

**WKTK, WSKY-FM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2024 - September 30, 2025**

AUDACY Gainesville-Ocala,FL 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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	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.	2	Market Manager Traffic Manager
2	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
3	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
4	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Gainesville provides the link to Audacy's career site on their website giving listeners access to job opportunities.	3	Regional President SVP Market Manager
5	Ongoing Event	Participation in other activities designed by the station employment unit	Audacy Gainesville broadcasts over-the-air spot ads year-round on all of their stations, informing the public about careers in radio and our EEO practices.	2	SVP Market Manager Director Traffic Operations

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6	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
7	3/12/2025	Participation in Job Fairs	Audacy Gainesville participated in a career fair at Barry University.	4	Regional President General Sales Manager Sales Assistant Promotions Assistant
8	4/16/2025	Participation in events sponsored by organizations representing the community	Audacy Gainesville attended the Puerto Rican Chamber of Commerce panel discussion on Broadcasting.	2	General Sales Manager General Sales Manager
9	5/7/2025	Provision of training to management	Companywide management training was held to inform managers of Audacy's EEO and OFCCP hiring policies, rules, and record keeping requirements. Importance of diversity in the workplace and adherence to our EEO policies were reinforced, and managers were made aware of tools and help available to assist them in their hiring efforts.	3	Market Manager Brand Manager Sales Manager
10	5/14/2025	Participation in Job Fairs	Audacy participated in Full Sail University's Virtual Career Fair on May 14, 2025. Audacy's representative spoke to students from across the company about their background, interests, and current openings across multiple markets within the organization.	1	Talent Acquisition Specialist
11	5/31/2025	Sponsorship of events in the community designed to increase public awareness	Audacy Gainesville attended the Santa Fe College Presidents Gals where they spoke about opportunities in careers in broadcasting.	1	on air personality

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12	7/15/2025	Participation in other activities designed by the station employment unit	Audacy's Talent Acquisition and Communications Teams recently hosted 36 Fellows from the IRTS Foundation's Fellowship Program at one of our major markets. The Fellows reside across the country. The visit provided an in-depth look at Audacy and the industry through a panel discussion, Q&A session, and station tour, offering Fellows the chance to observe live production, interact with On-Air Talent, and receive career and job-seeking guidance.	4	Sr. Director Communications Manager Communications Director of Talent Acquisition Brand Manager
13	7/31/2025	Sponsorship of events in the community designed to increase public awareness	Audacy Gainesville attended Valor for First Responders. This event was promoted on air where the staff spoke about how careers in broadcasting provide rewarding ways such as this to give back to local communities.	4	SVP Market Manager on air personality on air personality Brand Manager
14	8/16/2025	Sponsorship of events in the community designed to increase public awareness	Audacy Gainesville was a guest speaker at the Red Shoe Affair. During the event, members from Audacy Gainesville spoke to attendees about opportunities at Audacy and had signage posted with the QR code to our career site.	1	on air personality