RL Thornton Freeway Dallas, Texas 75203 Email : dfwabj@gmail.com Cheryl Smith	N	0
4	Dallas Hispanic Chamber of Commerce 1402 N Corinth St #225 Dallas, Texas 75215 Phone : 214-521-6007 Email : sortiz@gdhcc.com S. Ortiz	N	0
5	Direct Employers Association 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : http://directemployers.org/contactus Diversity Outreach Manual Posting	N	0
6	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

b. Exemptions or Other Sources of Candidate Referral

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Current Employee	N	2
8	Employee Referral	N	1
9	Job Board	N	1
10	Linked In	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/2/2024	Participation in Job Fairs	Two of Audacy's Talent Acquisition representatives participated in a career fair hosted by the Moody College of Communication at the University of Texas at Austin. Talent Acquisition discussed numerous topics and answered questions from students that represented all markets across Texas.	2	Talent Acquisition Specialist Talent Acquisition Specialist
2	10/26/2024	Sponsorship of events in the community designed to increase public awareness	Audacy Dallas Brand Manager represented Audacy at the AFSP Walk community event. This event was advertised OTA to drive attendance. During the event, members from Audacy Dallas spoke to attendees about opportunities at Audacy.	1	Brand Manager
3	10/27/2024	Participation in events sponsored by organizations representing the community	Audacy Dallas On Air Personality from El Chiquilin KMVK-Fm represented Audacy at the Swing for the Future Golf Tournament. This event was advertised OTA to drive attendance. During the event, members from Audacy Dallas spoke to attendees about opportunities at Audacy.	1	On Air Personality
4	11/8/2024	Participation in Job Fairs	Audacy's Talent Acquisition Representative and Programming Representative participated in the International Radio and Television Foundation's career fair speaking with undergrad and grad students from across the country regarding open opportunities at Audacy.	2	Programming Talent Acquisition Specialist
5	11/15/2024	Provision of training to personnel of unaffiliated non-profit organizations	Audacy's Director of Talent Acquisition participated in a panel discussion at IRTS Foundation's faculty conference. She provided recruiting insights and information on entry-level career opportunities to over 40 professors and career services professionals to help them better prepare their students to secure internships and jobs in the media industry.	1	Director, Talent Acquisition

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6	11/27/2024	Participation in events sponsored by organizations representing the community	Audacy Dallas On Air Personalities of 105.3 The Fan hosted the the 11th annual Piece-a-thon. This event was advertised OTA to drive attendance. During the event, members from Audacy Dallas spoke to attendees about opportunities at Audacy.	3	On Air Personality On Air Personality On Air Personality
7	12/6/2024	Participation in events sponsored by organizations representing the community	Audacy Dallas On Air Personalities of La Grande 107.5 Morning Show hosted the 2024 Radiothon. This event was advertised OTA to drive attendance. During the event, members from Audacy Dallas spoke to attendees about opportunities at Audacy.	3	On Air Personality On Air Personality On Air Personality
8	12/11/2024	Participation in events sponsored by organizations representing the community	Audacy Dallas conducted OTA ads for their partnership with the North Texas Food Bank. During the event, members from Audacy Dallas spoke to attendees about opportunities at Audacy.	1	Regional Promotions Director
9	Ongoing Event	Establishment of training programs for station personnel	Audacy offers a Leadership Development Program designed for all managers and aspiring leaders ready to take their skills to the next level. This program equips our employees with the tools to influence, communicate, and lead with impact, preparing them for future leadership opportunities. During the program our employees: Develop the skills to drive change, build trust, and lead with confidence. Sharpen their ability to deliver clear, compelling messages that engage, persuade, and leave a lasting impression. Discover how to empower their team, nurture talent, and create a culture of success.	2	Market Manager Regional HR Director
10	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Dallas broadcasts over-the-air spot ads year-round on all of their stations, informing the public about careers in radio and our EEO practices.	1	

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11	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	Each vacancy at the Employment Unit, including upper-level category openings, is posted on the sites of organizations that are members of the Direct Employers Association Job Syndication Alliance. Members of the Alliance include the participation of women and minorities, veterans, and military families, government agencies, as well as other job candidates that might not be aware of employment opportunities in broadcasting.	1	
12	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Dallas provides the link to Audacy's career site on their website giving listeners access to job opportunities.	1	
13	3/4/2025	Participation in Job Fairs	Audacy participated in a career fair hosted by the Moody College of Communication at the University of Texas at Austin. Representatives discussed multiple topics with students including career and internship opportunities.	3	Talent Acquisition Specialist General Sales Manager Regional Promotions Director